

IN THE LOOP

APR - SEP, 2021

LAUNCHING VISION 2025



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interloop

message from the ceo

Dear Stakeholders,

Despite a challenging global business environment during 2021, I am pleased to report that by the grace of Almighty, your company performed better than the previous year. Our sales grew by 51% to reach PKR 54.962 billion (US\$ 348.50 million) in 2021. Our after-tax profit was PKR 6.292 billion (US\$ 39.89 million). This resulted in an EBIDA of PKR 9.594 billion (US\$ 60.84 million). The bottom line represents an EPS of PKR 7.21 for a paid-up capital of PKR 8.722 billion. We received the Export Recognition Award for Top 100 exporters of Pakistan, and have been listed as the second-largest textile exporter of Pakistan.

Our Hosiery business remained the major contributor this year, and we achieved record shipment for hosiery in Apr-21 by shipping 6.07 million dozens; exceeding our previous best by 25%. Hosiery & Yarn's businesses recorded 40% growth and it was heartening to see that US\$ 40 million was added by the new categories including Denim, Apparel, and Seamless Activewear.

The celebrations continue as we have launched our Vision 2025, which is our next five years strategy, "To become a Full Family Clothing Partner of Choice." It's a unified growth-led strategy, guided by a Customer First approach, with our strategic focus on offering multi-category products, delivered with exceptional customer service and manufactured responsibly, meeting the highest standards of social and environmental performance..

To successfully deliver our strategy, we will unleash the potential of our people by building a diverse, inclusive, and engaged workforce, creating a high-performing organization, enabled by our digital transformation and an agile and lean mindset across all aspects of our business.

Moving forward with our digital transformation and improving speed-to-market, a state-of-the-art design studio has been established at Interloop Industrial Park. Skilled designers are working closely with business heads and developing multi-category seasonal collections at a fast pace, catering to the requirements of all businesses.

We joined the Jeans Redesign initiative by Ellen MacArthur Foundation, and are among the 60+ leading global companies to become part of the Make Fashion Circular initiative. With a focus on circularity, we are committed to providing our customers with the most sustainably produced denim from our LEED Platinum manufacturing facility.

We became a certified member of the Textile Exchange, and will be working collectively towards their new climate strategy. We have also been awarded C2C Gold level for our sustainable socks; SOCKS RE-GEN – a testament to

our progress towards a circular economy.

By signing the Fashion Industry Charter for Climate Action, a commitment under UNFCCC, and by joining hands with the Pakistan Environment Trust to create a Net Zero Coalition, we are ready to lead the way towards achieving net-zero GHG emissions by 2050.



In line with our Sustainability Targets, we installed a 3.6 MW solar power system at Hosiery Division 3. At full utilization, we will be generating 5 million kWh units, contributing around 16% GHG-free energy into our existing consumption, and reducing around 3,300 tCO2 per annum. Vaccinating 100% of our workforce was a great achievement during the year. I would like to appreciate the efforts of HR and Support Services for managing this initiative amicably with the help of Govt. of Punjab, and would still emphasize on following the safety SOPs to protect ourselves from the pandemic.

We embarked upon a two years' Benefits for Business and Workers (BBW) Programme by Amazon's Improvement Initiatives. It will enable us to further build a conducive work environment for our people while improving productivity and profit. Promoting sports for the specially-abled, we sponsored the Triangular Blind Cricket Tournament and the first-ever Wheelchair One-Day Cricket Cup under the supervision of the Pakistan Wheelchair Cricket Council (PWCC).

Our Vision 2025 will bring a lot of opportunities for all of us. I appreciate our leadership for working tirelessly to put this vision together. I want to thank the Chairman and ILP Board for providing guidance during the entire process, and take pride in cherishing the work that our teams have done; aspiring for a better future for us.

It is an ambitious yet challenging vision, and to achieve it, I look forward to your usual support. I am confident that our Interloop family will take all challenges head-on, and achieve further success through relentless hard work and commitment. We have done it in the past and we will do it again, In sha Allah.

Good luck to us all & stay blessed.

Navid Fazil
Chief Executive Officer

about us

Values

Mission

To be an agent of positive change for the stakeholders and community by pursuing an ethical and sustainable business

Vision 2025

To become a full family clothing partner of choice

INTEGRITY

Act with Integrity

I

CARE

Nurturing a Caring Culture

C

ACCOUNTABILITY

Accept Responsibility, Be Accountable

A

RESPECT

Respect for Environment, Respect for the People

R

EXCELLENCE

Achieving the Highest Standards

E

INTERLOOP LIMITED

One of the world's largest Hosiery Makers and a Full Family Clothing Company

- Annual Turnover to the tune of US\$ 348 million
- Pakistan's 2nd largest exporting firm with a network spread across 3 continents through affiliates
- Largest listed textile company on Pakistan Stock Exchange by market capitalization
- Large well-equipped industrial infrastructure at multiple locations
- Responsible partner with deep relationships with top global brands & retailers
- Diverse team of 28,000+ people from 15 nationalities
- Dedicated Vertical Sampling and R&I Centres for customised solutions
- Recognised globally for ethical standards & sustainable business practices

Hosiery

- 5,000+ knitting machines
- 700 million pairs of socks production capacity annually

Denim

- 500,000 garments production capacity/month

Knitwear

- Current capacity of 1.2 million garments/month and planned for a complete vertical setup by Jul 2023 with production capacity of 4.1 million garments/month

Seamless

- Average production capacity of 345,000 garments/month

Yarns

- 26 million kgs of top quality yarn manufactured annually
- 4 million kgs dyeing capacity with 1 million kgs air covering annually



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cover story

Launching Vision 2025



Zain Sadiq, VP Hosiery Operations along with Feroze Ahmed, VP Denim attending the Vision 2025 launch event

Interloop Limited launched its Vision 2025 in July 2021 at a prestigious ceremony organized at Serena Hotel, Faisalabad. Top to Middle Management were present at this engaging event where Key Members of the Management Committee briefed the audience about the New Vision and its Key Focus Areas.



Interloop executives at the Vision 2025 launch

Navid Fazil, CEO, Interloop Limited talked about company's performance over the previous year by achieving USD 348.50 million revenue; a 51% breakthrough growth, with 40% growth in Hosiery and Yarns, and USD 40 million added by the new business categories. He appreciated the teams for performing extremely well despite the challenges posed by COVID-19 pandemic and upraised the audience that 100% of the people at Interloop have been vaccinated. He highlighted that Hosiery continued to be the source of strength and credibility for Interloop and



Humayun Javed Khan, GM Corporate Communication hosting the launch event

the new categories had been instrumental for company's diversification strategy. And as Vision 2020 tenure ended very close to the target, a solid foundation has been laid for Vision 2025. He underscored the fact that everything we do at Interloop is guided by our Mission "To be an agent of positive change for the stakeholders and community by pursuing an ethical and sustainable business."

Navid launched the Vision 2025; "To become a Full Family Clothing Partner of Choice". Talking about Full Family

Our Vision 2025

To Become a Full Family Clothing Partner of Choice

HOW WE'LL DO IT



People

A diverse, inclusive and engaged workforce creating a high performing organization



Digital Transformation

Drive efficiencies through digitalization and provide transparency to our customers with real time information



Agile Manufacturing

Drive an agile organization retaining our competitive position as a responsive high quality manufacturer



\$700M

Revenue by FY 2026

Transforming into a full family clothing business will build further credibility with our customers

2.5x

Revenue Through Value Added Services

Providing value added services creating strong lasting partnerships

25%

Lower Carbon Footprint & Resource Consumption

Lead the way in responsible manufacturing meeting highest standards of environmental and social performance



Navid Fazil, CEO Interloop Limited along with the Strategic Thrust leaders, briefing the audience about the New Vision 2025 and its Key Focus areas



Faryal Sadiq, VP Sales & Marketing, explaining the Responsible Business thrust at one of the roll out sessions

Clothing', Navid explained that we will work towards maintaining our leadership in the Hosiery business and will replicate the same success in denim, apparel and seamless active wear products. We aim to double our revenue to USD 700 million by FY 2026, from a baseline of FY 2021, by offering products across all ages, genders and abilities. For this, we will be investing USD 300 million over the next five years; adding a fully vertical knitwear apparel facility, a seamless facility, a denim fabric mill, a sixth hosiery plant, and expand our spinning and yarn dyeing capabilities.

Talking about becoming 'Partner of Choice', Navid mentioned about providing exceptional customer service to the clients. He underscored five Key Focus Areas to achieve Vision 2025, including provision of Value Added Services and continuing to lead the way in Responsible Manufacturing. He emphasized that to successfully deliver our strategy, we will unleash the potential of our People by Building a Diverse, Inclusive and Engaged Workforce, creating a high performance organization. This will be enabled by our Digital Transformation and by an Agile and Lean mindset across all aspects of our business. He also introduced the five Management Committee Members who will be leading these Key Focus Areas towards achieving Vision 2025.

Masooma Zaidi, VP Hosiery Sales who is leading the strategic focus area 'Value-Added Services' said on the occasion that we aim to be a Partner of Choice for our



Azhar Sadiq, President Hosiery speaking to the audience and answering their queries



Sehrish Mehmood, DM Sales & Merchandising asking a question related to the 'Agile Manufacturing' thrust

customers by offering value added services including trends and analytics, design services, collaborative planning, forecasting, warehousing and logistics. We will grow our long term relationships and bring on board new customers offering superior customer experience and service. We will generate quarter of our business through value added services, building and expanding our capabilities in Pakistan, Europe and North America.



Interloop's Hosiery and Denim executives attending the Vision 2025 roadshow along with senior management



Top & Middle Management keenly listening to the CEO highlighting company's diversification strategy

Faryal Sadiq, VP Sales & Marketing, spearheading 'Responsible Business' also shared her thoughts at the occasion. She said that our commitment to sustainability is deeply rooted within the company's Mission, creating benefits for all our stakeholders – a Partner of Choice for all. She highlighted that Interloop will continue to lead with purpose, creating positive change for our communities. We will invest 4% of profits into creating inclusive and fair opportunities for community well-being through education, sports and health.

She informed the audience that Interloop has elevated its commitment to the environment by joining Fashion Industry's Charter for Climate Action under the auspices of UN Climate to drive net-zero GHG emissions by 2050. Faryal added that we will work towards a target of 25% GHG emission reductions by FY2026 through large scale roll out of renewable and clean energy and promote environmental programs throughout our operations.

We will amplify our sustainable product offering, targeting 7 out of 10 of our raw-materials to be from sustainable sources, reducing water consumption by 25%, diverting 100% of our waste from landfills and ensuring zero discharge of hazardous chemicals, she said.

