

the KIN

Newsletter | 4th Quarter 2025-26



HEALTHY LIVES

SAFE WORKPLACES
— & —
a Greener Future

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COMPLIED & CONCURRED

Compliance Achievements

SENTEX Social/ Quality S-81	J-Franco Quality H-23	SA-8000 Stage 1 Social H-23, C-3, S-81	SCAN Security S-81
SCAN Security H-23	Accord Technical H-23	JCP Technical H-23	Better Work Cycle-4 Social H-23
Better Work Advisory Visit Social S-81	SA-8000 stage 2 Social H-23	SMETA 4 Pillar Social H-23	Deltex Social H-23
Accord Technical S-81	Family Dollar (QIMA) Social C-3	DELTEX Social S-81	Wunsche Product Traceability H-23
	Shanghai Autex Social H-23	THD Social H-23	

Renewal of Our STeP Certification

We are proud to announce the successful renewal of our STeP certification, a significant milestone that reflects our ongoing commitment to excellence and responsible manufacturing.

This achievement reaffirms our dedication to maintaining the highest standards of quality, chemical management, energy efficiency, occupational health and safety, regulatory compliance, and operational excellence. It also demonstrates the collective efforts of our teams in ensuring sustainable and responsible business practices across our operations.

WINNING STROKE

A LEGACY OF EXCELLENCE AND RECOGNITION



Feroze1888 is honoured to receive two distinguished awards presented by the Employers' Federation of Pakistan at different events, namely the **3rd Disability Inclusion Recognition Award 2025 in the Diamond Category**, and the **11th Employer of the Year Award 2025**, in which the company secured 2nd position.

These recognitions reflect our continued commitment to building a workplace where accessibility, equity, and inclusion are embedded in how we operate and engage with our people.

As an organization, we remain committed to strengthening our workplace culture and driving sustainable growth.

COMMUNICATION DYNAMICS

WHERE CLARITY MEETS CONNECTION

Impactful communication doesn't begin with speaking—it starts the moment our thoughts become clear. In our recent session on "Communication Dynamics," we went beyond surface-level understanding to explore the science behind effective human interaction. We translated abstract concepts into real-time conversations, reinforcing that communication is best mastered through active practice. Ultimately, we didn't just learn how to talk to one another; we practiced how to genuinely connect.



SUSTAINABILITY IN ACTION

LEARNING TODAY, PROTECTING TOMORROW

At Feroze1888, we believe that creating a greener future begins with empowering people to understand the impact they can make.

Through an engaging and interactive learning experience, employees explored the importance of sustainability, environmental stewardship, carbon emissions, and the United Nations Sustainable Development Goals (UNSDGs). Blending practical insights with hands-on activities, the session transformed awareness into action, inspiring participants to become active contributors towards a healthier planet and a more sustainable tomorrow.



LEAN GAMIFICATION

LEARNING PROCESS IMPROVEMENT
WITH FUN

At Feroze1888 Mills, learning and development remain a cornerstone of our culture, shaping how individuals think, collaborate, and contribute toward shared organizational goals. This commitment comes to life through “Lean Gamification,” a dynamic initiative that brings together participants from diverse functions to experience Lean tools and techniques in an engaging, hands-on environment.

Through real-time simulations and structured games, participants navigate challenges, make decisions, and witness outcomes firsthand—transforming complex concepts into simple, practical insights. By bridging the gap between theory and application, this experiential approach deepens understanding of process efficiencies and equips individuals to apply Lean principles effectively in the workplace.



AGILE EDGE

TIME UNDER STRESS

In today's fast-paced corporate landscape, mastering time and stress is no longer optional—it is a critical performance differentiator; it marks the shift from merely staying busy to consistently driving meaningful results in an environment that never slows down.

This course enables professionals to understand the dynamics of stress, identify key triggers, and manage its impact through practical techniques such as mindfulness and situational awareness—helping them remain composed and focused under pressure.

