

theKIN

Newsletter | 2nd Quarter 2022-23



DOING THE RIGHT THING



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Last, not Least

LEARNING THE ROPES

Learn to Live

Ongoing learning is at the heart of Feroze1888 Mills Ltd. We focus on cultivating an enabling organizational culture that promotes employees' personal and professional growth just like a daily routine. We are tenacious, nimble, and committed to go above and beyond the call of duty.

We're committed to help our people, equip themselves to pursue their ideas of meaningful work in an ever-changing world; and to achieve it we ensure ceaseless learning through workshops for our management and non management employees. Let's catch a glimpse at some of them.



WEAVING CERTIFICATION 2022

Turning Raw Hands into Skilled Hands



What We Did

In partnership with the renowned NED University of Engineering and Technology, we ensured that our workers learn the most advanced techniques of weaving through state-of-the-art technology and expert guidance.

How We Did It

- We prepared an extensive course covering all theoretical and practical aspects of Weaving.
- Gave equal opportunity to all our workers to apply for the certification program.
- Selected applicants purely on merit based after their interview and assessment results.



CGMA LEADERSHIP ACADEMY SINGAPORE

As a professional for me - there is nothing more incredible than working for an employer that invests in its employees and truly lives its value of "People Development" - one of the pillar in PROSPER.

I attended the Leadership Academy arranged by Chartered Institute of Management Accountants (CIMA) & American Institute of Certified Public Accountants (AICPA) together. It was a 4 day leadership program specifically to be attended by the members only.

The focus of the program was on Purpose driven leadership to create greater impact, Globalization and Innovation to thrive in a VUCA & Digital world and ESG - integrating ESG in Strategy & Finance.

The experience stood out for me with meeting 60 plus professionals representing 19 different nationalities and learning from the real life leaders - the likes of Mr. Barry Melancon (CEO - AICPA), Andrew Harding (General Secretary - CIMA), Mr. TVT Chari (Business & Financial Consultant and Independent Director - Air Asia among other listed Companies in Malaysia), Ms. Anita Menon (Chief Risk Officer - Prudential Takaful), Ms. Rain Yang (Regional Director - Yip Heap Seng Ltd), Mr. Taufik Albar (Managing Director - Group Wholesale Banking RHB Banking Group) and none other than Mr. Noel Tagoe (Chief Executive Sandhills Advisory Services and a Professor at the University of Cambridge).





Kaizen Ceremony

Celebrating Continuous Improvement

In order to achieve its continuous goal of raising standards and delivering excellence, Feroze 1888 Mills Ltd. formally initiated a lean journey couple of years ago in order to reduce waste across various departments. Divergent Kaizen projects were executed by employees of various departments and created impact in form of cost saving, process time reduction, improvement in productivity or efficiency, inventory reduction, quality improvement and waste reduction

On December 6, 2022, Feroze1888 celebrated its second "Kaizen Ceremony" to honor achievements and encourage new beginnings. Kaizen projects from July 21 to June 22 were reviewed and considered in this ceremony where each employee proposed or participated in Kaizen received an award which raised employee morale to a next level. Feroze1888 always view problem as potential for improvement rather than cause for concern.





BREAST CANCER AWARENESS SESSIONS

Awareness is Power

Awareness and Early Detection plays vital role and bring an array of choices to be made in the right direction. Being a socially responsible organization we fulfill our responsibility by equipping our staff to make conscious and considerate choices. In line of our ideology a month long series of Awareness Sessions on Breast Cancer were executed wherein all our female staff was provided information regarding this important health topic.

We are thankful to Dr. Rana Inam from Diagnostic Center DHA, Dr. Farheen from Agha Khan Hospital, Dr. Komal from Liaquat National Hospital and Chughtai Lab team for being part of our journey.



Awareness
is Power
Early Detection
is the Choice



INTERNATIONAL SIGN LANGUAGE DAY

Feroze1888 invited students of Deaf Reach College to conduct an interactive and insightful session with them. We designed the complete session in form of multiple engaging activities followed by an industrial visit where the students were introduced to the production operations of Textile.

<https://fb.watch/hdio8pZTBw/>



VALUE CHAMPS

Appreciating employees for their display of right value based behaviors, we present to you all our Value Champs for the year 2021-2022.



Appreciation is a wonderful thing. It makes what is excellent in others belong to us as well.

