

the KIN

Newsletter | 3rd Quarter 2024-25



WEAVING THE THREADS OF INCLUSION



Include, Uplift, Empower!

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Last, not Least

COMPLIED & CONCURRED

Compliance Achievements

Eurocentra
Chemical
Sustainability
H-23

PASS

Shanghai Autex
ACV Social H-23

PASS

JAKALA
Technical
H-23

PASS

ALDI ACCORD
verification
Social H-23

PASS

BEPI Social
Environment
H-23

PASS

ACCORD Boiler
verification
Social H-23

PASS

Better
Work Social
H-23

PASS

Shanghai
Autex Social
H-23

PASS

Shanghai
Autex Social
H-23

PASS

Sourcing
Solution
Social H-23

PASS

Target QAFA
Audit C-3

66.44%

SCAN
Security
C-3

99%

Re-Certification: FSC CoC Standard:

Alhamdulillah! Feroze1888 Mills Limited, reaffirming our commitment to quality, responsibility, and continuous improvement, is pleased to announce the re-certification of the world's most recognized Forest Stewardship Council (FSC) Chain of Custody (CoC) Standard. This certification strengthens the sustainability of our FSC certified production chain and enhances customer satisfaction. Our focus on continual improvement ensures that our business becomes more efficient while maintaining a high standard of sustainable product delivery.

WINNING STROKE



2nd Disability Inclusion Excellence Award

Feroze1888 Mills Ltd is honored to receive the 2nd Disability Inclusion Excellence Award in the Diamond Category from the Employers' Federation of Pakistan.

This recognition reflects our heartfelt commitment to fostering inclusion—not just within our organization but in the communities we serve. By creating real opportunities, breaking barriers, and empowering Persons with Disabilities (PWDs), we strive to build a more inclusive and equitable society.

LEARNING THE ROPES

A Learning Curve is Essential to Grow

Lean Gamification session with NED University

An exciting and insightful Lean Gamification session was organized with NED University of Engineering and Technology's Industrial Engineering students!

The workshop provided a hands-on experience where participants ran an entire production process, gaining a deep understanding of lean concepts at each stage. From waste elimination to process optimization, students actively engaged in real-time decision-making, learning how small changes can lead to massive improvements in efficiency.

This dynamic learning experience not only highlighted the power of lean principles but also showcased the importance of teamwork, continuous improvement, and adaptability in real-world manufacturing scenarios. A truly impactful session that blended theory with practice in a fun and interactive way!



LEARNING THE ROPES

A Learning Curve is Essential to Grow

Authentic Leadership at the Top (LUMS)

At Feroze1888, we are committed to continuous learning and development, actively investing in programs that empower our leaders to evolve and excel. The "Authentic Leadership at the Top" training at LUMS proved to be an invaluable experience for our leaders, Javeria Siddiqui (CFO), Muhammad Yahya (Director – PE), and Muhammad Faisal (DGM – Packaging) equipping them with enhanced self-awareness, strategic leadership skills, and the ability to foster authentic relationships within the workplace.

ICAP – Future Ready Textile & Apparel Reporting with IFRS Sustainability Standards

The "Future Ready Textile and Apparel Reporting with IFRS Sustainability Standards" masterclass by ICAP was an insightful learning experience for our team members, Muhammad Bilal (Assistant Manager – QMS) and Zain Ul Abedin (Assistant Manager – F&A). This training equipped them with a deeper understanding of IFRS S1 and S2 standards, enabling them to enhance sustainability reporting, assess climate-related risks, and integrate financial transparency into our operations.

Right First Time Through Process Control & Lean Tools

The "Right First Time" training was an in-house technical skill development session conducted by Mr. Abdul Aziz (DGM, QA) & Mr. Aman Ullah Ansari (Manager, QA) collaboratively. This session provided valuable insights into process optimization, effective quality control, and lean methodologies to enhance operational efficiency.

Leaders of the Quantum ERA

The influential training session on Leaders of the Quantum ERA conducted by Sahib Karim, was designed for Mid-level Managers to navigate leadership in the modern era. This training focused on adapting to change, leveraging innovation, and developing a strategic mindset to lead effectively in today's fast-evolving business landscape.

