

the **KIN**

Newsletter | 2nd Quarter 2023-24



FEROZE 1888

Weaving a Better World®

CONTENTS

2

Complied &
Concurred

3

Winning
Stroke

4-8

Learning The
Ropes

9-11

Prosperous
Feroze

12-17

In The
Events

18-19

Sports

20

Sustainable
Development

21

Our People
Our Prosperity

22

Happy
Reading

23

Unsung
Heroes

24

Game
Zone

25

Supplication

26

Last, not Least

COMPLIED & CONCURRED

Compliance Achievements

LIDL
Quality Audit
H-23
79%

PGS Quality
Audit
Packaging
PASS

Morrison
Technical Audit
Quality H-23
94%

BetterWork
Audit Social
A-5
PASS

ALDI Audit
Social H-23
PASS

COSTCO GMP
Quality H-23
PASS

SA 8000 1st
Surveillance
Audit Social H-23
PASS

ICS Audit
(By Auchan)
Social H-23
PASS

WINNING STROKE

Join the Celebration, Let Applause Together



Feroze1888 Mills Limited secured prestigious honors with the Best Corporate & Sustainability Award 2022, the 38th Corporate Excellence Award 2023 by the Management Association of Pakistan (MAP) in the Textile Sector, marking our 5th consecutive win, and the 1st Pakistan Disability Inclusion Excellence Award 2023 in promoting disability inclusion at workplace. These awards are testament to our dedication to excellence, sustainability, and innovation.

LEARNING THE ROPES

Navigate Excellence Where Knowledge Meets Impact

SUCCESS HABITS

An enlightening training "Success Habits", led by renowned trainer Maalik Khashkheli, fosters confidence, unveils success strategies, and charts a path for personal growth through the 4 Cs, ensuring our employees reach their full potential and ensuring success driven life.



HOW TO WIN FRIENDS AND INFLUENCE PEOPLE

Dive into the transformative journey of our employees through the "How to Win Friends and Influence People" training. The trainees explored the art of improving communication skills, cultivating influential prowess, and fostering genuine connections in a session that's both light-hearted and powerfully practical.



CAPTIVATE

Learning & development sets sail on an intriguing training session "Captive: (Learn Winning Communication Skills.)" where employees have a chance to explore the skill of decoding expressions, mastering negotiation tactics, and harnessing emotions for stronger bonds in this transformative session.



LEADERS WITHOUT TITLE

At Feroze1888, we're stepping into the realm of "Leaders without Title." Step into a transformative journey where leadership starts with YOU. In this impactful training, employees embrace continuous learning, ignite growth, and witness small steps pave the path to monumental success. This training reflects on redefining leadership!



LEARNING THE ROPES

ESSENTIAL PEOPLE SKILLS

The exceptional "The 5 Essential People Skills" training by a proficient trainer Sahib Karim Khan, is especially crafted for managers. In this training, employees learn to unveil the skill of assertiveness, rapport building, and conflict resolution. Feroze1888 believes in cultivating a culture of self-reflection, continuous growth and collaborative leadership through these interactive initiatives.



TURNING IDEAS INTO ACTION

Through this critical training "From Problem Solving to Solution: Turning Ideas into Action." Learning and development team is setting the path to instill the problem solving attitude in our employees. This is not a typical training—it's a gateway to unlocking the full potential of team's problem-solving prowess. We chose Usman Qureshi—our very own employee to conduct this training to give realistic and in-depth insights to the trainees.



MENTORSHIP OF COMMECS COLLEGE STUDENTS

Young Students from COMMECS College stepped into the artistic world of Feroze1888 Mills Ltd. for an in-depth study tour. From weaving the intricate threads to the final stages of stitching and packing, they understood how every towel comes to life through a series of meticulous steps.



LEARNING THE ROPES

LEARNING THE ROPES

MENTORSHIP OF HAMDARD UNIVERSITY STUDENTS

Feroze1888 Mills Ltd. opened its doors to the inquisitive minds of Hamdard University students for an immersive mentorship journey! These aspiring students didn't just witness our plant—they immersed themselves in an invaluable session guided by one of our seasoned mentors, unlocking priceless insights and industry wisdom.