[Voltaire]

EMPLOYEE OF THE QUARTER

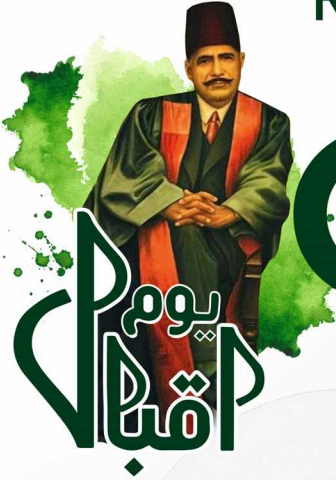
July – September 2022



Congratulations to all achievers

REMINISCING

The Legacy



نگاہ بلند، سخن دلنواز، جاں پُرسوز
یہی ہے رختِ سفر میرِ کارواں کے لیے

November



Muhammad Ali
innah

Dec 25, 1876 – Sep 11, 1948

QUAID E AZAM
DAY

25 December

"With faith, discipline and selfless
devotion to duty, there is nothing
worthwhile that you cannot achieve."

WORLD EVENTS

*Conscious, Considered and Conscience
Doing the Right Thing for Quality Lifestyle*

MENTAL HEALTH DAY

10 October

- ✔ Practice Gratitude
- ✔ Think Positive
- ✔ Spend Time with Family & Friends

QUALITY DAY

9 November

- ✔ Customer Focus
- ✔ Communication & Team Work
- ✔ Continuous Improvement

DIABETES DAY

14 November

- ✔ Healthy and Balanced Diet
- ✔ Regular Exercise
- ✔ Check and Control

DAY FOR PERSONS WITH DISABILITY

3 December

- ✔ Respect
- ✔ Innovation for disability Inclusive environment
- ✔ Empathy

HUMAN RIGHTS DAY

10 December

- ✔ Respect for All
- ✔ Kindness
- ✔ Openness and Support

SPORTS

After a long and un-due hiatus the sporty fellas of Feroze1888 Mills take a sigh of relief and joy as we resume the sports activities in the recent quarter.

FUTSAL TOURNAMENT



BOWLING TOURNAMENT



SUSTAINABILITY INITIATIVES

The Art of Returning

Touching Lives – Making A Difference

MagnifiScience Visit

Organized a visit of students from Govt. boy's Secondary Yousuf Arfani Goth School to the MagnifiScience Centre.



NOWPDP

Extended support towards their journey of creating opportunities for the differently abled.



Crank Addicts

Promoting healthy activities, Feroze1888 sponsored the #Coastalchase event organized by Crank Addicts Pakistan.



Flood Relief Activity

Goat Golab Jeal
Khairpur



Provided ration & in-kind support to

75

Families

PKR 1.76 MILLION
has been spent in this campaign

BakeSale'22 Patients Welfare Association



Feroze1888 Mills Ltd. is actively fostering an environment of support and care. With our conscious and considerate efforts we are serving all walks of society in every possible manner.

OUR PEOPLE – OUR PROSPERITY

*It is the possibility of having a dream
come true that makes life interesting*

Best Corporate and Sustainability Award for the year 2021

This dates back to May 2019 when our CEO, Mr. Rehan Rahman cited that he aspires the Company to win the Best Corporate Report Award for our Annual Report sometime in near future. His aspiration motivated us to strive from better to the Best.

From an Annual Report mainly consisting of Financial Statements with some basic information on the company, to fetching the Best Corporate Report award in the Textile Category in just three years' time, and a Merit Certificate for Sustainability Report is not only an achievement but also a testament of "All men of action, are dreamers".

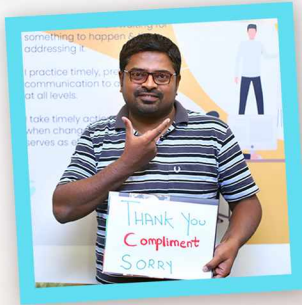


Best Corporate Report Award. First position in Textile Sector won by Feroz 1888. CFO Ms Javeria Siddiqui receiving award from renowned Trainer Mr Wali Zahid. **A Husain A Basrai** and ICMAP President in picture.



PROSPERITY

OUR PEOPLE OUR PROSPERITY



THE GLOBAL REACH



1888 Mills, USA PICNIC

CO-VID put a lot of things on hold for our company, families, and 1888 community. A picnic arranged in the month of October was the first we have had since 2016 and it did not disappoint! Rob Sayre said it best: "Thank you to everyone for coming, this has been long overdue. It's great to meet everyone's family, it's great to break bread together, it's a part of our mission statement when it comes to People. We wouldn't have a company without everyone that is here." He then pulled the winning ticket for the grand prize. Congratulations to Willie on winning the customized grill and to all that participated and won in the raffle! We want to thank everyone who made this picnic a day to remember!

Premier 1888, Bangladesh

World Quality Day 2022

Premier 1888 Ltd. celebrated World Quality Day at their premises. The team arranged awareness sessions and on-floor discussions with the employees emphasizing on the rippling effect of 'doing the right thing' on all the processes, products, services and value system. The event was much appreciated by our valued customers who apprised the efforts made to ensure qualitative outcome.