It then connects mindset with execution through proven productivity frameworks like the Eisenhower Matrix, Parkinson's Law, Eat That Frog, Time Blocking, and the Pomodoro Technique, empowering individuals to prioritize with clarity, protect their focus, and deliver peak performance in even the most demanding situations.



A DAY WITH THE STUDENTS OF BAHRIA UNIVERSITY

GUIDANCE FOR A BRIGHT FUTURE

It was a privilege to host students from Bahria University for a hands-on mentorship experience. Through insightful discussions, gamified learning activities, and an immersive production floor visit, the session connected classroom concepts with real-world industry practices.

Investing in young talent today helps shape the leaders of tomorrow.



DIVERSITY & INCLUSION

ABILITY IN EVERY INDIVIDUAL



At Feroze1888, we believe that meaningful inclusion is built through intentional action and shared experiences.

In collaboration with the Pakistan Disabled Foundation, we recently hosted a group of differently-abled children for a day designed to nurture engagement, creativity, and self-expression. The initiative featured a range of interactive activities, with a focus on art as a powerful medium of expression.

As the day concluded, it left behind more than just takeaways; it created meaningful connections and further strengthened our commitment to building a more inclusive and empathetic workplace and community.

We remain committed to driving initiatives that create lasting impact and promote equal opportunities for all!



DEAR FUTURE ME

FROM NOW TO NEXT



In the midst of routines, responsibilities, and constantly moving forward, we often forget to pause and truly reflect on where we are headed.

"Dear Future Me" was designed as a thought-provoking and reflective experience that encouraged participants to reconnect with their present selves while envisioning the future they aspire to build.

Through introspection, meaningful conversations, and engaging activities, employees explored the importance of intentional growth, and the power of small everyday actions in shaping their future.

Sometimes, growth begins with something as simple yet powerful as pausing to ask ourselves: "Who am I becoming?"



MOTHERS' DAY

CELEBRATING MOMS



This Mother's Day, we began with a meaningful Parenting Coaching Session led by Amna Imran, focused on role-playing, practical techniques, and mindful communication to help participants navigate workplace interactions and everyday high-pressure situations with greater empathy and understanding.

We then slowed things down with a heartfelt Crochet Art Workshop by Crochet Emporium — a nostalgic experience that reminded many of the little things our mothers lovingly knitted, stitched, and created for us growing up, ultimately weaving a better world through every thread of care and love.

From reflection and learning to creativity and connection, the day was truly stitched with love.



DOMINO EFFECT

EVERY MOVE MATTERS



Success rarely happens in isolation—it is built through the collective efforts of individuals working towards a shared purpose. Inspired by this idea, the Domino Effect challenge brought employees together in an engaging experience where four teams worked independently on different sections of a single domino chain. While each team focused on its own task, the true challenge lay in ensuring that every section connected seamlessly to create one continuous path. The activity highlighted an important reality of every workplace: individual success becomes meaningful only when it contributes to the success of the whole.

As the final domino set the entire chain into motion, participants witnessed how one small action could trigger a remarkable outcome. The experience reinforced the importance of collaboration, communication, planning, and trust, reminding everyone that every role, every decision, and every effort has an impact on the bigger picture. Because when every individual moves with purpose, every team grows stronger—and together, extraordinary results become possible.



CAREER FAIRS 2026

CONNECTING TALEN WITH OPPORTUNITIES



We were delighted to participate in recent Career Fairs at the Textile Institute of Pakistan (TIP) and NUST University, where we engaged with aspiring professionals, shared insights on career opportunities, and highlighted the diverse learning and growth pathways at Feroze1888 Mills Limited.

We extend our appreciation to both institutions for bringing academia and industry together, and to the students whose enthusiasm and ambition made these interactions truly meaningful.





Eidul Falka

MUBARAK

27th May, 26



WORLD EVENTS

EVENTS THAT INFLUENCE PEOPLE AND PLANET





SUSTAINABILITY INITIATIVES

PLANT . PROTECT . PROSPER

PLANTATION DRIVE 2026

Feroze1888 Mills Limited organized a mangrove plantation drive along Karachi's coastal belt to support biodiversity restoration and contribute to environmental conservation. Representatives from Feroze1888 actively participated in the initiative at the Mangrove Biodiversity Park, planting mangrove saplings and contributing to the regeneration of vital coastal ecosystems.