MENTORSHIP OF MEMON INDUSTRIAL AND TECHNICAL INSTITUTE

Feroze1888 Mills Ltd. hosted an incredible mentorship session and factory tour for the girls of Memon Industrial and Technical Institute (MITI). We believe in providing equal opportunities of learning and development beyond the discrimination of gender! At Feroze1888, we're breaking barriers for learning and growth—no gender labels here!



MENTORSHIP OF MEHRAN UNIVERSITY

We welcomed the dynamic minds from Mehran University for an enriching mentorship session. These aspiring students didn't just tour our cutting-edge plant; they delved into a priceless session with one of our experienced mentors, discovering valuable insights. During their visit to our plant engineering department, they witnessed our commitment to energy renewal.



LEARNING THE ROPES

WEAVING CERTIFICATION

We continued our dedication to People Development this year also by empowering our workers through a 4-Month Weaving Certification Program in collaboration with Ned University, reaffirming our commitment to their growth and development.



RISE UP 3 MONTH MENTORSHIP PROGRAM

"RISEUP", the visionary 3 Month Mentorship venture by Feroze1888 Mills Ltd in collaboration with Kiran Foundation sparks the hidden brilliance within Lyari's marginalized youth. The talented students visited various departments, gaining invaluable industry insights from mentors that not only motivate but also fuel their passion for acquiring essential knowledge.



LEAN SIX SIGMA

A Step Forward In Our Lean Journey

Amidst the current landscape of business refinement and industrial prowess, the Six Sigma methodology stands tall as a powerful tool for attaining unparalleled process uniformity and elevating customer satisfaction. As a frontrunner in Pakistan's esteemed textile exports, Feroze1888 recognizes its merits in all respects. Hence, we have embarked on a dynamic five-day Six Sigma certification initiative that prioritizes data-driven decision-making and a customer-focused environment in our company. Through this endeavor, we aim to cultivate a culture centered on standardized processes and heightened product excellence, aiming to take the customer satisfaction level to whole new heights.



PLAYFUL PALOOZA

A Week of Joy, Fun & Laughter!

PROSPEROUS FEROZE



Dive into the excitement of 'Playful Palooza,' our fun-filled week where work and fun collide! Teams dove into various activities, all geared towards boosting team bonding and collaboration. It's all about building team spirit, fostering camaraderie, and infusing joy into our workplace. Our teams weren't just working together; they were laughing their hearts out. Because, let's face it, deep down, we're all just big kids.





PLAYFUL PALOOZA



EMPOWERMENT BEYOND LIMITS

Women's Roadmap to Financial Well-being

In an era where women are constantly shattering barriers and breaking through the glass ceiling, financial empowerment becomes a crucial component in their journey to success. The recent session on Financial Literacy and Managing Personal Finances among Women stands as a pivotal step in equipping women with the knowledge and skills necessary to take charge of their financial decisions. This session shed light on various aspects, including understanding the basics, investment and budgeting, goal setting, cash inflow, and more. Armed with the knowledge gained, women can confidently navigate the complex world of personal finances.



PROSPEROUS FEROZE

BREAST CANCER AWARENESS

Stand Strong, Think Pink – Together for a Meaningful Day



We believe in the power of unity and awareness. We came together in a heartfelt Breast Cancer Awareness Session that transformed our workplace in a Symphony of Pink.

From pink balloons to ribbons and a pink attire dress code, we set the stage for courage and awareness.

Our session featured expert insights that armed us with crucial knowledge on early detection and self-examination. Let's educate, support, and uplift one another as we strive to make a difference in the fight against breast cancer.

Together, we can create a ripple effect of change and weave a better world!



RIISING TOGETHER

International Day of Persons With Disabilities



Feroze1888 consistently excels in Weaving a Better World for all. We firmly believe that every individual is valued, heard and seen. We joined hands with Disabled Welfare Association (DWA) on this International Day of Person with Disabilities. It was not just about creating awareness but also about fostering an inclusive workspace that involves making physical spaces accessible to all. In this spirit, let's build bridges and not walls.



