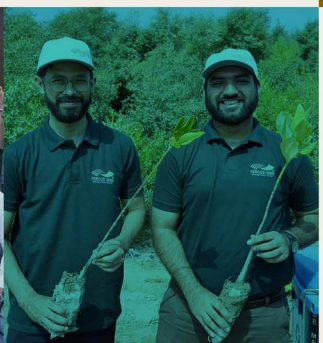
theKIN

Newsletter | 1st Quarter 2026-27

Celebrating

PEOPLE
PURPOSE & PROGRESS



FEROZE 1888

Weaving a Better World®

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From the KIN'S DESK

A strong organization is built not only on what it achieves, but on how it grows, connects, and creates value along the way.

This edition brings together some of the moments that have shaped our journey this quarter—reflecting our culture, our people, and our commitment to making a meaningful impact.

We are also pleased to introduce a new "Quick Learning" page, featuring practical tips, useful hacks, and simple ideas that you can apply in your everyday work and life.

We hope these pages offer a glimpse into the energy, dedication, and spirit that continue to move us forward.

Thank you for being part of the journey.

Happy Reading!

Compliance ACHIEVEMENT

COMPLIED AND CONCURRED

Primark Social H-23	PASS
Kontoor Social H-23	PASS
Sourcing Solution Social & Technical H-23	PASS
Better Work Social H-23	PASS
Accord Boiler Inspection H-23	PASS
FCCA Technical H-23	PASS
Deltex Traceability H-23	PASS
Wunsche Traceability H-23	PASS
Carrefour Social H-23	PASS
Accord Fire, Electrical, Structural H-23	PASS
FCCA Quality C-3	96%
Sourcing Solutions Quality S-81	PASS
Dollar General WCA Social C-3	PASS
SMETA 4 Pillar Social S-81	PASS

23rd ANNUAL ENVIRONMENTAL EXCELLENCE AWARD 2026

WHERE EXCELLENCE MEETS SUSTAINABILITY

Feroze1888 Mills Ltd. has been recognised with the 23rd Annual Environmental Excellence Award 2026, organised by the NFEH (National Forum for Environment and Health).

This recognition reflects the everyday efforts that go into building a more responsible and sustainable way of doing business, from the work on our floors to the decisions made across our teams. A truly meaningful achievement for our people, and another step towards Weaving a Better World.

WHO STEERS *The Ship?*

OBSERVE • WILL • NAVIGATE

Who Steers the Ship? challenged participants to adopt the **Observe • Will • Navigate (O.W.N.)** mindset—strengthening the ability to recognize opportunities, make deliberate decisions, and act with purpose. Because progress is shaped not by conditions, but by the people willing to take the helm.

At Feroze1888, we believe meaningful learning is not delivered through standard content, but crafted around the mindset and capabilities our people need to thrive in real workplace challenges.

Courtesy: L&D Team

UNLOCKING AI *Potential*

FROM BUZZWORD TO BUSINESS VALUE

This was an interactive session conducted by our IT Team for senior leadership, focused on moving beyond the hype around Artificial Intelligence and exploring its practical relevance to business.

The session introduced leaders to emerging AI possibilities, practical use cases, and opportunities to leverage AI for smarter decision-making, improved efficiency, automation, and innovation. Through discussion and real-world examples, the session encouraged leaders to identify areas where AI can create meaningful business value and support the organization's evolving digital journey.

Courtesy: IT Team

LETS GO Mango

SWEET MOMENTS – HAPPY HEARTS

Let's Go Mango, was a celebration of the season, filled with laughter, exciting games, delicious food, sweet treats, and plenty of mangoes to go around. It was a chance to pause, connect with colleagues, and enjoy the simple moments that make the workplace memorable.

Seeing everyone participate with such enthusiasm reminded us that it's these shared experiences that add energy to our everyday work and create lasting memories.

Here's to many more celebrations that bring people together and make every season a little more meaningful!

VISION
CORE VALUES

CORE VALUES
MANGO
MANGO

VISION
Louis Vuitton

FATHERS' DAY

Celebrating

THE STRENGTH, LOVE AND GUIDANCE OF FATHERS

we believe that celebrating our people means celebrating the roles they cherish beyond the workplace. This Father's Day, we had the pleasure of celebrating the fathers at Feroze1888 Mills Ltd. From a heartwarming painting workshop where little hands and big hearts came together, to laughter-filled games and moments of friendly competition, every activity reminded us that the best memories are the ones we create together.

We concluded the celebration with customized giveaways as a small token of appreciation for the fathers who inspire, support, and lead with love every day. Here's to creating experiences that strengthen connections, celebrate our people, and extend beyond the workplace.

Celebrating
FATHERHOOD

Celebrating
FATHERHOOD

SCAVENGE Hunt

DISCOVER, EXPLORE & CONQUER

The workplace turned into a playground of clues, challenges, and friendly competition as employees came together for an exciting Scavenger Hunt.

