

the KIN

Newsletter | 1st Quarter 2022-23



**MAKE A
DIFFERENCE**

**IT'S YOU,
WHO CAN!!**

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Last, not Least

COMPLIED & CONCURRED

Compliance Achievements

99%

SCAN Audit
A-5

PASS

KOHL's Social
Audit H-23

99%

Walmart FCCA
Audit C-3

91%

Walmart FCCA
Audit F-125

100%

SCAN Audit
F-125

87%

Wilko Quality
Audit H-23

PASS

Higg Index
Verification H-23

88%

Walmart FCCA
Audit H-23

PASS

TARGET Spot
Check Verification
H-23

PASS

SEDEX SMETA 4
Pillar Audit
A-5

PASS

Higg Index
FSLM Verification
H-23

WINNING STROKE

Best Corporate and Sustainability
Report Award for the Year 2021

Alhumdulillah

Heartiest Congratulations to team Feroze1888 on securing **1st Position** for **Best Corporate Report Award- Textile category** and **Certificate of Merit for Best Sustainability Report** for the Year 2021.



LEARNING THE ROPES

Learn - Unlearn: Repeat

PEOPLE DEVELOPMENT is our company value that shows our people is our base pillars and we put them at the center of our approach by creating a shared purpose and a culture of compassion and fairness, enabling their development and providing equitable opportunities to grow with us.

Our Organization development initiatives includes MANAGEMENT and WORKERS side by side through a directed and systematic efforts to creating a diverse, equitable and inclusive workplace

Glimpse of few of the workshops and training initiatives we conducted in the quarter are as:



POWER BI- Tool Towards Digitalization

Feroze1888 Mills believes in evidence based decision making which requires data analytics and interactive visuals to make the job even smarter and quicker. Our Executive Leadership Team is at the helm of a business and needs a guiding tool for strategic assessment and planning. An extensive course on Power BI enabled teams in developing their dashboards, powerful visuals of their work, and helped those displaying complicated data sets in a format that can be comprehended easily, a 'top-line' view, and a snapshot of the business to review organizational performance in total.



Train the Trainer

Feroze1888 Mills seeks and values inclusion, recognizing that a mix of ideas and talent enriches our organization and is essential to creativity and business growth. Over the past many decades, we have consciously focused on creating an inclusive and people-centric culture, where everyone feels valued and receives equitable learning and growth opportunities. With the same aim in mind, we brought in exciting initiatives like 'Train the Trainer'.

Success from this program will reflect in:

- Improved retention and improved performance reviews
- Improving trainers on their practical skills, instructional skills, platform techniques, and confidence.
- Increased engagement
- Encourage Inclusion through healthy discussion.



Internship

Feroze1888 Mills Ltd believes that a sustainable and equitable progress of organization include youth development. To live PROSPER in its true sense we exhibit focus on the capacity-building of youth through structured Internship opportunities. The six-week paid internship program is an effort to effectively mentor young graduates on vital employability skills that will help kick-start their corporate careers. Each intern is assigned a Mentor and Mentorship buddy who looks after their accessibility requirements and ensures their personal and professional development over the internship tenure. A real time structured feedback mechanism (of internee and the manager) helps in system improvement and gives internee an opportunity to improve their skills.



REFRESHERS

Continuous Learning is the Minimum Requirement for Success in any field



AITEX – Pakistan conducted refresher training on how to generate Made in Green (MIG) label and to calculate the Carbon and Water Footprint through the assessment tool: “the Impact calculator”, for the members of Marketing, Plant Engineering and QMS teams.



MADE IN GREEN by OEKO-TEX® is a traceable product label for all kinds of textiles products that have been manufactured in environmentally friendly facilities under safe and socially responsible working conditions. The MIG Label also reassures consumers that the textile product is made of materials that have been tested for harmful substances and certified in accordance with the STANDARD 100 by OEKO-TEX®.



Refresher sessions are important as they keep the employees intact with the knowledge, procedures and processed related to their working patterns, minimizing the possibilities of negligence and ensures that quality is not compromised at any level.