IN THE EVENTS

360 VALUE CHAMPS

Winning with Our People Planet and PROSPER



We are delighted to present our 360 Value Champs for the year 22-23, individuals who have truly showed dedication to our PROSPER values. These outstanding individuals embody our PROSPER values with unwavering dedication. Their commitment and passion have set a remarkable standard, making them true champions in every sense. Cheers to our Value Champs for setting a remarkable standard in the pursuit of excellence.



WOMEN DEPARTMENT

Elevating Excellence to Strengthen Women



We are thrilled to announce the inauguration of Stitching Department exclusively for women.

The initiative not only expands our production capabilities but also creates a nurturing environment for women to thrive and advance in the textile industry.

This milestone underscores our unwavering commitment to diversity and inclusion. We eagerly anticipate witnessing our talented female team members excel in their respective roles and make significant contributions to our company's ongoing success as well as our country's economy.



IN THE EVENTS

REMINISCING

The Legacy



یوم اقبال

۹ نومبر

نہیں نا امید اقبال اپنی کشت ویراں کے
ذرا نہ ہوتویہ مٹی بہت زرخیز ہے ساقی

DECEMBER
25
DAY
QUAID E AZAM

No nation can rise to the height of glory
unless your women are side by side with you.

Muhammad Ali Jinnah

WORLD EVENTS

Uniting For A Better Tomorrow

WORLD
**Mental
Health Day**

10th October '23



Breast
Cancer
Awareness

13th October '23



11th November '23

World
**diabetes
day**

14th November '23

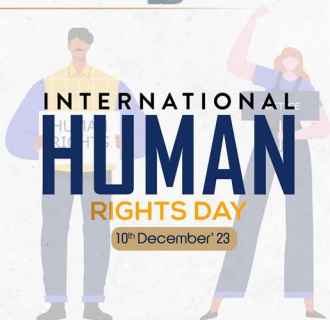
**INTERNATIONAL
DAY** OF PERSONS
WITH DISABILITIES



3rd December '23

INTERNATIONAL
**HUMAN
RIGHTS DAY**

10th December '23



SPORTS

Beyond The Game, Forging Bonds

CRICKET TOURNAMENT

The Night Cricket Tournament at Ferozeli888 Mills was a thrilling event where 8 teams were participated. The cricket ground echoed with cheers and excitement as colleagues showcased their cricket skills under the floodlights. It wasn't just a game; it was a celebration of teamwork, creating unforgettable memories for everyone involved. The tournament brought together employees for a night of fun, competition, and friendly sportsmanship.



THE BIG HIT

Our Senior Management recently engaged in a spirited Night Cricket Tournament, showcasing not only their leadership skills but also a passion for sports. Strategic and friendly competition took center stage, creating a memorable night of teamwork. The tournament served as a dynamic platform for senior management to unwind and foster a sense of unity beyond the boardroom.



SPORTS WEEK

Spin, Chase And Win Together



Feroze1888 Mills recently hosted an exciting Sports Week for both male and female employees, creating a lively atmosphere of competition. The event featured thrilling matches in table tennis, checkers, and carrom, bringing out the sportsmanship and team spirit in everyone. Employees enthusiastically participated, showcasing their skills and enjoying friendly rivalries. The Sports Week not only promoted a healthy and active lifestyle but also strengthened the bonds within the Feroze1888 Mills family.

SUSTAINABILITY

Empowering Girl, Uplifting
Communities, Promoting Sports



Empowering women through sports and supporting communities, our AstroTurf initiative at Kiran Foundation Ground fosters a dedicated space for female athletes, nurturing their talent and paving the way for their athletic skills to shine.



