

theKIN

Newsletter | 4th Quarter 2022-23



2022-23

IN A GLANCE



FEROZE 1888

Weaving a Better World®



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FROM THE DESK OF CEO

Dear Extended Family Members

Assalam-o-Alekum

As I pen this message I am thankful and appreciate the opportunity to share my thoughts with you all - our best comes out when we have open and honest communication.

In these tough times when inflation has engulfed the economies globally, customers are re-assessing the terms of doing business with no compromises, strict adherence to Right First Time approach along with the demands for cost cutting.

It has become more imperative than ever, for all of us, to revisit the working methodologies, mitigate and improvise the factors in our control, and deliver quality services with required standards for prevalence and sustenance.

The fiscal year comes to end with the month of June – by this time all activities related to closing and next fiscal year will be in full swing with almost all of us completely engaged and engrossed in the stride. Consider this a great time to review, assess and drive future course of action in light of the results achieved and the scenarios we are operating in.

As an organization and one team we are all in together and must keep working together with synchronized approach and efforts to manage what may come.

Together We Achieve – Together We Prosper

Regards

Rehan Rahman
Chief Executive Officer

WINNING STROKE

Effect of preparation, hard work and the will to succeed.....



GDEIB Award 2023
Best Practices in Learning and Development

Achievements never comes easy – there aren't any shortcuts to attain the level of excellence which makes you stand apart from the crowd. Encouraging and supportive system, dedicated efforts and strong team work are the underlying factors behind every award and round of accolades, and, this is what Feroze1888 is all about!



SANGFOR 2022
Most Innovative Customer Award

Congratulations, and Kudos to all the extended family members for the team work and untiring efforts resulting in an entire year filled with recognitions and awards.

Best Corporate Report Award 2021



Certificate of Merit for Best Sustainability Report 2021

LEARNING THE ROPES

Year in a Glance



At Feroze1888 Mills Ltd., we are deeply committed to our employees' growth and well-being. Through engaging learning and training sessions, we provide opportunities for the development of both hard and soft skills, empowering them to excel in their roles and lead better lives. Our comprehensive programs enhance technical expertise while fostering effective communication, leadership, teamwork, adaptability, and emotional intelligence. By investing in continuous learning, we create a thriving environment where our employees can unlock their true potential, ensuring a stronger, more resilient workforce ready to seize every opportunity.



LEARNING THE ROPES

Year in a Glance

1

No. of Trainings held **129**

2

No. of Employees covered **2,999**
(With repetition)

3

Initiatives by L&D Team

- PROSPER – Values Sessions
- Adult Literacy Program
- Medical First Aid
- Fire Safety
- Weaving certification Program for Workers from NED university
- Spinning certification Program for Workers from NTU
- Road and Motorcycle Safety training by Honda

4

Technical training
89 Sessions
(Hard skills)

5

Students facilitation

Internship count **47**

Mentorship Visit **15**

(IBA, NED, Mehran University, Salim Habib, Bahria, PAF-KIET, Denning Business School London, Indus University etc)



PROSPEROUS FEROZE

Weaving a Happy and Healthy Team

WELCOMING NEW MEMBERS

"On what high-performing companies should be striving to create: A great place for great people to do great work." - Marilyn Carlson

At Feroze1888 Mills Ltd, we certainly value the unique contributions that each individual can bring to the organization and play a vital role towards the overall success. To achieve this, it is important that all the team members are aligned with the Leadership team's Vision for the Organization.

With the platform of Prosperous Feroze1888, we have organized a Meet & Greet Session with the Executive Leadership Team to Welcome Our new Team Members and help them embark upon their Journey towards Excellence at Feroze1888 Mills Ltd.

This insightful session was held between new employees and the leadership team in which they shared their feedbacks, expectations, new ideas, perceptions and development thoughts.

PRIORITIZING EMPLOYEE HEALTH

Health awareness sessions, highlighting the importance of self-care and health monitoring, was arranged for Female worker staff. These are a series of sessions and will continue in coming months as well.



TOWN HALL

Opportunity to Let It Know



Management of Feroze1888 strongly believes in the power of communication within and amongst the teams: it's the bridge between confusion and clarity.

En route through the bridge of communication, Townhall with CE and Executive Leadership Team (ELT) was conducted in the month of April'23 with the senior management team, for exchange of information on prevailing challenges and opportunities, stance of the organization on same and the strategy to way forward.

Conducted on Zoom, Townhall validated the facts, eradicated the doubts, provided clarity and bout of confidence to the entire team: Together, we can make a difference.