The Lean Approach to Logistics: Techniques for Optimized Efficiency and Reduced Waste

The "Lean Approach to Logistics" training session, conducted by Mr. Asad Ullah (Senior Executive, Logistics), was all about enhancing logistics operations through lean methodologies. The session emphasized identifying inefficiencies, minimizing waste, and improving process flow to achieve greater productivity and cost-effectiveness.

LEARNING THE ROPES

A Learning Curve is Essential to Grow

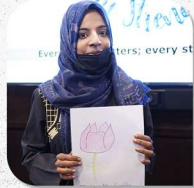


Winning Conversations: Mastering Workplace Influence

This insightful training on communication, conducted by Ammar Sheikh at Feroze1888, was a transformative session designed to enhance workplace communication among our employees. This interactive training included engaging discussions and real-world scenarios which provided employees with practical techniques to navigate difficult conversations, build rapport, and communicate with confidence and clarity.

AAGHAZ

An Internship Program for
Differently-abled Individuals



At Feroze1888, we believe in creating opportunities for everyone. With that vision, we launched Aaghaz, an internship program designed to empower individuals who are differently-abled, equipping them with skills, experience, and confidence to thrive in the workplace. More than just an internship, **Aaghaz** was a step towards creating an inclusive work environment—one that values diversity, talent, and potential beyond limitations.

BAITHAK SESSIONS

A Space to Share, Support & Strengthen



Baithak Sessions were more than just conversations—they became a safe space for our female staff across all units to share their journeys, uplift one another, and find strength in vulnerability. Through candid discussions and heartfelt connections, these sessions created trust and solidarity. Women opened up about their challenges and discovered the power of collective support. Because sometimes, a shared moment of understanding is all it takes to spark resilience and inspire change!

INTERNATIONAL DAY OF PERSONS WITH DISABILITIES

Celebrating Inclusion & Empowerment

On International Day of Persons with Disabilities, we had the privilege of celebrating with the **Disabled Welfare Association (DWA)** and **Karachi Vocational Training Centre (KVTC)**, reaffirming our commitment to inclusion.

The visit was truly an exploratory experience as children from KVTC immersed themselves in an exciting journey at **MagnifiScience Centre**, engaging with interactive exhibits that sparked curiosity and learning. Witnessing their enthusiasm and eagerness to explore was a reminder of the boundless potential that lies within every individual when given the right opportunities.



KDSP CARNIVAL 2025

Together for a cause, stronger for Inclusion

We were honored to participate in KDSP Carnival 2025 yet again as a Platinum Sponsor, reinforcing our commitment to inclusivity and community support. As part of the event, we set up an engaging stall featuring interactive games, bringing joy and excitement to participants.

More than just a fun experience, our initiative carried a greater purpose—all proceeds generated from the stall were donated to KDSP to contribute to their noble cause.



INTERNATIONAL WOMEN'S DAY 2025

Accelerate Action

This International Women's Day (IWD), we reaffirmed our commitment to diversity and inclusion by collaborating with Karachi Vocational Training Centre (KVTC) and Salma Ghar (Kiran Foundation) for a meaningful initiative.

As a token of appreciation for our management staff, we gifted handmade stoles—each carrying a deeper purpose. Meanwhile, the beautifully crafted stoles from Salma Ghar for our non-management staff, held an inspiring story, as they were made by an artisan who is a cancer survivor, embodying resilience and strength. Through this initiative, we celebrated the spirit of empowerment, recognizing the remarkable talents and perseverance of individuals who continue to inspire us every day.

Carrying this vision forward, we extended our support to Sakan-e-Sheza Trust—a home for differently-abled women—where we spent time engaging with them, sharing moments of joy, and distributing food and gifts. Witnessing their strength & warmth was a truly humbling experience!



4TH ANNUAL KAIZEN CEREMONY

Constant Improvement – Constant Change

At Feroze1888 Mills Ltd, Kaizen is more than a methodology—it's embedded in our culture.

Our 4th Annual Kaizen Ceremony celebrates our relentless pursuit of continuous improvement, efficiency, and innovation. Through small, consistent changes, we empower our people to think differently, solve problems proactively, and drive meaningful progress.

Together, we challenge the status quo, embrace learning, and build a future of excellence.