Saira Khan, SGM Strategic HR and L&D, leading the 'People' focus area exclaimed that we will be working towards building a diverse, inclusive and engaged workforce, creating a high performing organization. She added that we will achieve our vision by truly unleashing the potential of our people, as our vision sets out to be a Partner of Choice for all stakeholders, particularly for our people, who truly are the fabric of the organization.

Vision 2025 will create multiple growth opportunities for our people across a diversified set of roles ensuring career growth

and development. We will work on developing required capabilities to deliver business growth by attracting, retaining and developing our talent on competencies required for the future. We will take on the challenges in achieving our vision by building on systems that boost employee engagement. We will ensure that we build a diverse, equitable and inclusive workplace with equal opportunities for all.

Yaqub Ahsan, Chief Information Officer, heading Digital Transformation said that we will drive efficiencies through digitalization and provide transparency to our customers with real time information. Technology will be one of our primary enablers in our journey to be bigger and better. We will improve productivity through digitalization and automation including; Digital Design and Development, Digital Supply Chain and fully integrated ERP, Industry 4.0 inspired manufacturing, real time Data Analytics for decision making and transparency, AI based decision making and digital engagement with our partners.

Aqeel Ahmad, VP People & OD who will be accelerating Agile Manufacturing shared his thoughts by saying that we will double down on our efforts to create an agile organization, retaining our competitive position as a responsive high quality manufacturer. We will be focusing on built in quality whilst reducing development and production lead times, applying lean manufacturing tools and mindset throughout the organization, achieving economies of scale.



Aqeel Ahmad, VP People & OD, and Saira Khan, SGM Strategic HR & L&D at the roll-out sessions

In line with Vision 2025, Interloop's new logo was also launched during the ceremony which reflects the rich heritage, strong business position and future aspirations of the organization. The new corporate video was also showcased at the event.

Towards the end, Sohail Zindani; a talent and performance consultant, involved the audience in team activities and shared interesting insights from business as well as life in a very interactive and joyful way, communicating important learnings, effectively.



Team members from different business categories learning the objective of Vision 2025, in order to get aligned and work towards sustainable growth collectively



Corporate Facilitator, Sohail Zindani involving the audience in team activities and sharing interesting insights from business

Humayun Khan, General Manager, Corporate Communication facilitated the event and appreciated the attendance and focus of leadership and stakeholders for making it a successful occasion with the vow to achieve targets for Vision 2025.

In order to apprise the junior management of Vision 2025 and its attributes, Interloop arranged multiple roll-out sessions at all its manufacturing facilities in Faisalabad and Lahore. These sessions were hosted by Humayun Javed Khan, GM Corporate Communication; and graced by the presence of Navid Fazil, CEO Interloop; Muhammad

Vision 2025 video, in which the CEO shed light on Interloop's performance, and talked about Vision 2025. Besides, the VPs leading five strategic thrusts presented the key focus areas and talked about strategies and plans to pursue these focus areas for achieving Vision 2025.

The events were attended by nearly 1200 team members from all business categories. Post watching the video, the audience came up with multiple queries and suggestions, which were responded by the Top Management, appreciating the brilliant ideas presented by the junior management there and then.



Interloop executives enthusiastically taking part in Vision 2025 roadshow



Aqeel Ahmad, VP People & OD sharing his thoughts on doubling down on the efforts to create an agile organisation

Maqsood, Group CFO; Azhar Sadiq, President Hosiery; Faryal Sadiq, VP Sales & Marketing; Feroze Ahmed, VP Denim; Tayyab Masood, VP Apparel; Zain Sadiq, VP Hosiery Operations; Masooma Zaidi, VP Hosiery Sales; Yaqub Ahsan, Chief Information Officer; Aqeel Ahmad, VP People & OD; Saira Khan, SGM Strategic HR & L&D and Plant Heads along with the Department Heads of the relevant plants. The sessions proved to be engaging, interactive and productive. The details about Vision 2025 and key focus areas were communicated to the audience in the form of

The objective behind conducting these roll-out sessions was to onboard all team members, and enable them to look through the same lens by aligning their perspective with Interloop's Vision 2025, and work towards sustainable growth, collectively.

The events concluded on Hi-tea, also providing networking opportunities to all team members from all departments and businesses.



Top Management and the audience engaged in an interactive activity at the Vision 2025 launch

feature news

Annual General Meeting 2021

The 29th Annual General Meeting of Interloop Limited was held on Friday, Oct 15, 2021, at Interloop Industrial Park, Faisalabad. Musadaq Zulqarnain, Chairman Board of Directors; Navid Fazil, CEO; Muhammad Maqsood, Executive Director and Group CFO; Jahan Zeb Khan Banth, Non-executive Director, and Tariq Iqbal Khan & Saeed Ahmad Jabal, Independent Directors, were present at the meeting.



Board of Directors Interloop Limited at the Annual General Meeting 2021

Eight resolutions were taken up by the shareholders which were all unanimously passed by them. The Chairman stated that the last financial year had been a very challenging one for the entire global economy and like all other enterprises, Interloop also experienced unprecedented circumstances due to local and global supply chain challenges. He apprised the shareholders about the superb results put up by Interloop for 2021 and while he applauded the team for doing a great job despite challenges, he appreciated Management's response for transforming the business practices and taking adequate measures to combat COVID, safeguarding the interest & wellbeing of its 28,000+ employees. He also admired the people working at Interloop for their commitment, hard work, and dedication. The Chairman extended his profound gratitude to the shareholders for their confidence in the company and to all stakeholders for their encouragement and support. He also talked about rolling out Vision 2025, with an ambitious revenue target of US\$ 700 million over the next 5 years, and planned investment of US\$ 300 million for capacity expansion and backward integration projects.



Shareholder asking a question to the board

The CEO showed his complete faith in the management and people of the company for performing well and becoming the 2nd largest textile exporter of Pakistan, and exhibited confidence in the team for achieving future goals. The Group CFO dilated on the growth and investment plans for the next 5 years to achieve Vision 2025. He added that the company in the general meeting has approved 3% bonus shares this year along with Rs. 1 per share as final dividend, in addition to already paid interim dividend of Rs. 1.5 per share, for the subject fiscal year, and this percentage will keep on increasing in the coming years.



Musadaq Zulqarnain, Chairman Interloop Limited extending gratitude to the shareholders for their confidence in the company, and to all stakeholders for their support



Shareholders voting on a resolution at Interloop's Annual General Meeting 2021

We care

3.6 MW Solar Project at Interloop Hosiery Division 3, Lahore



At Interloop, we know how important it is to reduce emissions from upstream operations which is why we have invested heavily in renewable power in line with Company's Sustainability Targets for FY-21 to enhance Solar Capacity. Keeping that in view, Interloop Energy Division in collaboration with plant 3 Centralized Engineering Team, has installed a 3.6 MW Grid-Tied solar power system at



Hosiery Division 3, Lahore. This trifold venture will achieve the Company's multiple objectives of doing Sustainable business, providing the most economical energy generation mix, and enhancing the renewable portion of its energy requirement. This Sustainability initiative will be injecting green energy into our existing system to reduce the cost of energy and diminish annual carbon emissions. With full

utilization of this installed solar capacity, we will be generating around 5,000,000 kWh units and consequently reducing around 3,300 tCO₂ per annum. Having a lifespan of 25 years, this solar plant will contribute to around 16% GHG-free energy into our existing energy consumption at Hosiery Plant 3. The amount of renewable energy produced from this project will help in Cradle to Cradle certification as well, by allowing around two million dozen socks to be C2C certified.

The project is installed with TIER 1 Panels and Invertors with efficiencies that are highest available in the market. Moreover, the structure used in this solar installation is entirely aluminium with concrete blocks, resulting in less weight addition on roofs and no drilling to avoid water seepage. The entire system is being monitored with HMI displays at multiple locations and online cloud-based software to ensure adequate monitoring of solar units generated. For this particular project, the weather station is installed as well that monitors sun irradiance intensity & PV module temperature to calculate the performance ratio of the system. Further in our quest to maximize renewable energy use, Interloop Energy Division is devising another solar project of 1.8 MW capacity for Plant 5 parking shed, generating around 2 million kWh units, which will play a part in acquiring Gold LEED certification for the newly developed unit.



Interloop Hosiery Awarded with C2C Gold Certification

Being a responsible full family clothing supplier aligned with International trends, Interloop has been awarded Cradle to Cradle Certified® (C2C) Gold level for SOCKS RE-GEN, a testament to its progress towards a circular economy.

The globally recognised measure of safer, more sustainable products made for the circular economy; C2C is a product-based certification issued by rigorous scanning of product circularity, material health, and responsible manufacturing practices within the facility. A circular economy requires a new way to design,

make, and use things within planetary boundaries to limit consumption and waste of resources as well as production of waste. Designed by Interloop, the product (SOCKS RE-GEN) fulfills all five sustainability areas of C2C (material health, material reutilization, renewable energy, and carbon management, water stewardship, and social fairness). Non-biodegradable materials like Polyester, Nylon, and Spandex have been substituted by more sustainable materials and further processed by C2C certified dyes & chemicals to make the product 100% compliant.



Net Zero Coalition - Pakistan Environment Trust

Given the impact of the Apparel industry on the environment, there is an urgent need for companies to take a carbon resilient pathway and secure an environmentally sustainable future. Deeply rooted in the company's new Vision 2025; to be a responsible manufacturer, Interloop is ready to lead the way by joining hands with the Pakistan Environment Trust to create a Net Zero Coalition, which is a partnership with a roadmap to achieve net-zero GHG emissions no later than 2050. Interloop is proud to be one of the first 10 signatories, who have signed up to Net Zero Pakistan and the global Race to Zero campaign.

Interloop announced its commitment at the CEO roundtable conference convened by the Pakistan Environment Trust, British High Commission, and Pakistan Textile Council. The conference was attended by the Special Assistant to the Prime Minister on Climate Change, Malik Amin Aslam, British High Commissioner, Christian Turner, Former Finance Minister, Dr. Shamshad Akhtar, leaders from the signatory companies, and interested organizations.

Thrilled to join this cause, Musadaq Zulqarnain, Chairman Interloop Limited & Interloop Holdings said, "Pakistani companies have to start thinking about the stakeholders (society, people, and planet) rather than just the shareholders. 15 years ago Interloop committed itself to become a business for purpose transforming itself into an agent of positive change for our shareholders and communities by following an ethical and sustainable business. This commitment to Net-zero is a natural choice for us. We have invested heavily in solar power for clean energy which is in line with our Sustainability Targets of Vision 2025."