Teams raced from one clue to the next, putting their observation skills and problem-solving to the test. Every solved clue brought them one step closer to the finish, with plenty of laughter, unexpected twists, and a little healthy rivalry along the way.

One clue led to another, one challenge followed the next, and before anyone knew it, even the most familiar corners became part of the adventure. And, of course, the winning team didn't leave empty-handed; their treasure boxes were waiting at the finish line!

VISION

VISION
CORE VALUES

ULTIMATE *Office Bingo!*

The Procurement Department turned an ordinary workday into a little something more with Ultimate Office Bingo — a fun activity that brought colleagues together for some friendly competition, quick thinking, and plenty of laughs.

From completing quirky prompts to racing to tick off their bingo cards, the activity had everyone on their toes and made for some fun moments outside the usual work routine.

A little competition, a lot of laughter, and one goal — BINGO!

Courtesy: OD Team

Independence Day CELEBRATION

CELEBRATING FREEDOM, UNITY AND THE SHARED PRIDE

Some celebrations are more than a moment; they're a reminder of who we are, what unites us, and the hopes we share for tomorrow!

We celebrated the spirit of Pakistan at Feroze1888 Mills Ltd — its people, its resilience, and the dreams that continue to shape our journey. Our collaboration with the talented students of KVTC - Karachi Vocational Training Centre for a special band performance at one of our units was a beautiful reflection of inclusion, unity, and the power of shared purpose.

Because when we come together as one, we don't just celebrate Pakistan. We contribute to the talent, potential, and progress that will shape the future of our country.

★★★★★

INDEPENDENCE DAY

1888 MILLS
MILLS OF AMERICA
1888 MILLS
FEROZE 1888 MILLS LTD
PAKISTAN
PREMIER 1888 LTD
BANGLADESH

FEROZE 1888
میری مٹی
MERA
PAKIST

FEROZE 1888
میری مٹی
MERA
PAKIST

REBEL

PROSPEROUS 2026
Cohort

EMPOWERING YOUNG MINDS
SHAPING FUTURE LEADERS

Creating spaces where potential gets the opportunity to grow; Prospership 2026 marks the culmination of a summer filled with learning, exploration and meaningful workplace exposure

Started In July 2026, Prospership 2026 Cohort brought together passionate students from diverse universities and academic disciplines, united by a shared eagerness to learn, grow, and make an impact.

Our interns stepped beyond the classroom to experience diverse functions, work on real assignments, engage with professionals and build skills for the world of work. Behind this journey were mentors who shared their knowledge, teams who opened their doors, and colleagues who turned everyday interactions into learning opportunities.

This journey offered a valuable opportunity to develop practical skills, gain real-world exposure, and build meaningful connections that will shape their professional journeys.

Courtesy: L&D Team

VISION
CORE VALUES

PROSPERSHIP

ISSION

PROSPERSHIP
SET. SAIL. SUCCEED!
FEROZE 1888 MILLS LTD

FEROZE 1888 MILLS LTD

PROSPERSHIP
SET. SAIL. SUCCEED!

WORLD *Events*

A BETTER WORLD IS POSSIBLE!

INTERNATIONAL DAY OF SIGN LANGUAGE

Making Space for Every Form of Expression!

23 Sep, 2026

World HEART *Day*

29 Sep, 2026

YOUR HEART DOESN'T GET A DAY OFF

It beats around **100,000 times a day** quietly keeping you going.

Sustainability INITIATIVES

8%
reduction in Scope 1 and 2 GHG emissions from FY 2024-25

9%
Increase in Water recycling volume from FY2024-25

450+
man-hours of training on Sustainability topic

19,000+
lives impacted through various CSR activities

185,000+
trees/sapling planted since FY'20

600,000+
GJ Energy saved through energy efficiency and utility conservation projects

49,000+
TCO2e of GHG Emissions saved through various process optimizations and transitioning to renewable energy

5,000+
tons of Waste diverted from disposal through recycling and reuse

OUR PEOPLE
Our Prosperity

THE WORLD CIO AWARDS & SUMMIT PAKISTAN EDITION

We are delighted to congratulate our CIO, Waqas Ahmed, on receiving the prestigious Tech Leader Excellence Award at the World CIO Awards & Summit – Pakistan Edition.

Adding further distinction to this remarkable achievement, Waqas Ahmed has also been recognized among the Top 200 Technology Leaders in the World, earning an invitation to attend the Grand Finale in Sri Lanka, where he will be honored as part of this distinguished global recognition.

The milestone holds special significance, as it marks the first time a CIO from a textile industry will receive this prestigious global recognition.

OUR PEOPLE
Our Prosperity
THEIR VOICE, THEIR EXPERIENCE, THEIR GROWTH

When I attended Mango Day at Feroze1888, I expected a simple and enjoyable event. However, being selected as a team captain turned it into an unexpected leadership experience. Managing a team, making decisions, understanding people's strengths, encouraging them, and working under pressure helped me become more confident and showed me what leadership truly means.