MOTHERS' DAY

Celebrating The Motherly Bond



No words can express the power and beauty of Mother's love. Feroze1888 cherished the amazing spirit of motherhood, sending prayers to all the wonderful Moms and appreciating their efforts in nurturing the next generation with utmost love, care and attention.



TEXPO

International Textile Exhibition

Feroze1888 has been playing an integral part in fueling up the textile exports for Pakistan and every year we thrive to deliver nothing less than the best.

With this aspiration, team Feroze1888 participated in the 4th International Textile Exhibition - TEXPO organized by TDAP. The experience was indeed fulfilling where we got to interact with Global Textile Enthusiasts and showcase our high quality products.





WEAVING A BETTER WORLD DAY

It's a blessing to bless others.....

Weaving A Better World Day (WABWD) celebrated by all the counterparts of 1888 Mills global team is an endorsement of the collective pledge and efforts infused in by the global teams, to make positive differences in their surroundings, communities and to the lives of deserving individuals.



Feroze1888 Mills Ltd. celebrated the spirit of WABWD by contributing in the local charitable causes i.e. Haswa Foundation and Disable Welfare Association. Both the organizations are assisting the underprivileged segment of the society in their respective areas. Team members visited the vicinities and spent quality time with the individuals there, instilling hope and optimism while interacting with them and submitted the cheque of donations to the management on behalf of the organization, supporting the cause of serving humanity.



WORLD ENVIRONMENT DAY 2023

Nurturing Nature for a Nurturing Future

In alignment with our pledge towards environment safety and to create awareness on adopting sustainable lifestyle, **Feroze1888 Mills Limited** joined hands with **CARD Pakistan** and arranged Beach Cleaning and Plantation activity, at DAM Beach, Somiani; to commemorate the true spirit of World Environment Day.

With the theme of “Beat Plastic Pollution”, extended family members of Feroze1888 participated in cleaning the sea-shore. They also interacted with the residents there, discussing and instilling the harmful effects of plastic on our environment and responsibility of every individual to ensure a more healthier and greener surroundings.

The day concluded with plantation of **Mangrove Plants**, planted by the team at the dedicated area.