When talking about the importance of the Net Zero coalition, Valerie Masson-Delmotte, Co-Chair, Working Group IPCC highlighted the role of human influence on the climate system. She said, "the latest IPCC report unearths the unprecedented changes to our climate and shows that our actions can still save the planet."



Interloop - Signatory of the UN Fashion Industry Charter for Climate Action

We have signed the Fashion Industry Charter for Climate Action, a commitment under United Nations Framework Convention on Climate Change (UNFCCC). It aims to drive the fashion industry to net Zero Greenhouse Gas emissions no later than 2050 in line with keeping global

warming below 1.5 degrees. This will be achieved by working collaboratively with peers and stakeholders to develop, carry out and enhance the climate action agenda in fashion.



Male Champions of Change Pakistan

Navid Fazil, CEO Interloop Limited pledged as the Male Champion of Change and signed an MOU with Fiza Farhan, Convener Male Champions of Change Pakistan and a Development Expert. The signing ceremony took place at Interloop's Head office in Faisalabad, and was attended by Faryal Sadiq, Vice President Sales & Marketing and Saira Taimur Khan, GM Strategic HR / Business Strategy, Interloop Limited, who together have been instrumental in bringing Interloop as Pakistan's first local large business to the International Champions of Change Coalition, representing 270+ CEOs from diverse

sectors including hospitality, telecommunications, information technology, micro-finance and sports.

The Champions of Change Coalition is a globally recognized innovative strategy for achieving gender equality, advancing more and diverse women in leadership, and building respectful and inclusive workplaces. On joining this cause, Navid Fazil said "I pledge Interloop's commitment towards creating a diverse and inclusive workforce. We will also continue to support women empowerment both inside and outside our organization".



Navid Fazil, CEO Interloop Limited; Fiza Farhan, Convener Male Champions of Change Pakistan & Development Expert; Faryal Sadiq, VP S&M and Saira Taimur Khan, GM Strategic HR/Business Strategy after the signing ceremony

CSR4Women - The Untapped Potential

CSR4Women – The Untapped Potential was a remarkable event presented by the UN Women in Islamabad, supported by the Norwegian Government, and chaired by Sima Kamil, Deputy Governor of the State Bank of Pakistan. Business leaders, CEOs of private companies, heads of Chambers of Commerce, development partners, and Corporate Social Responsibility (CSR) experts were part of the convention. The purpose was to deliberate on the potential role of CSR towards nurturing inclusive economic opportunities for women. Oystein Baken, Chief People Officer (CPO) Telenor Pakistan, Asad Soorty, Director Soorty Enterprises, and Humayun Javed Khan, GM Corporate Communication Interloop Limited represented their respective organisations at a panel discussion during the event.

The conference provided an opportunity to acknowledge the role of women Home-Based Workers (HBWs) while recognising potentials for their economic advancement in the CSR space. Prospective approaches to improve financial access for women and ways to develop their digital skills by considering the socio-economic obstacles limiting HBWs were discussed. The

speakers at the event agreed upon adopting a human-centric and market-based approach for supporting women.

Responding to questions during the panel discussion, Humayun Khan highlighted the initiatives taken by Interloop Limited towards women empowerment and inclusion. He talked about equal opportunity and conducive work environment for all at Interloop, anti-harassment policy, family friendly practices like world-class daycare centers, extended maternity benefits, reconnect program for women, gender balanced graduate intake, representation at all forums, women management representatives at all plants and many more. He suggested that UN Women and the Government should create an effective platform to bring stakeholders together and enable the private sector to take collective initiatives towards building an economically secure future for women. The participants also signed a pledge wall, committing to facilitate women's economic empowerment through their business activities. Interloop pledged to increase diversity across its businesses to 30% in the next 5 years, in line with its Vision2025.



Business leaders at the CSR4Women Conference organized by UN Women Pakistan and the Norwegian Government

COVID-19 Vaccination Drive at Interloop



Employees getting vaccinated against COVID-19 at various Manufacturing Facilities of Interloop

COVID-19 has gravely affected people and the economy all over the globe. As more and more people have started getting vaccinated, the spread of the pandemic has been curbed - consequently improving the situation.

Interloop took major steps to safeguard the health and safety of its people. It ensured the continuity of business during the global crisis, by assessing organizational exposure and positioning itself to appropriately support key stakeholders, employees, and customers. Interloop also rolled out a detailed policy and pandemic recovery plan in this regard as well.

During the current year, Interloop made a great breakthrough by ensuring vaccination of 100% of its employees within a

short time frame at all its manufacturing facilities in Faisalabad and Lahore. This phase included inoculation through public-private partnership model. Efforts are in place to vaccinate all at Interloop.

Interloop started its vaccination campaign soon after declaration by the Government of Pakistan. The company also offered its employees free pick & drop to nearby Government Vaccination Centers during working hours. The HR department has now also made the provision of vaccination certificates mandatory at the time of hiring. During the outbreak, Interloop spent around PKR 70 million to help the community fight this pandemic. The well-being of its people has always been its top priority and Interloop has taken actions to transform its business practices, safeguarding the health and safety of its people including awareness campaigns, preventive and control measures, medical assistance, and policy changes.



Interloop inoculating its workforce against COVID-19

Music Helps Alzheimer's Patients Remember

World Alzheimer's Day is observed on Sep 21, 2021 every year to highlight and create awareness about the warning symptoms of dementia and the necessity of getting a diagnosis as soon as possible. Interloop Pakistan and its Associated Company – Interloop Europe/Euro Sox Plus BV have been supporting Alzheimer Center Amsterdam by providing funds for research into Alzheimer's disease for more than six years by manufacturing and selling socks.

Dr. Jochum van't Hooft, physician-researcher at the Alzheimer Center in Amsterdam, is researching the clinical possibilities of music in dementia. Hence, the theme of well-known Alzheimer's Socks this year is BEAT ALZHEIMER; an emotional and musical media campaign, drawing attention to the importance of making and reliving memories by connecting with music. This year, Alzheimer Center Amsterdam engaged Trijntje Oosterhuis (singer), Tineke Schouten (comedian), and Frank van der Lende (journalist) as brand ambassadors for the new campaign.

Dr. Jochum van't Hooft thinks that in Alzheimer's disease, the music memory can be spared for a long time, even in an advanced stage of the disease, and that offers possibilities in the treatment. Studies also show that playing a musical instrument increases cognitive reserve and thus reduces the risk

of dementia. However, there are a lot of unknown territories that still need to be explored. He strongly believes in the power of music, which is why it's great that Alzheimer Center Amsterdam wants to raise money with their 'BEAT Alzheimer' campaign for research into the effects of music on dementia.

The campaign hopes to augment excitement among people about Alzheimer socks, buying them, wearing them, and giving them as gifts, so that research into the disease remains on-going and a global cure is accessible.



Triangular Blind Cricket Tournament



Pakistan Blind Cricket Team created history in fifteen years by winning the mega Triangular Blind Cricket Tournament from India by 62 runs. The event was held in Dhaka, hosted by Bangladesh in Apr 2021 and was played by Pakistan, India and Bangladesh.

The event started on 3 Apr and Pakistan faced Arch-rivals India at Bashundhara Sports Complex, Dhaka (Bangladesh) in the first game of the event. Pakistan outplayed India by 58 runs in the first game. On 4 Apr, in the first half of the day, two league matches were played of 10 overs per innings. In the first game, India won from the host Bangladesh by 8 wickets and in the second game Pakistan also outplayed Bangladesh by 7 wickets. Pakistan remained unbeaten in the league stage and

India stood second on the points table so Pakistan and India qualified for the finale.

In the afternoon of 4 Apr, the big finale among the two giants of Blind Cricket, current and former World Champions was played of 15 overs aside. India won the toss and put Pakistan in to bat. Pakistan performed well and dominated the Indian bowling attack.

Nisar Ali (Captain) and Zafar Iqbal (Vice Captain) had a partnership of 96 runs for the 2nd wicket and set a platform of a big total. Pakistan made 174 runs in the allotted 15 overs for the loss of 3 wickets. Zafar played a blinder inning of 48 runs off 28 balls. Nisar Ali played Captain's knock of 69 runs off 50 balls with the help of 7 boundaries.



Interloop Scholars at NTU

Education that is accessible, high quality in nature, and relevant with respect to the market needs is indeed pivotal for any developing nation.

Discerning the fact, Interloop Limited and National Textile University Faisalabad (NTU) signed an MOU on Sept 11, 2019, whereby Interloop will award 4 Scholarships to deserving students. It started off with one scholarship from academic year 2019-2020 for below mentioned under graduate degree program:

BS Textile Engineering
BS Polymer Engineering
BS Textile & Apparel Merchandizing
BS Textile Engineering Technology

Due to the success of the initiative, on the request of 2 more scholars of the University, Interloop Limited accommodated and made an amendment and increased the scholarship slots with an addition of 2 more degree programs as under:

BS Textile Management and Marketing
Bachelor of Textile Designing

Interloop Limited has always been keen and showed consent on extending all possible efforts in boosting industry based

education, as it will bring a positive and lasting change in the community by educating the youth.

Musadaq Zulqarnain, Chairman Interloop Limited particularly approved 5 students as a special case, apart from MOU. Salman Saif - Registrar, and selected students of NTU specially thanked and acknowledged Interloop Limited for the scholarship support as a huge opportunity to get education for their livelihood / better life after completing the professional degree program.



Wheelchair One Day Cricket Cup 2021



Interloop Limited always fulfills its corporate social responsibility on an equal basis in all aspects. Sports activities always create healthy minds and lives. In the continuity of its previous practices, for the development of special sports, this time Interloop sponsored the first-ever Wheelchair 4 Days Cricket Cup in the history of Wheelchair Cricket. The opening ceremony and first match were rolled into action on Sept 20, 2021 at Aleem Dar Cricket Academy Ground, Lahore. This historical event was live telecasted online via YouTube, Facebook, and other mediums. The said 4 days national-level event was held in Lahore and Faisalabad, under the supervision of the Pakistan Wheelchair Cricket Council (PWCC).

Total three teams including Pakistan Whites, Pakistan Blues, and Pakistan Greens, having players from across the country featured the event. Pakistan Whites overwhelmed Pakistan Blues by eight wickets in inaugural matches of the 1st One-Day Wheel Chair Cricket Tournament played at the Aleem Dar Cricket Academy.

The final match and closing prize distribution ceremony was held on Sept 23, 2021 at Jawad Sports Complex Cricket Ground, Faisalabad between Pakistan Green & Pakistan White, where Pakistan Green scored 174 runs.