IN THE EVENTS

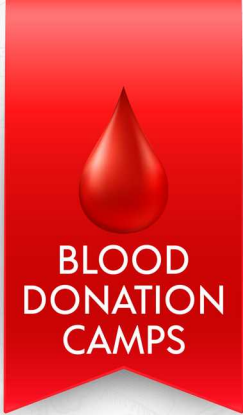
Employee of the Quarter

April – June 2022



Congratulations

Let us all try to raise a little higher, be a little better



***The reason for creation of Humans is to Love
Else, for obedience, the angels did not have a match. (Iqbal)***

The management and extended family members of Feroze1888 put in their every effort to contribute effectively in every walk of life. We facilitate our employees to put in their share in any noble cause without any hassles and upsetting their official responsibilities much. In this quarter, the management arranged Blood Donation Drive in collaboration with the Indus Hospital and Health Network, at all our locations.

We take humble pride in the enthusiastic participation of our employees – their devotion to the cause is the proof that each and every individual is capable and can contribute in the well-being of their surroundings – making a difference in the lives of many.



14 AUGUST

Independence Day Celebrations

*There is no power on earth
that can undo Pakistan!*



The respect and affection for our motherland is inexpressible – the unconditional love and the faith in its being is the underlying force which makes us all One Nation. To celebrate the Existence and the Subsistence of our beloved country, the extended family of Feroze1888 Mills Ltd. assembled at their respective locations and participated in the flag hoisting ceremony followed by the National Anthem sung vivaciously.

Long Live Pakistan!



DEFENCE DAY

6 September



یہ غازی یہ تیرے پر اسرار بندے
جہیں تو نے بخشا ہے ذوقِ خدائی

دونیم ان کی ٹھوکر سے صحرا و دریا
سمٹ کر پہاڑ ان کی پدیت سے رائی

WORLD SIGN LANGUAGE DAY

*Visit of Deaf Reach Students
Celebrating the Language of Kindness*

International Sign Language Week is celebrated in the month of September across the Globe to create awareness about Sign Language and Deaf Community. Feroze1888 invited students of Deaf Reach College to conduct an interactive and insightful session with them.

The culture of Inclusion has always remained the driving force to our Journey of Excellence and we shall continue to contribute towards the inclusion and betterment of all.



The activity based session was followed by an industrial visit where the students were introduced to the production operations of Textile. We ensured that the complete event is executed in the most comforting inclusive manner for the students and our efforts paid off when the students shared their happiness and contentment about their overall experience at Feroze1888.



WORLD HEART DAY**Do Your Part – Look After Your****It's You – Who Can**

Cardiovascular disease (CVD) is the world's number one killer, causing over 18.6 million deaths per year.

CVD Risk Factors**DIET****AIR POLLUTION****CHOLESTEROL****OBESITY****DIABETES****STRESS****TOBACCO****HIGH BLOOD PRESSURE****PHYSICAL INACTIVITY****What You
Can Do For
A Healthy Heart**

- Change your lifestyle
- Stop using tobacco
- Get more active
- Eat a heart-healthy diet
- Maintain a heart-healthy weight
- Get enough quality sleep
- Manage your stress

SUSTAINABILITY INITIATIVES

Flood Relief Donation

Compassion Makes a Difference

Our country is under serious turbulent times; the devastating flood has ruined the life of many and left those empty handed under open sky. In these tough times Feroze1888 Mills Ltd. stands united with the affected families and is committed to support them by donating generously to the relief work.

The management of Feroze1888 is facilitating the employees also to contribute in this noble cause through following modes:

- Direct Salary Deductions
- Cash donations
- In-Kind Donations (clothes, shoes, sleeping bags, etc.)



Considering the fact that the repercussions of flood need more time, energy and resources, getting back to normalcy, the management, with careful considerations, has planned the relief working in phases: Immediate charity/donation to bring ease and provide basic necessities, and, the Rehabilitation of affected areas by joining hands with reliable and trusted sources.

Times are tough and tiring but we have complete faith in Allah S.WT – with His support and the contribution of each and every on us; we will emerge as stronger as ever. InshaAllah.

COVER STORY

Make A Difference It's You – Who Can!!