WOMEN TECH QUEST 2025

Empowerment & Tech Excellence



Feroze1888 Mills Ltd had the honor of being a Gold Sponsor at Women Tech Quest 2025, an inspiring initiative by 10Pearls Pakistan that champions diversity, inclusion, and innovation in the tech world.

Our CFO, Ms. Javeria Siddiqui, took the stage as a guest speaker, advocating for greater representation of women in technology and STEM. She highlighted the power of diverse minds driving innovation and the need to create equal opportunities in the digital era.

Empowering women in STEM is about unlocking limitless potential, breaking barriers, and shaping a smarter, more innovative future.

JTECH

Empowerment & Tech Excellence



Feroze1888 Mills Ltd , as the Platinum Sponsor of JTECH organised by Jinnah University for Women, is committed to driving innovation and empowering the next generation of tech leaders. This collaboration paves the way for young minds to explore, create, and shape the future of technology.

Together, we are accelerating progress and redefining possibilities!

COMBINED MARRIAGE

Celebrations with Dignity and Respect



We are honoured to have successfully hosted the 7th Combined Wedding Ceremony, celebrating the unions of 22 beautiful couples with dignity and joy.

The Combined Wedding Ceremony is more than just an event—it is an embodiment of our values, where we seek to uplift and support our employees during one of the most significant milestones of their lives. At Feroze1888, we believe in celebrating the personal achievements of our team members, creating an environment that values and nurtures their well-being both inside and outside the workplace.

Wishing all the newlyweds a lifetime of love, happiness, and prosperity! Aameen

27
ماج

يوم پاکستان

PAKISTAN

Resolution Day 2025

WORLD EVENT

Take Care



SUSTAINABILITY

Driving Progress, Empowering Action,
Achieving Excellence

SBTi Validation: A Major Milestone in Our Sustainability Journey

We've officially received validation for our Greenhouse gas (GHG) reduction targets from the Science Based Targets initiative (SBTi), solidifying our commitment to a sustainable future.

Improved CDP Score: Strengthening Our Commitment to Sustainability

We've significantly improved our CDP score, highlighting our dedication to sustainability, transparency, and responsible resource management. This achievement reflects our ongoing efforts in environmental excellence and corporate responsibility.

Sustainability Awareness Training for Managers

As part of our commitment to sustainability, we conducted specialized training for managers on greenhouse gases (GHG), covering their scopes and calculation methods to enhance awareness and equip our leadership with the knowledge needed to drive impactful climate action.

THE GLOBAL REACH

1888 Mills



Greetings from Heimtextil in Frankfurt

The 1888 Mills team brought our passion for innovation and design to life at one of the world's most prestigious textile fairs. From showcasing our cutting-edge towel collections to connecting with industry leaders and customers, our booth was buzzing with excitement and creativity.

We're incredibly delighted by the teamwork and collaboration that made this event a success. Every detail—from our innovative products to the energy of our amazing team—reflects our commitment to pushing boundaries and shaping the future of textiles.

TEX UPDATE

From Around The World

1. Top textile recyclers like Circ, Circulose, RE&UP, and Syre have formed the **T2T Alliance** to help shape policies that support their industry in Europe and worldwide. This move is a significant step forward for the global fashion industry.
2. Global denim mills and manufacturers are driving the jeanswear industry's shift toward **regenerative cotton**.
3. **Circulose** has partnered with Canopy to promote sustainable textiles by using recycled materials, reducing the use of ancient and endangered forests in the supply chain.
4. Ingka Group, the parent company of **IKEA**, will invest €1 billion in recycling infrastructure to support a circular economy by enhancing the recycling of materials like plastics, and textiles.
5. **Oeko-Tex** has introduced new certifications and standards for 2025, including separate organic cotton certification.
6. **AATCC** is organizing 2025 textile events to address sustainability challenges, featuring discussions on PFAS alternatives, fiber innovations, and circular economy solutions.
7. **U.S. cotton** producers plan to plant 9.6 million acres in 2025, a decline of 14.5% from 2024.
8. **Archroma** has partnered with the Bio Circular Materials Alliance, led by Spiber, to promote sustainable fashion practices by advancing the use of bio-based textiles and environmentally friendly chemical processes.
9. Lycra presents RENEWABLE LYCRA fiber with QIRA at Performance Days.
10. Italian mill Botto Giuseppe has become the first in Europe to produce a 100% Brewed Protein yarn, developed in partnership with Spiber using a fermentation process from plant-derived biomass.
11. **CeNTI**, in partnership with four other entities, has developed a new color palette for textile products based on natural dyes extracted from plants and mushrooms.
12. **YKK** wins top prize at the Orange Innovation Award 2024 for user-friendly zipper innovation.
13. **CHT** showcases sustainable innovations at the PERFORMANCE DAYS PIGMENTURA. Their innovative, pigment-based dyeing process uses no water at all for soaping and rinsing and does not require energy-intensive heating of the process water.
14. **UNIFI® Makers of REPREVE®** Launches Globally Available Circular Polyester Products Made from Textile Waste.