The number of young players also got experience with this 40 Overs-based One Day Cricket Tournament to nourish their talent in the future for the country. Col (Retd) Ijaz Ahmad Nasir, Special Assistant to Chairman Interloop conveyed congratulation to all the players & management of PWCC for this historical moment and emphasized that their participation with young players in this first-ever one day match will be provided better chances of training & motivation of young talent for future of wheelchair cricket. Rukhsana Rajput, CEO PWCC, Zeeshan Taqi, President PWCC, Officials & Players of Teams, Media and General Public appreciated the role of Interloop Limited for promotion and development of Wheelchair Cricket at the grass-root level.



inside the loop

Interloop receives Top Exporter Award 2020

The textile industry is an ever-growing market. Yet, like many other sectors, manufacturing and apparel sectors have undergone drastic challenges due to COVID-19 pandemic in 2020, and has also suffered from the prolonged lockdowns and restrictions. Despite the pandemic pushing us to our limits, our people at Interloop were passionately determined to push back and keep going.

Interloop Limited being an Innovation-driven manufacturer, has been recognised all over the globe for instituting sustainable practices for its people, operations and the community. It has always managed to comply with the principles of minimising the environmental impact, prioritising worker well-being, and maintaining globally renowned standards of operational efficiency. These

commendable practices have therefore earned Interloop the Export Recognition Award 2020 for Top 100 exporters of Pakistan, in a ceremony arranged on Jun 28, 2021, in Aiwan-i-Sadar Islamabad by the Board of Directors of Employers' Federation of Pakistan. Interloop made it to the top 2 exporters. Ghulam Qasim Shaheen, GM EHS received the award on behalf of Interloop Limited. It was a great honour to receive this prestigious award from His Excellency Dr. Arif Alvi, President Islamic Republic of Pakistan. This award has raised the bar for demonstrating Interloop's pride, loyalty, commitment and work ethics, as we are committed to promote inclusive and sustainable economic growth with gainful employment and decent work for thousands of people.



Ghulam Qasim Shaheen, GM EHS Interloop receiving the Top Exporters Recognition award from Dr. Arif Alvi, President of Pakistan

Jeans Redesign Certification by Ellen MacArthur Foundation

Circular denim is made to be used longer and to be made again. Their design means they can become new jeans when customers no longer want them in a way that is better for garment workers and the environment by avoiding harmful chemicals and production processes.



Interloop is proud to be a member of the Jeans Redesign initiative by Ellen MacArthur Foundation. The guidelines establish the minimum requirements for the durability, material health, recyclability, and traceability of denim

jeans as set out with over 80 denim experts. Interloop is now among the 60 plus leading brands, manufacturers and fabrics mills globally to become part of Make Fashion Circular initiative, producing circular jeans that are available in the market since May 2021. Along with laser technologies, Interloop has used 70% less water, greener, smarter processes, to reduce manual and other hazardous input into the production of these circular jeans. It also has the capacity to withstand 30 home laundries as a minimum, while still meeting the quality standards of the brand. By employing the principles of a circular economy, the Jeans Redesign ensures positive impacts for the environment, society, and the health of those people working in its industry.

Together we can make fashion circular and help tackle the root causes of global challenges like climate change, biodiversity loss, and pollution by using safe, recycled, and renewable inputs.

As an active member of the Jeans Redesign initiative from Ellen MacArthur Foundation, Interloop has committed to bringing you the most consciously and sustainably produced denim with a passion of circularity from its Platinum LEED Certified factory.

Business Planning Workshop 2022



Paul Keijzer, CEO Engage Consulting, facilitating multiple sessions at the Business Planning workshop

Business Planning Workshop 2022 was the annual strategic planning activity at Interloop Limited organized from Jun 8-10, 2021 at the Executive Club, Interloop Industrial Park. Led by the Top Management of the company, the Senior Management representing Hosiery, Yarns, Denim, Knitwear, and Seamless Activewear businesses gathered for focused Business Review, Analysis of Issues, Appraisals of Goals and Presentations of Plans and Projects for 2022 for approval.



Mohammad Amir, Head of Design, Mustafa Ali, GM Engineering & Feroze Ahmed, VP Denim in discussion about FY'22 targets

Saira Khan, SGM Strategic HR and L&D, welcomed the delegates, spoke about the objective of the conference, steps involved in the visioning & strategy process and the agenda for the three days event. Paul Keijzer, CEO & Managing Partner at Engage Consulting facilitated the conference participants in understanding and aligning the business targets with the newly



Tayyab Masood, VP Apparel presenting the performance status of Apparel business for 2021

developed Vision 2025 through various ice breaker activities throughout the conference days.

Navid Fazil, CEO Interloop Limited presented detailed financial highlights, operational performance and sales results of Interloop Limited for 2020-21. He also walked the audience through the Vision 2025 crafting process held in Turkey which included the Key Themes, Vision 2025 Aspiration and Strategic



Participants involved in a Rock, Paper, Scissors activity

Thrusts. Participants were then divided into 6 break out groups to share their thoughts about the new Vision, the risks & challenges involved to achieve the Vision, proposals to mitigate these challenges and the ways to communicate to the stakeholders. After the delicious lunch break, all 5 business group heads presented operational and sales achievements for



Masooma Zaidi, VP Hosiery Sales presenting operational & sales achievements 2021, and details on future business plans with the audience

2021, and also gave details on future business plans. The day ended with Paul prepping the teams for the next day.

After recitation from the Holy Quran on the 2nd day, the consultant recapped the previous day's feedback and talked about the day's agenda. The first half of the day had presentations on Vision 2025 Objectives from the Leaders of 5 Strategic Thrusts (ST); Value Added Services, Responsible Manufacturing, People, Digital Transformation and Agile Manufacturing. After the presentations, Paul identified break out groups according to the



VP S&M, President Hosiery & VP Hosiery Sales discussing the Balance Scorecard for 2022

thrusts with relevant stakeholders from each Business Unit. In break-out groups, ST owners shared FY'22 targets and activities and discussed challenges & ways to address these to implement the ST in each business. The delightful lunch was followed by Each Business Head (BH) sharing FY'22 targets within their groups. Business Heads also discussed and finalized 2021/22 Targets and Actions and formed Business Balance Scorecards for presenting the next day.



Business heads participating in a group activity

The final day comprised presentations by the Business teams on their balance score cards and 2021/22 broad action plans to the group. This was followed by closing note from Chairman Interloop limited Musadaq Zulqarnain. The Chairman appreciated



Humayun Javed Khan, GM Corp. Comm. & Waqas Gill, DGM Yarn Sales sharing their thoughts about the new Vision

the ambitious targets set by the Business Units and the commendable work being done by the Interloop team. He emphasized that Vision 2025 will create multiple growth opportunities for the people across diversified set of roles, ensuring career growth and development while working on developing required capabilities to deliver business growth by attracting, retaining and developing the talent on competencies required for the future.



Navid Fazil, CEO Interloop Limited and management during a group activity



Yaqub Ahsan, CIO Interloop Limited explaining the Strategic Thrust on Digital Transformation



Interloop's top & middle management at the Business Planning Workshop 2022

Establishment of Design Studio at Interloop



At Interloop, we are engaged in multiple-category businesses including Hosiery, Denim, Knitwear and Seamless. To create seasonal collections for our multi-category businesses, a state-of-the-art design studio has been established at VSF Faisalabad where our in-house experienced designers are creating aesthetically pleasing, customer focused 3D digital samples and physical prototypes to attract and retain customers, meeting all creative needs of the businesses.

virtual samples with realistic fabric texture, sewing details, color and fit by using CLO3D and Apex4 software. The digital fabrics are an exact replica of actual fabrics. We transform actual fabric's weight, fabric content, drape and stretch ability to a digital fabric. This allows us to get the same fit of any 3D sample as actual garment. Our designers can also project the file with 3D viewability on a mannequin or a sock dummy according to the gender & age group, and adjust it as per



This is a leap towards value-added services for our customers through digital transformation, which is also part of our Vision 2025.



required measurements, sizes, morphologies, and looks and present it to the customer for evaluation and feedback. Our goal is to improve our product line to work with high-end brands in future. We aim to increase the turnover and enhance our PR with our customers by frequently meeting buyers/designers. To engage the customer we aim to provide most suitable design input based on our factory's strength.

Our dedicated teams research on upcoming trends, fabrics, colors and washes and use trending tools like WGSN fashion for forecasting fashion trends of coming seasons for the global market. We expand our research over market intelligence by visiting trade shows, store checks, meeting raw material suppliers and sample shopping. We also engage with our buyers/designers to study their requirement before we develop a collection. Based on this research, our team develops mood boards and tech packs and move ahead with the photoshoot and presentation of collection to our buyers. This way, we are serving our customers with swift, flexible, efficient, and unique solutions. We are creating 3D

With a dedicated facility, and a team of passionate designers, we have progressed towards time and process efficiency by establishing a more sustainable production process. This innovative and efficient process with a futuristic approach will help us to streamline ourselves with the essential and ever-demanding consumer pressure for the immediacy of the new looks.



Benefits for Business and Workers under Amazon's Improvement Initiatives



Amazon teamed up with Impact; an ethical trade consultancy to improve workers' livelihoods in a way that helps business and employees under the 'Benefits for Business & Workers' (BBW) Program in Pakistan. Launched in 2011, the award-winning program specializes in improving labor conditions and raising productivity in global supply chains in a way that benefits brands, sites, and workers alike.

BBW Program has reached some 280,000 workers in 188 factories across Bangladesh, India, and Myanmar, resulting in increased profit and payment of wages to workers, all the while improving worker satisfaction and productivity measures



through HR intervention. In June 2020, Amazon made it essential for its suppliers in Pakistan to participate in BBW program, to boost supply chain transparency. Factory units based in Karachi, Lahore, and Faisalabad were divided into groups of 6 to participate in the program to improve learning outcomes.

At Interloop, our ambition is to transform lives, achieve workplace equity and provide conducive environment for workforce while using our resources ethically. Realizing the positive impact it will have on the workers, Interloop Plant 1 and 3 engaged in this program.