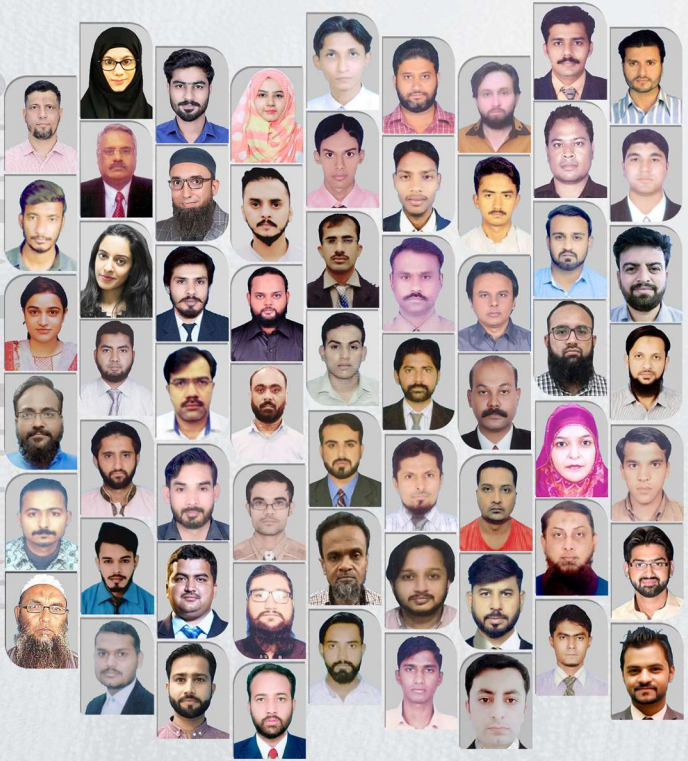




EMPLOYEE OF THE QUARTER

Congratulations to all Achievers

January–March' 2023





Eid UL FITR

M U B A R A K

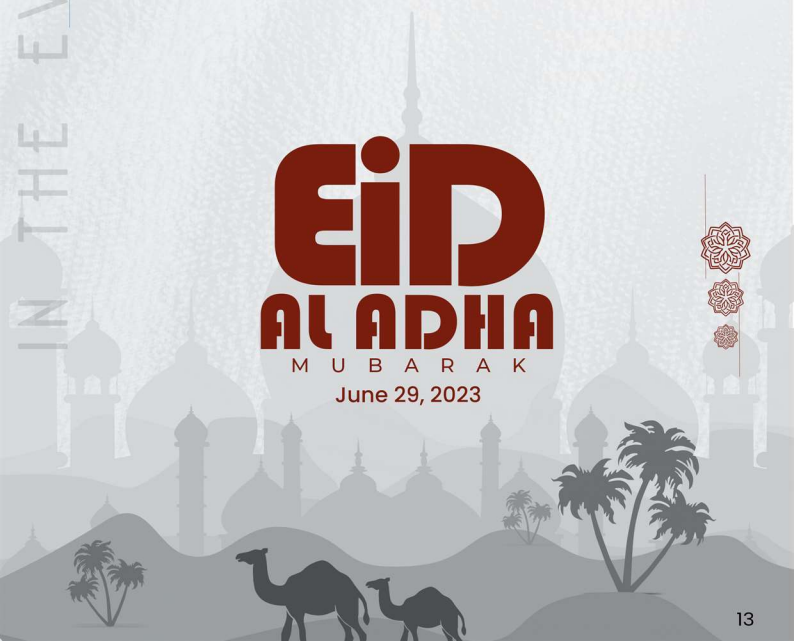
April 22, 2023

Eid AL ADHA

M U B A R A K

June 29, 2023

EVENTS
IN THE





WORLD EVENTS

Take Care – All Year Through!

World events are celebrated to make us more aware and conscious of how we need to behave, act and respond to our own needs and to our surroundings. The collective message of all the days celebrated is: Act Responsibly!

Mind, Body and Soul

- ✓ Eat a Healthy Diet
- ✓ Be physically Active
- ✓ Sleep Well
- ✓ Avoid Harmful Substances
- ✓ Find Ways to Manage Your Emotions

Land, Air and Water

- ✓ Reduce, Recycle, Reuse
- ✓ Practice Conservation
- ✓ Plant Trees
- ✓ Stop Food Waste
- ✓ Try without Plastic





SUSTAINABILITY

Prosperity for All

Feroze1888 Sustainability efforts is concentrated on Six Pillars: Care for the mother Earth, Care for the Community, Care for the Employees, Act Responsibly, Fostering Equality, and Developing Future Generations. These pillars play a crucial role in fulfilling our dedication to Weave a Better World.

Care for the Mother Earth

18%

Reduction in absolute CO₂e Scope 1 & Scope 2 Emissions VS. FY 2020-21 till Q3

110%

Increase in Renewable Energy Generation VS. FY 2020-21

Committed to SBTi align with Business Ambition for

1.5C

Planted **50,000**

Mangroves in various areas of Pakistan

Act responsibly

Using more than

80%

Recyclable Grade Paper in Packaging

Using Pallets made of Recycled Plastic

Care for the Community

5,500+

Lives impacted through different CSR initiatives

11

Students are provided with Scholarships for Higher Education

Fostering Equality

Increased

30%

Females in management cadre in absolute numbers VS. 2021-22

31%

% Increase in PWDs in absolute numbers VS. 2021-22

Initiating Health Awareness Sessions for Female Workers

Providing Scholarships to

5

Female students for Higher Education

Care for Employees

Providing source of Halal income to

13,000+

People

150+

Employees are impacted with Wellness Program

Providing assistance to

260+

Employees' Children in gaining Education.

Developing Future Generations

1.74X

Internships are provided to College/university Students VS. 2021-22

1.58X

Trainings are provided on Lean Manufacturing to University Students VS. 2021-22



Drivers for Sustainability

Climate Science, Responsible Sourcing & Production, Digitalization, Product Innovation, Ethical Business Practices

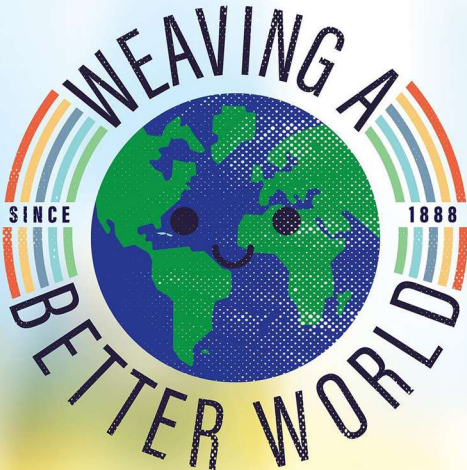


THE GLOBAL REACH

Weaving a Better World Day

1888 Mills. USA

1888 Mills Global celebrated Weaving a Better World Day in the month of May'23. This is a day when our entire company truly lives out our brand purpose by dedicating ourselves to the service of others. In Pakistan, Bangladesh, Canada, UK, China and in the US we all pause our busy schedules for one day to celebrate what it truly means to Weave a Better World.