COVER STORY

Threads of Inclusion Uplift, Empower, Include

Just like threads in a fabric, it's the connections we build and nurture that strengthen Feroze1888 as an organization. This quarter, we chose the theme "Threads of Inclusion" to reflect our ongoing efforts to weave diversity, empathy, and belonging into the very core of our workplace. Inclusion for us isn't a singular initiative—it's a continuous process of creating a workplace where every individual, no matter how different, adds value to the bigger picture.

As an organization, we aim to foster an inclusive culture by empowering voices that often go unheard. Whether it's by providing opportunities, creating safe spaces for expression, or celebrating the strength in diversity, we are constantly working to remove barriers and ensure that everyone feels valued, respected, and supported. By weaving inclusion into our everyday actions, we cultivate a workplace rooted in empathy and belonging.

Our commitment to inclusion is an ongoing journey, where each step contributes to strengthening the essence of who we are as a company. By uplifting, empowering, and including those around us, we aim to create a ripple effect that extends beyond our workplace and into the communities we serve.

Together, we're not just embracing diversity—we're shaping a future built on equity, resilience, and shared progress.

OUR PEOPLE – OUR PROSPERITY



Global Innovation Landscape – A Conversation with Aamir Ansari – DGM, Product Development & Innovation, on Feroze1888 Mills' Exhibit at Heimtextil

PTJ: Could you give us a brief introduction to Feroze1888 Mill's participation in Heimtextil 2025?

Aamir Ansari: This year, Feroze1888 is making a significant impact at Heimtextil with a dedicated display for our apparel segment. We only inaugurated this segment last year; this year we're showcasing a comprehensive product range including baby apparel, kids, men's, and women's clothing, including t-shirts, leggings, and more. Alongside this, we'll present our newest terry towel collections and innovations in the bath and beach categories.

PTJ: What new innovations are you bringing to Heimtextil this year?

Aamir Ansari: We are proud to showcase several new innovations. One of the highlights is our collaboration with FUZE Technologies, USA, and 1888 Mills, USA, to introduce a topical antimicrobial treatment called FUZE®. Unlike traditional silver-based treatments, FUZE® is non-

ionic, ensuring it doesn't leach into water and harm marine life. This collaboration promises to transform the industry by introducing an unparalleled level of hygiene and efficiency in textiles used by hotels and other commercial properties.

We're also introducing Bamboo zero-twist and Naia™ fiber zero-twist towels, which offer bulkiness and loftiness through advanced spinning technologies. Another key development is our sustainable materials like CiCLO® Polyester and co-branding with Recover™, Spain, for Walmart's sustainability initiatives.

PTJ: Can you elaborate on the sustainable initiatives by Feroze1888 Mills?

Aamir Ansari: Sustainability is at the core of our innovations. We are actively transitioning our processes towards solar energy, with significant milestones planned for 2025. Our co-branding with Recover™ focuses on using organic cotton, BCI cotton, and recycled fibers to

produce eco-friendly products for Walmart and other clients.

Additionally, we are introducing Solucell® warp-knit towels, which replace PVA with a European technology that reduces water usage and energy consumption during production. These towels meet high performance and sustainability standards, especially in institutional settings.

PTJ: How do you see the growth trends in the towel and garment industries?