The program has been designed to be carried out over a span of 2 years consisting of 08 modules. Teams from Supports Services and Operations have so far completed 2 training modules and have started implementing initiatives benefitting the workers including:



- Daily tracking of employee absenteeism & employee migration (turnover) data and sharing it with the BBW team every month
- Visualization on all employee-related info-making such as Rules of Thumb, Prohibition of Discrimination/Harassment & Abuse workplace, and Company Code of Conduct etc., to provide a conducive workplace
- Introduction of Buddy Concept among new hiring; every new joiner will be assigned a buddy for his/her probation period, whose prime responsibility will be to guide, mentor & motivate them and provide workplace information including but not limited to; HR services, health & safety, company benefits for employees, etc.,
- One Step Leave Approval System where the layers involved in approving the leaves are removed to facilitate the workers whilst improving work productivity
- Improved Exit Interview Method for Workers to make it more meaningful in terms of getting employee feedback on the improvement side. Exit interview feedback is compiled each month to identify areas of improvement and share with management for implementation
- Refresher trainings and awareness sessions for management were conducted to boost the staff's knowledge about workplace safety and ethical behavior

With the participation in this program, Interloop is bridging the gap between various stakeholders to develop robust, long-term holistic solutions.



Surpassing the Sales Target FY'21

At Interloop Hosiery, Sales exceeded the target set for FY'21 by 8%. With teamwork, passion, dedication and skill, the Hosiery Sales & Merchandising teams have achieved a resounding cumulative sales figure of US\$ 293.26 million. The teams have worked with unflinching effort and their perseverance has paid off as a remarkable achievement despite the setbacks posed by COVID-19.

In lieu of the accomplishment, the team had celebration ceremonies arranged at S&M-01 and S&M-02 floors on

Jul 13, 2021 presided over by VP Sales & Marketing, Faryal Sadiq, and VP Hosiery Sales, Masooma Zaidi, respectively.

The VPs addressed the teams and congratulated them on their achievement followed by the cake cutting ceremony, while celebratory music played in the background. The teams felt joyous, victorious, motivated and geared up to perform better and achieve bigger in the times to come.



Masooma Zaidi, VP Hosiery Sales & team cutting cake to express their delight on surpassing the sales target

Business Leadership on Environment Stewardship: Air Quality

Since the beginning of time, the natural phenomena including erupting volcanoes, earthquakes, dust storms and meteorites smashing into the Earth's crust have been the potential threats of causing the climate change and air pollution, on top of that, we have also been contributing rapidly to air pollution and global warming through our resource-intensive lifestyles. Although they may seem to be two very different issues, climate change, and air pollution are closely interlinked, so by reducing air pollution we can surely protect the climate.

As many as 9 out of 10 people breathe polluted air, leading to an estimated 7 million premature deaths annually. With air pollution becoming a major hazard, it is important to raise awareness and for businesses to take the lead. In recognition of the role that businesses play in improving air quality, CERB arranged a webinar: "Business Leadership in Environmental Stewardship: Air Quality."

Air Quality has been significantly degraded in urban centers in Pakistan. Major cities in Pakistan continue to be ranked as some of the most polluted cities in the world. The country has an average AQI of 153; ranked as the second most polluted country in the world.

Interloop understands the toxic impacts of poor air quality, and hence has invested a lot in environment-friendly

technologies. Also, Interloop avoids using hazardous chemicals at its production facilities. It has invested not only in air quality monitoring systems but also in renewable energy and energy-efficient technologies to reduce its carbon footprint. It has also made strong global commitments by becoming part of UNGC, UN Climate Change Conference (COP26) on Race to Zero, UN Fashion Charter and has set a science-based target of 1.5°C by 2030.

International Day for Clean Air and Blue Skies

CERB White Paper Launch:
Business Leadership on
Environmental Stewardship: Air Quality

WEBINAR: 10 SEPTEMBER 2021



Time: 17:00 – 18:30 PKT



Ahmad Rafay Alam
Environmental Lawyer
Yale World Fellow



Dr. Kulsum Ahmed
Climate & Environmental
Sustainability Expert



Vaqar Zakaria
Consultant to ADB



Dawar Butt
Public &
Environment Policy Analyst



Sobiah Becker
Climate Change Advisor



Fauz ul Azeem
Deputy General Manager,
Corporate at Interloop Limited

ILNA Team Expands Competitive Analysis to Denim



Interloop North America (ILNA) is known for providing relevant and competitive value-added services, such as Design, Planning, and Product Development. Another highly sought-after service from its customer partners is the proprietary Market Intelligence.

For over 8 years ILNA has been engaged in primary research at top retailers in the industry. ILNA's Competitive Analysis is a collection of data that has been gathered on socks in stores and across genders. The data includes information on space allocated to genders, brands, sock types, different attributes (e.g. cushioning, moisture management) and price points to name a few. This data is used as guidance to customers and to support strategic initiatives and recommendations.

As ILNA has expanded into new categories, the research has expanded as well. Data gathering on Underwear and most recently Denim is actively taking place. A cross functional team is analyzing Denim departments across many top retailers in the US. The result will be a library of data that includes information such as, branding, fiber content, country of origin, and special features. Similar to the sock data, this will be used as strategic guidance for current and prospective partners. It will also allow for tracking trends from one season to the next and one year to the next as research continues.

It is an exciting project and will provide valuable insights and expertise helping ILNA and its customers grow into the future.



New Little Planet by Carter's Launched in US & Canada



Carter's is the leading brand of children's clothing in the US today. A new sustainable brand concept was launched in the US and Canada earlier this year.

The Little Planet brand is dedicated to the highest standards of textiles, using Global Organic Textile Standard - GOTS certified cotton materials and recycled packaging.

Interloop is the nominated supplier for soft, cozy, organic cotton socks, and has earned phenomenal customer reviews due to positive results of the sustainable, eco-friendly products.



The full collection of color-coordinated clothing and accessories is "kind to planet" and "gentle for your little ones". The coordination of color and patterns create an irresistible collection of products to clothe babies from head to toe.

The Carter's brand creates a full range of quality baby and children's clothing and accessories. With a long history that dates back to 1865, the Carter's brand has earned the trust of generations to provide enduring and quality products.

We are proud to welcome Carter's brand to Interloop Limited.

Interloop becomes Textile Exchange Member



Interloop Limited is pleased to become a certified member of the Textile Exchange - a non-profit organisation, which brings together the leading brands, retailers, suppliers and other key stakeholders to learn about the social and environmental benefits of eco-friendly textiles.

We intend to join hands with more than 400 members of Textile Exchange to help advance their mission of creating leaders in the sustainable fibers and materials industry. Their new Climate+ Strategy has ambitious goals for a 45% reduction in CO2 emissions from textile fiber and material production by 2030.

We can only bring such change if we work in collaboration and utilise the right tools to make these improvements. This is in alignment with the representation of Textile Exchange at a global scale – providing benchmarks for the industry and sharing the tools for success.

The Textile Exchange is also tackling the current production issues within the global textile industry. One of the critical issues include water & air emissions caused by toxic materials & energy use at production facilities and its impact on the climate change. Change is imperative to the textile industry, given the massive and unsustainable economic, environmental and social costs of current methodologies of production. This is all the more significant as global clothing demand will rise radically with population expected to reach an estimated number of 9 billion by 2050.

Invest in Resilient OSH System - Safety Day at Plant 4



Non-executive team members during the "Invest in Resilient OSH System" training

National Safety Day is observed each year to create and spread awareness around the world about acquiring safety measures that are necessary for the well-being and a healthy lifestyle.

As healthcare is Interloop's constant area of focus, on Apr 28, 2021, World Occupational Safety & Health day was held at Plant 4 with International labor organization initiative: "Invest in Resilient OSH System".

The COVID-19 pandemic has led governments, employers, workers and the general population to face unprecedented challenges in relation to the virus, and it has many worse effects on the international, national and organisational economies. The application of the concept of resilience to the field of OSH seems to be a natural result of both research on resilience in

various fields, including organizational studies, disaster studies and psychology, and the fact that research on resilience involves interest in problems such as safety, danger, stress, adversity, recovery, disturbance and disaster.

The concept of resilience corresponds well to ideas such as the need for proactivity, anticipation and the need to reformulate the traditional approach to safety because it allows, at some point, a limited increment of safety.

Interloop has invested in resilient occupational safety and health system that is more flexible, having stronger infrastructure, with generic, specific and dynamic risk assessments, and also which is ready to respond to crises such as pandemic, natural disaster & other emergencies.



Support Services Department Interloop - Plant 4 networking after the session

UN Global Compact Leaders Summit



At the UN Global Compact, Leaders Summit held online in June 2021, Musadaq Zulqurnain, Chairman Interloop Limited along with other Global Leaders spoke at the panel discussion on “South Asia Response to Global Issues: Decent Work, Labour & Consumer Rights”, hosted by South Asia - Nepal, Pakistan, Sri Lanka, and Bangladesh.

Speaking of measures Interloop has taken in combating COVID'19, Musadaq said that we at Interloop assured the continuity of business during the global crisis, by assessing organizational exposure and positioning ourselves to appropriately support key stakeholders, employees, and customers. We rolled out a detailed policy and pandemic recovery plan, ensuring vaccination of 100% of employees at all manufacturing facilities in Faisalabad and Lahore with the help of the Government of Punjab. We stopped all non-essential expenditure, suspended all CAPEX investments so that we could have enough to provide essentials to our people, and secured their jobs and livelihoods by not laying off any of our employees. During the outbreak, Interloop spent around PKR 70 million to help the community fight this pandemic. Talking about investing in the people, Musadaq briefed about the trainings and awareness sessions regularly conducted for the employees with Health Enables Return (HER) & LEVIS, Fair Trade, and Amazon, etc. focusing on worker health and well-being, fair wages, and benefits for business & workers.

Developing the female workforce and providing them with equal opportunities for economic uplift has always been high on our agenda. We have Re-connect program, availability of daycare centers at all our facilities for working mothers, door-to-door pick and drop service, and positions for females having STEM degrees. We have 699 females with STEM degrees including 86 related to Textile, 50% fresh female graduates are inducted through Management Training Officer Program every year, and 70% female retention rate after parental leave. We see a future with men and women working and thriving together.

Commenting on tackling Child Labour issues, he stressed that education, skill development, and entrepreneurial

mindset are important tools to elevate the youth and mentioned that Interloop has collaborated with TCF and built 29 schools including primary, secondary, and higher secondary campuses providing quality education to around 4000 marginalized children including 50% girls. Other than that, we support many youngsters through scholarships for higher education. He emphasized that private and public organizations should work together to create a better life for future generations.

Addressing the global shift towards digitalization as an impact of the pandemic, he said that landscape of work environment and doing business is rapidly shifting. While we are adapting to automation and agility, we must strive to strike a balance between technology and human resource management to minimize any adverse effects on job opportunities, to ensure economic growth. Skill enhancement of the workforce as per requirement of the digital era is imperative and the role of organizations becomes crucial. According to him, revised educational qualifications are required which are digital savvy and enable people to work from home. Further, the current need is to start adding new service sectors designed flexibly for people.