THE GLOBAL REACH

Premier1888 – Bangladesh

Winning Stroke



Excellent Supplier Award 2023
from Nitro Group, Japan



Blood Donation Camp

A blood donation camp was organized by the management of Premier1888 with assistance of Sandhani CMC Unit. The enthusiastic participation of our extended family members in this noble cause is highly appreciated.





COVER STORY

THE PROSPER EFFECT: YEAR IN A GLANCE

Feroze1888 Mills Ltd. firmly believes in the potential of qualitative efforts and acknowledge our responsibility to make positive contributions in all aspects.

Our core corporate values revolve around 3Ps: People, Planet and Prosperity. With sustainability, corporate social responsibility (CSR) and environmental consciousness in the stride, we are actively and continuously engaged in constructive activities creating ripple effects.

The Prosper Effect starts from the very beginning of our existence! Alhumdulillah – from being a respectable source of employment and earnings to hundreds and thousands of the countrymen to a reputable business, generating revenues and serving the exchequers, Feroze1888 contributes significantly in strengthening the economic sphere of the homeland.

An employee-friendly organization, we consider our workforce an extended family and are deeply committed to their well-being. With a safe and healthy work environment, opportunities to learn and active participation in various activities all year through, we ensure that their energies and passion remains intact, further accelerating their journey to success and growth.

Learning and Development is our forte! By emphasizing education, fostering collaboration, and nurturing talent, we aim to create a learning ecosystem that benefits the communities we serve, overall progress of society and our future leaders.

With our commitment to Sustainability and CSR, the **Prosper Effect** is further extended to various sectors in our society through different mediums and affiliations to social causes.

With each passing year, our commitment remains steadfast in embracing change, exploring new horizons, and making a meaningful impact on societal well-being and the environment. We are dedicated to creating a better future, where prosperity, compassion, and sustainability harmoniously interweave. Together, we strive to build a world where the prosper effect is felt by all.



GAME ZONE

Letters and Words

- Use the Clues given to fill in the words
- Words can go across or down.
- Letters are shared when the words intersect.

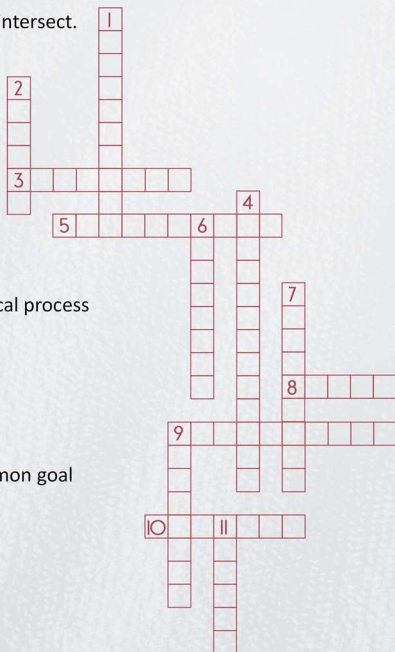
CLUES

ACROSS

- Woven fabric
- Something new or different
- strands twisted together
- Objects of interests on display
- strong material produced by chemical process

DOWN

- settling in the earth for growth
- state of wellbeing
- transmission of facts
- collaborative effort to achieve common goal
- range of differing elements
- being treated fairly
- a round or solid figure



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 20th July 2023.

SUPPLICATION

دُعا

اللَّهُ أَكْبَرُ اللَّهُ أَكْبَرُ ،
لَا إِلَهَ إِلَّا اللَّهُ وَاللَّهُ أَكْبَرُ ،
اللَّهُ أَكْبَرُ وَلِلَّهِ الْحَمْدُ

اللہ سب سے بڑا ہے اللہ سب سے بڑا ہے،
اللہ کے سوا کوئی معبود نہیں اور اللہ سب سے
بڑا ہے، اللہ سب سے بڑا ہے اور اللہ کے
لئے سب تعریف ہے۔

(مصنف بن ابی شیبہ)

Allah is greatest, Allah is greatest, there
is no one to be worshiped except Allah,
and Allah is greatest, Allah is greatest
and all praises are for Allah.

MEET WITH **KIN** TEAM MEMBERS



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