COVER STORY

Quality Conscience Doing the Right Thing

Quality is the focal point for every customer centric organization around which all the activities are built to attain sustainable growth and strong customer base, which calls for conscience, conscious and continuous efforts by every individual in the organization.



This November we observed the World Quality Day reflecting upon the theme of the year i.e. how corporate culture and conscience can help or hinder the organization's ability to make decisions and 'do the right thing' for all stake holders.

Various activities were arranged at all our locations including quality walk, on-floor sessions and Quality Day Summit which was attended by the CEO, senior management and other professionals. Through this platform we communicated the messages received from the Quality Head of our valued customers. Our budding and youthful talent shared their contribution they are making towards the cause through Digitalization, Electronic Color Evaluation process and Sustainability.

The senior management also shared their valuable feedback accentuating to be more conscious towards customer centric approach and minimizing wastages to increase the value at each process step.

In few words, organization structure and the processes are interlinked with each other – one impacting the other thus multiplying the effect on the final products and services. It is vital to understand that in all the conscience, 'doing the right thing' is not merely a slogan but the only way through.

Courtesy: Quality Assurance Department



HAPPY READING



فیروز تیرا میں فردِ عام ہوا ہوں

میں جب سے دانشور انسان ہوا ہوں
فیروز تیرا میں فردِ عام ہوا ہوں
تیرے پکے اور سچے اصولوں کا
میں بھی اک نظام ہوا ہوں
تیری ترقی و خوشحالی کی راہوں کا
میں ننھا سا اک سامان ہوا ہوں
ورکر کو تعلیم دی، کتنے گھر بسائے تو نے
یہ جان کر میں کتنا حیران ہوا ہوں
تیرے اچھے اور نیک ارادوں کا
میں ایک سچا پیغام ہوا ہوں
ناز کی بات یہاں پر ممکن ہے
تیرے سائے تلے میں پروان ہوا ہوں

شرجیل ناز

Dyeing & Processing

H-23

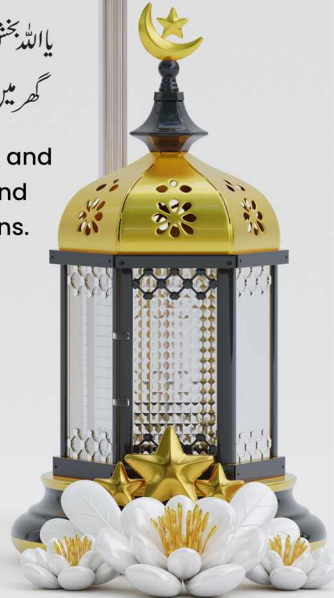
SUPPLICATION

دُعا

اَللّٰهُمَّ اغْفِرْ لِيْ ذَنْبِيْ وَوَسِّعْ لِيْ
فِيْ دَارِيْ وَبَارِكْ لِيْ فِيْ رِزْقِيْ

يا اللہ بخش دے میرے گناہ اور کشائش دیجئے مجھے میرے
گھر میں اور برکت دیجئے میری روزی میں۔ (عمل اللہیم واللیلہ)

O Allah! Forgive me for my sin and
make my home spacious and
increase me in my provisions.



GAME ZONE

Puzzle Wuzzle

- Guess the words with the help of hints given.
- Fill in the blanks with alphabets marked with numbers to discover the Message.
- All the words are taken from the KIN

1			M				
	15					4	
2		A					
			11			18	
3							L
4							N
				10			5
5		I					
						2	
6							D
			13		6		
7					K		
	9		17			1	3
							14
8							Y
9			L				
						7	
10			B				
	16						
11			E				
				12			
12				S			C
						8	

Message

1	2	3	4	5
6	7	8		
9	10	11	12	13
14	15	16	17	18

Hints

1	Individual
2	Mother tongue
3	A Sale backed by F1888
4	Textile Process
5	Host country of a leadership program
6	Showing kindness in return
7	Organization promoting two wheelers
8	Learning Institute
9	Achievers for demonstrating beliefs
10	Visionary Thinker
11	A particular subject of any project
12	Sense of right and wrong

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 will be considered.
- Write your name, department, grade and employee code in subject line. (mandatory)
- KIN reserves all the rights for any and all decisions.

Send your answers to **the.kin@feroze1888.com**

latest by 10th January 2023.

MEET WITH **KIN** TEAM MEMBERS



Muhammad Khaliq



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



Courtesy: KIN Team is thankful to all the departments and individuals for their cooperation and assistance provided.

STAY IN TOUCH

For sharing your entries and feedback
the.kin@feroze1888.com