Another panelist, Dagmar Walter, Director of ILO Decent Work Team South Asia and India, accentuated UNGC's call for a coordinated international plan for governments and businesses to unite & remain committed to the realization of workers human rights, in line with the UN SDG alliance to eliminate child and forced labor. Also, she echoed UNGC's guidance to companies on upholding the labor principles and standards as essential for realizing the labor rights of workers and for promoting decent work and inclusive growth in South Asia.

Nina Smith, CEO of GoodWeave International in Nepal shared how GoodWeave helps in formalizing such work sites to address the labour rights issues. She emphasized that global brands should partner with different organisations in the region to address these issues. She further shared that a policy shift is being observed in EU and US markets, such as child labour due diligence law and mandatory human rights laws, which could also have positive impacts.

Krishan Balendra, Chairman of John Keells Holdings PLC, Sri Lanka said that increasingly the consumers are becoming conscious of the practices of suppliers, and hence it has become important to have as much transparency as possible. He said that this could be possible through robust supplier code of conduct to monitor suppliers across various criteria including their labour and environmental practices.

Mia Seppo, the UN Resident Coordinator in Bangladesh and moderator of the session emphasised on the need of great leadership to provide strategic direction and to take determined action. She shared that Global Compact can play a big role in facilitating multi-stakeholder collaboration, innovative thought leadership, transparency in reporting of progress and data-driven initiatives.

1st International Conference on Business Management and Social Sciences



Addressing the 1st International Conference on Business, Management and Social Sciences at NUST, Musadaq Zulqarnain, Chairman Interloop Limited, shared his vision on Sustainability Management Challenges and Opportunities in a Changed World. He congratulated NUST for its achievements, besides, shared his views on

Net Zero Carbon by 2050 challenges for the emerging economy, and mentioned the Paris agreement adopted by 196 parties in 2015, including Pakistan. He said that with the increase in population, achieving this task has become more daunting.

He highlighted the probable adverse effects leading to climate change and said that to prevent them, global warming has to be limited to 1.5° C, which means dropping the greenhouse gases emission to net-zero by 2050.

He also spoke about the challenges Pakistan has to face in acing the Paris agreement - achieving net-zero carbon. According to him, achieving these lofty goals require economic and social transformation based on the best available system, and for which he showed his confidence in NUST which can help in creating awareness among the people. Shedding light on sustainability, he mentioned how Interloop's commitment to sustainability is deeply rooted within its mission. Interloop has also elevated its commitment to the environment by joining the Fashion Industry's charter for climate action.

Business for Purpose - Story of Interloop

Musadaq Zulqarnain, Chairman Interloop Limited shared his entrepreneurial journey with the students of Forman Christian College University in an hour-long online session as a guest speaker. He related the inspiring story of his determination, and how the ethos he carried from his family and educational institutions transformed him as a person and contributed towards establishing a successful business venture he had started 30 years ago, along with his brother and his friend.

Encouraging future professionals and potential entrepreneurs, he urged them to pursue their passions by starting early in life when they are more keen and energetic

and willing to do more. Take their time to explore, experiment, make mistakes, and eventually find a path closer to their hearts, leading them towards success. He welcomed the students as a mentor and generously offered to guide them as per their inspirations in the light of his life learnings and experiences.

After the inspiring session, Rector Dr. Jonathan S. Addleton and senior management of Forman Christian College University shared the progress of the institute and discussed the areas of potential partnerships at length with Chairman Interloop Limited.



Musadaq Zulqarnain, Chairman Interloop with Rector Dr. Jonathan S. Addleton & Top Management of Forman Christian College University

Independence Day Celebrations



Australian High Commissioner Visits Interloop



Australian delegation in discussion with Interloop's management over areas of mutual interest

H. E. Dr. Geoffrey Shaw, Australian High Commissioner to Pakistan, along with Political Secretaries; Ashleigh Light and Lauren Waugh, Azhar Shah, Country Manager Austrade and Mateen Amin, Program Officer, Australian High Commission Islamabad visited Interloop Industrial Park, Faisalabad on Aug 24, 2021. They were greeted by Navid Fazil, Chief Executive Officer, Interloop Limited; Faryal Sadiq, VP Sales & Marketing; Zain Sadiq, VP Operations and Humayun Javed Khan, GM Corporate Communication. During this introductory call the delegates were briefed about Interloop Limited, its evolution from

10 knitting machines in 1992 to becoming one of the world's largest hosiery manufacturers, its sustainability focused operations and the Vision 2025. Potential business prospects, areas of mutual interest and outlook on macro & micro Economics were also part of the discussion. Zain Sadiq took the Australian Envoy and team to Hosiery Plant 4 to show them knit-to-pack operations.



Navid Fazil CEO Interloop and H. E. Dr. Geoffrey Shaw, Australian High Commissioner at Hosiery Plant 4

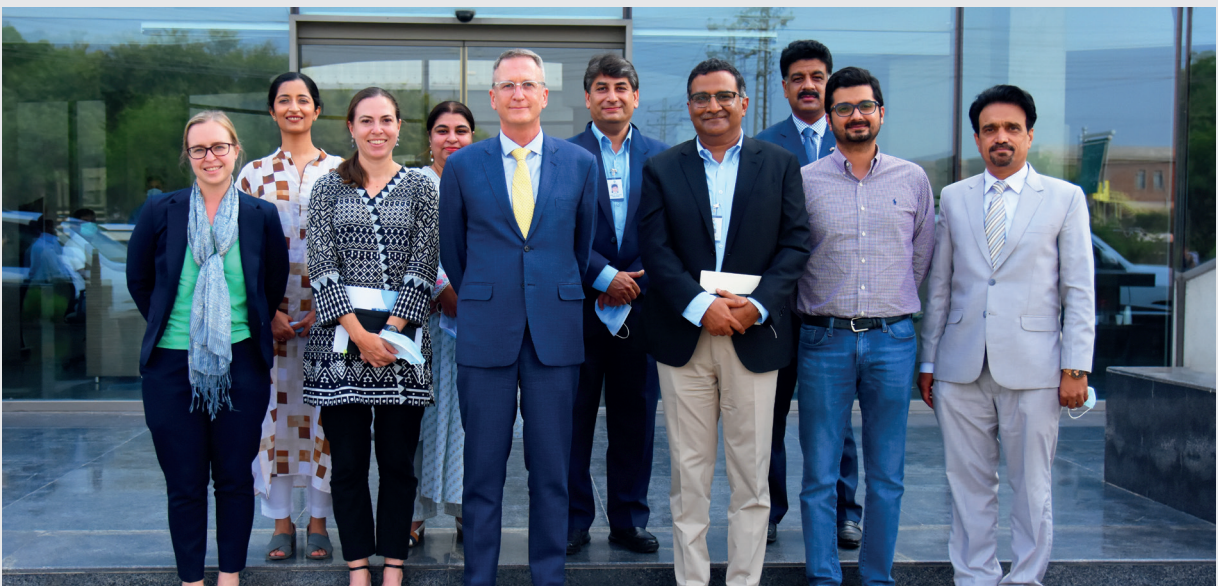
He was accompanied by Salman Tahir, DGM Plant 4. The delegates appreciated the scale of operations, quality production system, high tech machinery and environmental & social best practices being exercised at Interloop.



Zain Sadiq, VP Operations briefing knit to pack operations to the Australian delegation



Salman Tahir, DGM Operation Plant 4 showing boarding and packaging process to the Australian envoy



H. E. Dr. Geoffrey Shaw and Navid Fazil, CEO Interloop along with executive teams from both organizations

British High Commission Trade Delegation at Interloop



Sr Manager, Maqbool Ahmed briefing Alex Ballinger on knit to pack operations at Hosiery Plant 4

Alex Ballinger, UK's Representative for Punjab and Rehan Shahid, Senior Trade Policy Advisor, British High Commission Islamabad visited Interloop Industrial Park Faisalabad on Sept 8, 2021. They were greeted by the

CEO, VP S&M, and GM Corporate Communication, Interloop Limited.

The delegates were briefed about Interloop Limited, its evolution from 10 knitting machines in 1992 to becoming one of the world's largest hosiery manufacturers, its sustainability-focused operations, and the Vision 2025. Insight into the current business climate, learning about Interloop's trading relationship with the UK, and highlighting any opportunities/challenges for expanding the business also remained a part of the discussion.

Humayun Javed Khan took the British representative and team to Hosiery Plant 4 to show them knit-to-pack operations. He was accompanied by Maqbool Ahmad, Sr. Manager Operations Plant 4. The delegates appreciated the scale of operations, quality production system, high-tech machinery, and environmental & social best practices being exercised at Interloop.



Alex Ballinger, UK's Representative for Punjab and Rehan Shahid, Senior Trade Policy Advisor, British High Commission, Navid Fazil, CEO and Faryal Sadiq, VP S & M Interloop and the team

SBP Delegation's Visit to Interloop

Muhammad Ashraf Khan, MD SBP BSC, and Shaukat Zaman, Executive Director Group Head along with the leadership team visited Interloop Limited on Aug 23, 2021. Humayun Javed Khan, GM Corporate Communication and Omer Masood, Manager Finance Interloop Holdings greeted the SBP team at the Interloop Industrial Park.

The guests were briefed about the company's history and current businesses by Humayun, while Omer spoke about

company's strong relationships with its customers and the business expansion plans. Areas of mutual interest and enhanced working relationship between both the organisations were also discussed. SBP team also visited Hosiery Plant 4 where Salman Tahir, DGM Operations briefed them on knit to pack operations at the LEED Gold-certified modern production facility.



Muhammad Ashraf Khan, MD SBP BSC and Humayun Javed, GM Corp Comm Interloop along with their executive teams at Interloop



Salman Tahir, DGM Operations Plant 4 briefing SBP team about the knit to pack operations

Interloop gets Re-certified in ISO 50001: 2018 for EnMS



With increasing concern on sustainable manufacturing, Interloop has continued to adopt practices in competing with the global market. In that regard, control of how we use and consume energy plays a vibrant role in conserving the environment.

ISO 50001 Energy Management System provides such methodical approach of improving the energy efficiency that works on the model of continual improvement. Back in 2017, Interloop was the 1st textile industry in Pakistan to be certified on this standard, but the journey continues when recently in December 2020, we were able to

re-certify ourselves on the latest 2018 version of ISO 50001. In addition to that, IL Power Plant was included in the scope and became the first power plant of Pakistan to certify on Energy Management System. It was a big accomplishment as Power Plants are a major source of fossil fuel burning, and attaining energy efficiency at such a place will ultimately engender positive impacts on the environment. Appraising the benefits of this standard, our top management decided to include its compliance as personal objectives for the senior staff of Plant 2 and 4. Not restricting to that, it was also advised to formulate a cross-functional team from Plant 1 & Plant 3, and demonstrate them the basic methodologies of ISO 50001.