Aamir Ansari: While the global recession has impacted the fashion industry, basic categories like towels, bedding, and rugs remain resilient. Towels are witnessing a steady growth as they fulfill a functional need rather than just being a fashion statement. However, garments – specially fashion apparel, have slowed down, prompting us to diversify into this & other sectors to address fast evolving market dynamics.

OUR PEOPLE – OUR PROSPERITY

Interview

PTJ: What's the importance of the timing of innovations in today's textile industry?

Aamir Ansari: Timing is everything in this fast-paced industry. Customers are increasingly aware and demand tangible, sustainable solutions quickly. Constant & meaningful innovation is critical to stay ahead of the competition. Launching a product late can result in losing the first-mover advantage, even if the innovation is excellent. Hence, we emphasize real-time R&D and timely yet meaningful market entries.

PTJ: Can you share any key partnerships or collaborations announced recently?

Aamir Ansari: Yes, one of our significant recent collaborations is with Walmart for its sustainability initiatives. We are co-branding with Recover™, Spain, to introduce sustainable products, including organic and recycled cotton, for



Walmart's Thanksgiving and November promotions.

Additionally, we've partnered with Pond® Global, Denmark, for biodegradable polyester. This fiber degrades within 150 days, far surpassing the 365-day standard set by the FTC. We are the exclusive collaborators with Pond®, and their spun fiber will feature in our terry towel innovations very soon.

PTJ: What message do you want to convey through Feroze1888's participation in Heimtextil?

Aamir Ansari: Feroze1888 Mills is not just innovating for business but representing Pakistan on the global stage. Our vision is to lead sustainable innovation while maintaining high-quality standards. Through our participation in Heimtextil, we aim to showcase our commitment to the environment, cutting-edge technologies, and the continuous evolution of the textile industry.

PTJ: What can visitors expect at your Heimtextil booth?

Aamir Ansari: Visitors can expect a complete walkthrough of our innovations, from FUZE-treated towels to bamboo zero-twist products, Naia™ fiber developments, and sustainable warp-knit and flat-knit solutions. Our booth will display approximately 14 to 15 units, and we'll be happy to share insights into our sustainable practices, spinning techniques, and future innovations.

PTJ: Any final thoughts?

Aamir Ansari: We are very excited to present our latest advancements and hope to inspire others with our sustainable journey. Heimtextil provides a great platform for Feroze1888 to showcase our dedication to innovation, quality, and sustainability. We invite everyone to visit our booth and explore the future of textiles with us! ♦



1888 Mills introduces FUZE™ textile treatment

The first antimicrobial application designed specifically for hospitality, lasting through the product's entire life cycle, even with harsh commercial laundering.

FUZE™ textile treatment is a chemical-free, water-based solution that permanently adheres to any material without binders or surfactants.

FUZE™ uses elements taken from the earth to help to heal our planet by reducing the need for chemicals.

- ♦ Breaks up surface tension of water, speeding drying times and enhancing wicking/cooling properties.
- ♦ Third party testing shows fabrics treated with standard FUZE™ applica-



tions dry 10-25% faster than untreated fabrics, saving enough energy with every dryer load to save 15,000 Watts.

- ♦ **Permanent application:** Testing shows 0mg in waste water after 20 washes.
- ♦ FUZE™ is carbon neutral with zero chemicals, zero toxicity, zero waste and zero remediation.

FUZE™ is safe for people and the planet

- ♦ Eliminates harmful pathogens
- ♦ Mitigates the growth of odor-causing bacteria.
- ♦ FUZE™ is permanently adhered to the material it is applied to and will not leach out into the environment. ♦

SUPPLICATION

دُعَا

اللَّهُمَّ اكْفِنِي بِحَلَالِكَ عَنْ حَرَامِكَ
وَأَغْنِنِي بِفَضْلِكَ عَمَّنْ سِوَاكَ

اے اللہ! اپنے حلال کے ذریعے حرام سے میری کفایت فرما
اور اپنی مہربانی سے مجھے اپنے علاوہ ہر ایک سے بے نیاز فرما دے۔

O Allah! Suffice me with Your halal (lawful) and
save me from haram (unlawful),
and enrich me with your favors so that I am not
dependent upon anyone except You.

(Sunan Al-Tirmidhi)

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
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