We all are part of this big universe – each one of us has different set of skills and abilities, weaknesses and strengths. In spite of different personalities and goals which we want to achieve, we all can make individual efforts to bring positivity in the environment around us. Simple, everyday actions can spark positive changes – small good deeds can truly make big difference. Let's Begin:

Think and Act Sustainably

We all have this one planet and the resources which are neither unlimited nor are they meant for human beings only, rather they are shared ones. One small and sensible act can create a big difference in making this world a better place for everyone:

- Recycle – Reuse – Reduce
- Conserve Energy
- Avoid Plastic
- Keep your Vehicle Tuned
- Plant More Trees

Contribute in the Society

- Listen – Give – Do
- Make it a habit to Respect everyone
- Donate Blood
- Support a Charitable cause
- Volunteer

Be a Work-Place Pro

- Be more involved in the Work
- Say No to Toxic behavior
- Become a Mentor
- Give Specific Feedback
- Share a Positive Message

Be Yourself

- Read – Learn – Practice
- Remain Physically Active
- Eat Healthy
- Practice and Share Gratitude
- Be there for those around you

How are You making a difference?

MAKE A
DIFFERENCE

IT'S YOU,
WHO CAN!!

PRODUCT PORTFOLIO



KITCHEN TOWEL



APRON



TABLE TOP



POT HOLDER/ OVEN MITT SET

THE GLOBAL REACH

1888 Mills Global Family

Titan of Industry Award

September 2022

The 1888 Mills Global team Feroze1888 Mills Ltd. and Premier 1888 Ltd. are proud to accept the Titan of Industry Award from Home Textiles Today. It is an incredible honor to be recognized by our industry with this amazing award and a great day to be a part of the 1888 Mills Global Family!





MARKET WEEK 2022

Celebrating the reunion of 1888 Mills global teams

A diverse mix of voices leads to better discussions, decisions and outcomes for everyone.

(Sunder Pichai)

Market Week

HAPPY READING

MAKE A DIFFERENCE

When all hopes fade away,
When all lights are dwindling
When all paths to glory seems vanishing
When the fears surround you
Success seems dying....
Don't lose your heart,
Just Keep on Trying!

Don't let the doubts of failure
Hold you back – Pursue!
Keep thriving and striving
Until success comes true

Believe in Yourself – Have Faith
It is you who can make a difference
If not you, then no one can

SUPPLICATION

دُعَا

اللَّهُمَّ إِنِّي أَعُوذُ بِكَ مِنَ الْهَمِّ وَالْحَزَنِ،

وَالْعَجْزِ وَالْكَسَلِ، وَالْبُخْلِ وَالْجُبْنِ،

وَضَلَعِ الدَّيْنِ، وَغَلْبَةِ الرِّجَالِ

O Allah, I seek refuge in You from grief and sadness, from weakness and from laziness, from miserliness and from cowardice, from being overcome by debt and overpowered by men (i.e. others)

(Al-Bukhari)

GAME ZONE

Alphanumericals

- a) Guess the word from the hint provided & fill in the blanks accordingly.
 b) With the help of identified words fill the Final words - Numbers given beneath the blanks will help you in filling the final words
 c) All the words are taken from this quarter's KIN

1) Denser form of Liquid

7 24 11 11 10

2) Document attesting fact

12 26 1 23 9 2 9 12 20 23 26

3) An impairment

10 26 20 2

4) One-Fourth

25 5 20 1 23 26 1

5) Ease in pain

1 26 24 9 26 2

6) On training for a short period of time

9 13 23 26 1 13 8 15 9 3

7) A published account

1 26 3 11 1 23

8) Result of Hard Work

20 12 15 9 26 21 26 6 26 13 23

9) A medical condition too

8 23 1 11 22 26

10) Song of praise

20 13 23 15 26 6

Guess the Final Words

A) 12 20 1 10 11 21 20 8 12 5 24 20 1

B) 6 20 22 26 20 10 9 2 2 26 1 26 13 12 26

Remember

- Only first ten entries with all correct answers will be considered as winners.
- If more than one replies received from an individual then only first entry (if correct) will be considered.
- Write your name, department, grad and employee code in subject line and it is mandatory for all.

Send your answers to the.kin@feroze1888.com

latest by 10th October 2022.

MEET WITH **KIN** TEAM MEMBERS



Muhammad Khalique



Salman Khan



Mohammad Hassan



Rahifa Muslim



JOIN THE

KIN TEAM

If you have the flare for sharing knowledge, have ideas and the knack to do something different; you are qualified to join the KIN team.
Send us your nomination

SUGGESTION

CAN TRIGGER GOOD IDEAS....

WHAT'S YOUR SUGGESTION?

Write to us at

suggestions@feroze1888.com

or

Use the Suggestion Boxes placed at your locations.

FOLLOW - LIKE - SHARE



STAY IN TOUCH

For sharing your entries
the.kin@feroze1888.com