On Jun 3, 2021, a team of 20 individuals from both the plants were given a brief introductory presentation on ISO 50001 Energy Management System by Section In-Charge Energy Cell. President Hosiery also graced the session with his presence and gave insightful feedback on sustainable manufacturing.

The content of the presentation includes basic terminologies of how the systematic approach of this standard helps in attaining continual energy performance improvement. These cross-functional teams, in collaboration with Energy Cell will now implement ISO 50001 standard in their respective Plants.

Environment Day Centered on Ecosystem Regeneration



Ecosystem restoration aims to prevent, halting, and reversing the damage and to go from exploiting nature to healing it. It will only succeed if everyone plays a part, hence, "Reimagine. Recreate. Restore" is the theme for Environment Day 2021.

World Environment Day is celebrated every year across the globe on Jun 5, to raise awareness and generate action on a pressing environmental issue. The Day offers an opportunity to reflect on accomplishments and renew our resolve in overcoming the environmental challenges facing the world today. It is one of the biggest events organized by the United Nations (UN) to generate awareness about the significance of preserving nature.

World Environment Day was celebrated at Interloop Hosiery Plant 3 & 4 with the resolve to create a healthier ecosystem for the planet and the people. A variety of approx. 500 trees, to name a few, *Millettia pinnata* (Sukhchain), *Azadirachta indica* (Neem), *Blane* (Shahtoot), *Guava* (Amrood) *Pomegranate* (Anar) *Barna*,

Jacaranda Argan, *Pilkhan*, *Terminalia* and *Java Plum* (Jamun) were planted. These are eco-friendly trees due to being naturally found in the area, and have been planted within the premises at our Hosiery Plant 4 in Faisalabad. This initiative was taken in order to mark the importance of the day, while awareness pamphlets were also distributed among employees who enthusiastically took part in the plantation drive.

Our Hosiery Plant 3 in Lahore has been consistently adding to the plantation drive throughout the year and has planted approx. 400 trees on the property to date, adding to a cleaner environment. Sustainability is in our DNA and a part of our philosophy at Interloop, we always strive to invest in projects that benefit and add to the prosperity of our people and planet. It is a pleasure to see that it is reflected in the initiatives of our people as well. We, at Interloop, have always been aligned with global trends and have been playing our part to reduce any future environmental challenges.



Learn, Storm and Team-up Summer Camp



The necessity to do something for recreation is an essential constituent of human psychology. Applying these activities to a workplace can cause immense economic, health, and strategic benefits. These activities work as ice breakers between many employers and the employees, as recreational activities provide the perfect medium to communicate at different levels, thereby improving the relationships at work.

Talking about Interloop's people, they are talented, focused and dedicated. They are happy and well composed, enjoying their jobs, learning and growing towards producing and achieving excellence in their professional and personal endeavours.

A two-day summer camp, "Learn, storm and Team-up – Blending Together" was arranged by the R&I team from Jul 3 to Aug 1, 2021, for which they visited Greenfields Country Club, Lahore. Each day held 2 sessions. On day one, discussion of one hour over the topic of "What is "Innovation" Where, Why, How innovation

happens" was carried out. The fruitful discussion was followed by a short tea break and resumed with another topic, "Where do we (R&I) stand – SWOT." This session was followed by dinner and takeaway.

Day two incorporated getting to knowing each other, understanding vision 2025, brainstorming on innovations, and thinking out of the box were the key areas of knowledge. Besides learning, team enjoyed number of indoor and outdoor games. It was a pleasantly memorable trip for the team.

A pleasant environment and satisfied employee is all it takes to spur the growth of any organisation, as the success of a company lies in the success of every individual employee. People are Interloop's asset, and keeping them entertained is part of Interloop's healthy practices.



Stepping Forward with Paperless Environment at Interloop

Interloop's commitment to sustainability is deeply rooted within the organizations' Mission to reach Net-Zero carbon emissions by 2050 by looking at every detail of its operations for improvement. It is an honor to have been recognized for instituting sustainable practices for our people, operations, and community. That's why at Interloop we are proud to have stepped forward in cutting ties with paper by promoting 'Paperless Environment'.



Roughly 70% of office waste is paper and we believe the implementation of solutions to avoid this massive amount of unwanted excess. Since March 1, we have implemented smart working at shop floors in Hosiery Plant 1, by discontinuing the long-running practice of using papers, accelerating the company's digital transformation journey.

Interloop's Information System Department has developed a Document Management System that captures and stores information digitally on a single platform with integrated search options to ease the change from paper to digital.

The platform deployed will address and solve operational challenges, with the flexibility to adapt to changes and scale with growth while preparing employees on handling new processes and gathering feedback for further improvement. The project will be covering online reviews of Daily knitting plans, production and C-grade removal from knitting and QA inline activities.

A paperless office is not only environmentally friendly but also helps in boosting the productivity and efficiency of the workplace, while also saving money and making work processes easier and more convenient as digital documents can be easily shared between users.

By switching to digital mediums, it is anticipated that this initiative will save 67% of total annual cost of paper consumption. So far this program has reduced the usage of more than 600 pages per day for knitting machine jobs on the floor, saving approximately 20,000 papers/month, equivalent to around 29 fewer trees cut every year. It does not end here! As we see departments rolling out with this initiative in future, the impact is going to increase positively and help Interloop address the Climate change issue.

welcome aboard

New Hires



Arslan Shaukat

Sr. Manager Quality Control Denim Plant

Arslan Shaukat's skill set includes, but are not limited to problem-solving of quality issues, quality controlling, good leadership skill, handling of customer feedback and quality assurance. Formerly, he was employed with Sadaqat Limited, Faisalabad, Crescent Bahuman Limited Lahore, and Cotton Web Pvt. Ltd. Lahore where he was working before joining Interloop. Arslan holds a B.Sc Textile Engineering with specialization in Textile Processing / Chemistry from Bahauddin Zakariya University, Multan.

Aamir Jilani

DGM S&M (NBD EU)

Aamir Jilani has previously worked on various key positions with Target Sourcing Services / AMC, Cairo, Egypt, and Amman, Jordan, Li & Fung, Pakistan, and Makro – Habib, Pakistan. Before joining Interloop, he was working as a partner with Whistle and Humm (an E-commerce shoe brand.) Aamir gained Masters in International Business Management, majoring in Business Management from the University of Westminster London, UK.



Aliya Iqbal

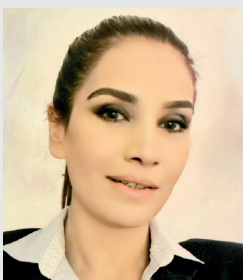
DGM Strategic HR Denim

Aliya Iqbal has masters in Clinical Psychology from Karachi University, and has 20 years of work experience. She has significant experience in diversified and prominent roles at Aga Khan University, Institute of Behavioral Sciences (IBS) and Ipsos, Psychology Department – Karachi University. Before joining Interloop, she was working as Chief Operating Officer at Colossal Talent Pvt. Ltd.

Muhammad Zahid Shafique

SGM Business Operations Denim

Muhammad Zahid Shafique a driven professional with 25 years of work experience and expertise in the Textile industry for the past 23 years. He has worked at large organisations such as Crescent Bahuman Ltd. Lahore, Azgard 9 limited, and Artistic Milliners Ltd. Karachi, where he was working before joining Interloop. Zahid received training from Greenwood Mills XPATS USA in different areas of Garment manufacturing with specialization in Denim garment washing. Besides driving numerous impactful projects, Zahid washed the first pair of Levis Jeans from Pakistan in the US.



Rabeya Shahid

DGM Digital Transformation

Rabeya Shahid is a competent senior management professional with over 17 years of experience, having successfully worked in multi-dimensional industries. Previously, she worked as IT Sales & Marketing Manager at Oracle Corporation, Canada, General Manager – Business Excellence at Al- Futtaim Group, Dubai – UAE, and Director IT & Operations at RIFE USA UAE in Bahrain. Before joining Interloop, she was working as Head of HR Transformation at Bahrain Petroleum Company in the Kingdom of Bahrain. Rabeya is a distinguished winner of multiple awards and management appreciation. She holds a B.Sc in Computer Information Systems from DeVry University, Phoenix, Arizona USA.

in the spotlight

Interview with Muhammad Shahid, GM Product Development

Brief introduction of yourself.

Fifteen years in and performing my fourth role at Interloop and heading Product Development of Hosiery business. Prior to Interloop, I worked as a merchandiser in the apparel industry for US & EU markets. Besides a full-time career, I have three feisty kids keeping me on my toes, and an incredibly close-knit family that has enabled me to lead an ambitious life.

What are the fundamentals of your work style?

I strongly support leading from the front and building a team that sheens through commitment, hard work and adopting the practice of continuous improvement. As a goal-oriented professional, I found that reassessing my ambitions periodically keeps me inspired and driven. I believe in being genuine, inspiring commitment and expecting excellence - balanced with compassion.

How interesting has been your journey with Interloop?

Interesting, I would say is an understatement. The last fifteen years have been thrilling, challenging and super interesting. I am excited about the individual and professional growth of my teams, and the organisation's values regarding PEOPLE, PLANET and PROSPERITY. I was entrusted with multiple possibilities that polished my skills and helped me in turning challenges into opportunities. Interloop also played a vital role in my personal development which transformed me into a better human being.

Which personality has inspired you the most in your life?

I wouldn't say there is a single personality. A couple of people, and more importantly my experience in life has inspired me the most. From early age, my mother introduced me to honesty, hard work and discipline. My beloved late father served the Pakistan armed forces for almost three decades. His advice to be humble and kind to human beings, hanging onto truthfulness irrespective of any critical situation has always been my inspiration. My mentors at my previous employers' instilled structured and professional ways of working that helped me progress in my career.

How do you manage your work-life balance?

I won't deny I do love working and thoroughly enjoy my work. The best part is, my family understands my working requirements and they are very cooperative, and always offered the space I needed. As a father there is always a feeling of not spending enough time with my kids, however I try to balance my work with holidays. I make sure to take time out, spend quality family time on weekends, and make sure our bond grows stronger.



What has been the most incredible moment of your life?