OUR PEOPLE OUR PROSPERITY

EXCELLENCE IN FINANCE LEADERSHIP



Our CFO, Ms. Javeria Siddiqui, has been honored with the Finance Leader Award at the Professional Excellence Awards 2026, organized by The Institute of Chartered Accountants of Pakistan (ICAP).

This recognition reflects her exceptional leadership, dedication, and commitment to excellence.

Congratulations!



TEX UPDATE

APRIL–JUNE 2026 OVERVIEW

Global Textile Industry

- Strong global push toward **circular fashion and next-gen materials, including** biodegradable fibres and recycled synthetics
- Industry focus shifting from cost efficiency to **supply chain resilience and environmental compliance**
- Frankfurt hosted **Techtextil & Texprocess 2026**, bringing together 1,700+ exhibitors from 49 countries.
- Geopolitical tensions (Middle East conflict) increased **polyester feedstock costs (PTA, MEG)**
- Fast fashion supply chains faced cost inflation and production disruptions
- Expansion of **Production Linked Incentive (PLI) schemes** to boost textile manufacturing capacity and exports
- Major expansions in **Lyocell and cellulosic fibre production**, signalling growth in eco-friendly textiles

Key Industry Challenges

- Rising **energy and raw material costs**
- Pressure from **geopolitical instability affecting supply chains**
- Continued **labor and compliance concerns in manufacturing hubs**
- Volatile demand in global apparel markets despite niche growth in technical textiles

Summary Insight

The April–June 2026 textile landscape shows a **dual trend**:

- Growth in sustainability, innovation, and export support frameworks
- Pressure from cost inflation, geopolitics, and uneven demand recovery

Note: This information was generated with the assistance of ChatGPT and may be subject to errors or change.

COVER STORY

HEALTHY LIVES, SAFE WORKPLACES & A GREENER FUTURE

"A better tomorrow begins with the choices we make today—for ourselves, for one another, and for the world around us."

At Feroze1888, building a sustainable future goes beyond protecting the environment—it begins with nurturing people, creating safer workplaces, and inspiring meaningful action. This quarter reflects our commitment to fostering a culture where learning, wellbeing, collaboration, and responsibility come together to create lasting impact. Every initiative, whether focused on personal growth, teamwork, or environmental stewardship, reinforces our belief that progress is most meaningful when people and purpose grow together.

From empowering employees through learning and self-reflection, to celebrating inclusion, appreciating the invaluable role of mothers, strengthening the spirit of teamwork, and contributing to the restoration of our mangroves, each step reflects our collective responsibility towards a healthier workforce and a greener planet. These moments remind us that positive change is not defined by one extraordinary act, but by the many thoughtful actions we choose every day.

As we continue this journey, we remain committed to creating an environment where people feel valued, workplaces remain safe, and sustainability becomes a way of life. Because when we care for our people, protect our planet, and grow together with purpose, we don't just shape a better workplace—we weave a better future.

SUPPLICATION

دُعا

اَللّٰهُمَّ اِنِّیْ اَسْأَلُكَ
عِلْمًا نَّافِعًا وَرِزْقًا
طَیِّبًا وَ عَمَلًا مُّتَقَبَّلًا

اے اللہ! میں آپ سے نفع بخش علم، پاکیزہ
رزق اور قبولیت والے عمل کا سوال کرتا ہوں۔ (سنن ابی داؤد)

O Allah, I ask You for knowledge
which is beneficial and
sustenance which is pure,
and deeds which are
acceptable..

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 at the.kin@feroze1888.com

Your
SUGGESTION
can spark meaningful improvements.

Please write to us at
suggestions@feroze1888.com

or
share your ideas using the suggestion boxes available 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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