The experience made me realize that leadership is not developed only through formal training or titles. It grows when people are given trust, responsibility, and opportunities to lead. I also appreciated how Feroze1888 provides employees with opportunities to grow and take on greater responsibilities, with many senior leaders developing their careers within the organization.

For me, Mango Day was more than just an event or a winning team activity. It gave me a valuable lesson: future leaders are prepared by giving them the opportunity and confidence to lead.

Muhammad Farooq – M-2, PD H-23

The Ultimate Office Bingo was a refreshing break from our usual routine of work, meetings, and deadlines. I enjoyed seeing colleagues come together, participate enthusiastically, and share moments of friendly competition, fun, and laughter.

For me, the activity was more than just a game. It gave me an opportunity to interact with colleagues I may not normally connect with during our daily work and reminded me of the importance of building relationships and creating a positive workplace environment.

I believe such simple activities help strengthen connections, create lasting memories, and make the workplace more enjoyable. Ultimately, it reminded me that a workplace is not only about what we do, but also about the people we share the journey with.

Saad Ali – M-2, Procurement – B-4

TEX News

KEY GLOBAL TEXTILE INDUSTRY DEVELOPMENTS

Global garment trade remained highly competitive: The International Cotton Advisory Committee highlighted continued changes in global garment sourcing, with brands and manufacturers adapting to shifting trade conditions and increasingly competitive markets.

Sustainability moved further from concept to implementation: At Première Vision Paris in September, several companies showcased practical technologies for converting textile waste into new fibres and yarns, alongside innovations in traceability and sustainable materials.

Smart manufacturing gained momentum: Textile machinery developments increasingly centred on automation, artificial intelligence, digitalisation, intelligent inspection and resource-efficient production. These themes are also prominent in preparations for ITMA ASIA + CITME 2026.

Intertextile Shanghai highlighted the future of textiles: The Autumn 2026 edition brought together textile manufacturers, buyers and industry professionals from around the world, with strong emphasis on performance textiles, sustainability, innovative materials and digitally enabled solutions.

Textile regulation continued to expand: The industry faced an increasingly complex regulatory environment, particularly around sustainability standards, certification, product requirements and responsible sourcing. An updated global textile standards and legislation guide was released in September to help businesses navigate these changes.

Traceability and ethical sourcing remained under scrutiny: A September Reuters investigation highlighted continuing challenges in tracing cotton and apparel supply chains and enforcing restrictions associated with forced-labour concerns. This reinforces the growing importance of supply-chain transparency for global textile companies.

Cotton remained a key market indicator: The International Cotton Advisory Committee reported that global cotton production was projected to exceed consumption, although weather and other production risks remained important considerations for the market.

PS: This information has been compiled with the assistance of ChatGPT and may contain inaccuracies. Please verify with authentic sources where required.

QUICK LEARNING

IF A TASK TAKES LESS THAN TWO MINUTES, DO IT IMMEDIATELY.

Small tasks—replying to a quick email, filing a document, updating a tracker, or confirming an action—can pile up and create unnecessary mental clutter. The 2-Minute Rule helps you clear these small tasks before they become a long to-do list.

TRY IT TODAY

When you receive a small task, ask yourself:

"Can I finish this in two minutes?"

If yes, **do it now.**

If not, schedule it.

Small actions. Less clutter. More focus.

COVER Story

A QUARTER OF PEOPLE, PURPOSE & PROGRESS

At the heart of our journey are our people: From creating opportunities for young minds to learn and experience the professional world, to celebrating the people and occasions that strengthen our sense of community, this quarter reminded us that meaningful progress begins with people.

The quarter also gave us opportunities to celebrate who we are and what we stand for. Moments of national pride brought us together, while our continued focus on sustainability reflected a responsibility that extends beyond our workplace and into the world around us.

Being recognized with the **Environmental Excellence Award** was a particularly proud moment. Beyond the recognition itself, it reinforces the importance of the choices we make today and encourages us to continue finding ways to create a more sustainable tomorrow.

Moving into our journey ahead, we invite you to look beyond individual events and see the larger story they tell—a story of **learning, inclusion, celebration, responsibility, and achievement.**

Because progress is not a single destination. It is a journey shaped by many moments, many people, and a shared purpose.

Here's to continuing that journey—together.

SUPPLICATION

دُعا

اَسۡتَغۡفِرُاللّٰهَ الَّذِیۡ لَااِلٰهَ اِلَّا هُوَالۡحَیُّ

الۡقَیُّوۡمُ وَاَتُوۡبُ اِلَیۡهِ

میں بخشش مانگتا ہوں اللہ سے جس کے سوا کوئی معبود نہیں

، زندہ، قائم رہنے والا ہے اور میں اس کی

طرف توبہ کرتا ہوں۔ (سنن ابی داؤد)

I seek forgiveness from Allah, there is no true deity except Him. The Ever Living, the Self Subsisting and I turn (in repentance) towards Him.

MEET WITH KIN TEAM MEMBERS

Maha Nayyar

Mohammad Hassan

Salman Khan

Rahila 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 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
the.kin@feroze1888.com