OUR PEOPLE OUR PROSPERITY

Comfort Beneath, Excellence Above

RUBBER MATS FOR NON MANAGEMENT TO REMAIN STRESS FREE

We recently organized a thoughtful activity to support the well-being of our non-management team members. We crafted comfortable rubber mats designed to provide a stress-free environment for our dedicated staff. These mats serve as a simple yet effective way to promote relaxation and ease tension during work hours. Our goal is to create a positive and comfortable atmosphere for our team members, recognizing the importance of their well-being. It's our way of acknowledging the hard work and dedication of our non-management staff, ensuring they have a supportive and comfortable workspace.



HAPPY READING

Discover Joy in Every Word

KEY POINTS

Book Title: Focus By Daniel Goleman

- In your quest for success, you might lose many things, but you must never lose your focus
- The world is full of distractions, and the only way to thrive is to ignore them
- A good way to keep your attention flow active is to switch up routines and do the things you love
- The difference between success and failure lies in your ability to control your wandering mind
- All the things you do not know about yourself are the reasons you are not where you want to be
- In life's journey, you need other people, and they need to know that you understand them
- Old tricks do not produce new results; you need to figure out what you're doing wrong and fix it
- Successful leadership requires that you expand your horizons and go the extra mile

SUMMARY / REVIEW

Extraordinary results only come when you make a move way above average. Be the person who pays attention to the little things and doesn't relent until you find out what to do about a problem. Staying focused is how you achieve success.

Be emotionally resilient. Many things will upset you, but you must bounce back quickly and restore focus on what truly counts. Emotional resilience activates your prefrontal cortex so that you can think clearly and make logical decisions. These rational decisions form the bedrock of your life and can create room for more success.

Allow your mind to wander occasionally to prevent mental fatigue. Effectiveness reduces when you suffer from cognitive exhaustion. Take a walk, drink water, and do something you enjoy to enter a flow state. This state helps you think better; in this diffuse mode of thinking, you make new discoveries.

Success doesn't come easy, but the journey can be worthwhile if you focus on doing what you love and thinking beyond the present as a leader, student, or parent. Nothing lasts forever. It is up to you to paint the picture of who you want to be and work toward it.

Paying attention will help you achieve your dreams and change your life in more ways than you can dare to imagine.

UNSUNG

Heroes of FEROZE1888

Office Boy S-81 Muhammad Haris,
Creating Arts and Crafts related
stuff for Office decoration from
Wastage of cartoons and now he is
promoted to Logistic Department
as Management Employee.



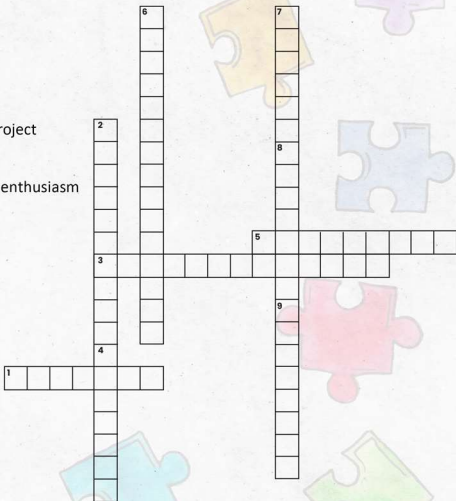
GAME ZONE

Letters and Words

- Make words with the help of the letters given in cues ONLY
- Guess the Main Word correctly
- Cues are given to assist you

CUES

1. A sportsperson
2. Guidance and support
3. Spirit of fair play
4. Another word for a business project
5. Different characteristics and attributes within a group
6. A lively event with energy and enthusiasm
7. To grow or develop well
8. In Progress
9. With each other



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 January 2024.

SUPPLICATION

دُعا

اللَّهُمَّ إِنِّي أَسْأَلُكَ عِلْمًا نَافِعًا،

وَرِزْقًا طَيِّبًا، وَعَمَلًا مُتَقَبَّلًا،

اے اللہ! میں تجھ سے فائدہ دینے والے علم، پاک
رزق اور قبول ہونے والے عمل کا سوال کرتا ہوں۔

O Allah, I ask You for beneficial knowledge
goodly provision and acceptable deeds.

(Sunan Ibn Majah: 925)



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