I always feel that I am blessed to have plenty of incredible and memorable moments in my life, however the most incredible part is being safe, healthy and happy. Having three marvelous kids and all the precious opportunities I have had in life, I am always thankful to Almighty for being so kind to me, and hoping to give back as much as I have been blessed.

Where do you see the department in the next five years?

The coming time is very important, specifically after the COVID pandemic. Therefore, DIGITAL PD is the future, and this would require a strong team that is agile, committed and ready to grasp new opportunities. We are committed to convert our PD to DIGITAL - transforming it into the state-of-the-art facility, and our Digital Design Studio is also operational, enabling us to offer 3D design services to our customers.

What advice would you like to give to your younger colleagues?

Always keep things simple and strive to do your best. Play your part on time with integrity and leave the rest to Almighty.

Product Development Department at a Glance



A dedicated Product Development Department was established in 2004 at Interloop, with four knitting machines which evolved into a complete Vertical Sampling Facility (VSF) in 2014. Since then, VSF has played an important role in driving the company's business growth, by anticipating future trends in the product manufacturing process and turning them into possible opportunities.

In today's competitive world of textile fashion, calls from brands and retailers carry an enormous challenge for manufacturers regarding cost, quality, sustainability, and turnaround time for product development. In the coming days, especially after the COVID-19 pandemic, "digital" is the only way forward. Focused on providing digital creations to our customers, Interloop has transformed its Product Development facility into a fully digital, and state-of-the-art PD department with a Digital Design Studio offering 3D design services.

At VSF, samples are conceptualized, designed, and manufactured for our valuable customers around the globe to derive new business opportunities and sustain current business for the company. With a team of skilled designers, product technologists, knitting technologists, color specialists, and material specialists, VSF houses 120 knitting machines, 28 sample yarn dyeing machines, 09 socks dyeing machines including Jeanoloogia, and 9,000 sq. ft. yarn library having 75,000 kgs yarns. The core strength of VSF lies in the modern sampling infrastructure and diversified

knitting machines serving sampling needs for all genders and ages [infants / kids / ladies / men]. The high tech yarn dyeing machines have the capability to dye a range of yarns including cotton, polyester, nylon, wool, acrylic, and engineered yarns, and the advanced socks processing facility equipped with the latest sustainable technology (Zero Water discharge), digital printing, anti-skid, twill application, label sewing, heat transfer, sublimation prints, leggings and tights development, all add up to providing products par excellence to our customers.

The main achievements of VSF include successful induction of digital design studio, and capacity enhancement at the time of COVID Pandemic, which helped improve sample turnaround time. With this addition, the overall service level to customers has improved significantly which has led to overall business growth.



health & happiness

Basil Seeds: Surprising Benefits of Sabja Seeds

You may have conveniently skipped or unconsciously missed these nutrient-dense seeds on the supermarket aisle, but not anymore. You're going to discover some amazing sabja seed benefits. The basil plant is native to India. Interestingly, these seeds of the basil plant contain no calories! These fragrant seeds do not really have a distinct taste and can be added to a variety of dishes for a nutrition boost.

Benefits:

Helps in Weight Loss: Basil seeds are popularly used in Ayurvedic and Chinese Medicine. These seeds are known to be rich in alpha-linolenic acid (ALA), which comes from high levels of Omega-3 fatty acids present in the seeds. These acids help in boosting the fat burning metabolism in the body. It is also full of fibre, so keeps your stomach satisfied for longer and prevents unwanted cravings.

Reduces Body Heat: In some Asian countries like Thailand, sabja seeds are used to make a drink along with water, sugar, honey and sometimes coconut milk. They are one of the best body coolants. They are known to lower your body heat, which

is why people often add them to refreshing drinks like nimbu paani, sherbets or milkshakes.

Controls Blood Sugar Levels: These seeds are considered to be good for type 2 diabetics as it is known to keep a check on blood sugar levels. They slow down the metabolism of your body and thus controls the conversion of carbohydrates into glucose.

Relieves Constipation and Bloating: They are known to naturally detox your body and regulate smooth bowel movements. It acts as a stomach cleanser.

Skin and hair care: The antioxidants in the seeds arrest hair fall and promote growth. These prevent oxidative stress by eliminating harmful free radicals from the body. These also stimulate the growth of new skin cells and guard them against infections.

Treats Acidity and Heartburn: Soothes stomach burn and their diuretic functions flush out the toxins from your body.

<https://food.ndtv.com/food-drinks/7-surprising-health-benefits-of-sabja-seeds-1437915>

i-read

FRICITION: The Untapped Force That Can Be Your Most Powerful Advantage

by Roger Dooley

If you're a business leader, these statistics should give you nightmares. According to science-based marketing and business expert Roger Dooley, they illustrate the real and growing threat of "friction," which he defines as the unnecessary expenditure of time, effort, or money in performing a task.

In today's high-speed, customer-empowered world, the levels of swiftness and efficiency of business transactions will determine ultimate success or failure. In this groundbreaking guide, Dooley helps you spot the inevitable points of friction in your organization, and he provides the tools and insight you need to eliminate them. By truly understanding the impact friction can have, you'll be able to establish positive habits and eliminate negative ones—all with the end result of building a company that's the envy of your industry. Friction takes you step-by-step through the process of:

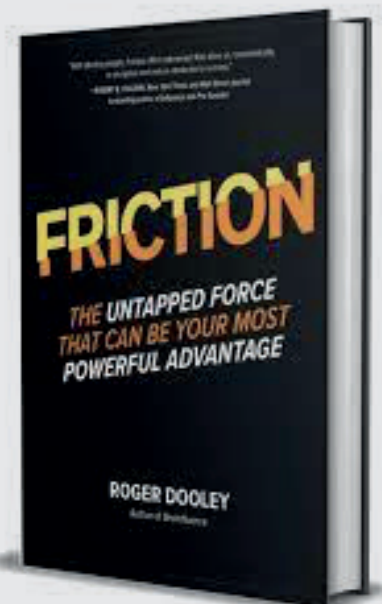
- Empowering frank conversations
- Guiding individual and team behaviors

- Getting ahead of friction
- Optimizing the customer experience
- Building a frictionless corporate culture

Combining scientific research with real-life examples of leaders who have conquered business friction, Dooley teaches you how to identify roadblocks, alter them for the benefit of both business and customer, and create positive, lasting change.

If you're in a leadership position, now is the time to declare war on friction—before your competitors do. Stamp out ridiculous rules, pointless procedures, and meaningless meetings. Become a relentless advocate for the customer and for minimizing customer effort. Lubricate every point of friction and make your company run like a well-oiled machine.

Friction provides the know-how you need to lead your company to industry dominance.



about Pakistan

Pakistani Comfort food for Winters

From wearing warm and cozy sweaters and laying in soft blankets for hours in winters, Pakistani people also enjoy these cool days and chilly nights with scrumptious yet body-warming food items. So, in case if you are unaware or missing out on any of the must - have winter food items then go on and give it a read

Dry Fruits

This is the first thing that immediately comes to mind while talking about Winters. There are a variety of dry fruits including walnuts, almonds, pistachios, pine nuts, cashew nuts, raisins, and dates that are available at every corner of the city. These dry fruits not only help you keep warm but also prevent you from weight gain, constipation, heart diseases, etc. People in Pakistan enjoy Mongphali, Kaju, Akhrot, and other dry fruits to the fullest.



Fish

It is the healthiest one among all the food choices present here. It is beneficial for eyes, skin, hair, heart, and brain. For a lot of people their reason to love winter is eating fish out in the cold. Fried fish is easily available in Pakistan at Dhaabas with the choice of different flavorings. People go out and enjoy the beautiful weather accompanied by delicious fish cuisines.



Kashmiri Chai

Kashmiri Chai is the most preferred beverage in winters. A lot of people know it as Gulabi Chai because it is pink in color. It is garnished with pistachios and almonds. It is a popular beverage in winter weddings and formal dinners. Kashmiri Chai is sweet, nutty and warm and therefore, makes a perfect combo for winters.



Gajar Ka Halwa

Gajar Ka Halwa is another famous thing in winters. It is the sweet dish made of carrots, sugar, ghee and dry fruits. It is served hot with khoya topping and shredded almonds. Any winter gathering either a family feast or a wedding is incomplete without it. It is the most scrumptious winter delicacy beneficial in many ways. Gajar ka Halwa is the most wanted sweet dish in winters.



Paye

Being in Pakistan, one simply cannot skip having Paye in their meal. It is the famous Pakistani winter food item from Punjab region. Only an expert cook can make it. The curry of Paye, topped with chopped green chilies, coriander and lemon juice and you can make it as much spicy as you want. It is a favorite winter season food in Pakistan. People usually prefer eating it in dinner and breakfast.



Halwa Puri

Halwa Puri is the most famous nashta on a weekend morning. Although, people eat it in other seasons too, but it is mostly preferred on a winter morning because of the heaviness of the yummy halwa with deep fried puri. They are easily available on nearby bakers or any dhaaba out there. Paye, topped with chopped green chilies, coriander and lemon juice and you can make it as much spicy as you want. It is a favorite winter season food in Pakistan. People usually prefer eating it in dinner and breakfast.



شہباز بشیر سپروائزر سیونگ

میں انٹروپ ڈیپارٹمنٹ میں گزشتہ تین سال سے بطور سینیئر آپریٹرز سٹیٹس میں رہ رہ کر ہوں۔ میں نے ہمیشہ کوشش کی محنت اور تندی سے اپنے مقررہ اہداف کو مکمل کروں۔ میری کاوشیں رنگ لائیں اور میری کارکردگی سے مطمئن ہو کر میرے سینئرز نے بطور سینیئر، IE آپریٹرز کو ٹرین کرنے کی ذمہ داری مجھے سونپی۔ اس ٹریننگ کے نتیجے میں پراسیسز اور پروڈکشن میں نمایاں بہتری آئی۔ میں اللہ کا شکر گزار ہوں اور انٹروپ کا معترف ہوں کہ جس نے نہ صرف میری قابلیت کو جانچا، بلکہ ترقی کے مواقع بھی مہیا کیے اور معاشی طور پر مستحکم ہونے میں میری مدد کی۔ میری خواہش ہے کہ میں اپنی کارکردگی کو مزید نکھاروں اور ذاتی ترقی کے ساتھ ساتھ انٹروپ کی ترقی میں بھی اپنا حصہ ڈالوں۔



شیر حسین جوئر آپریٹر سٹیٹنگ

میں نے انٹروپ میں اپنی پیشہ وارانہ زندگی کا آغاز ٹریننگ سنٹر سے کیا۔ یہاں مجھ سمیت میرے ساتھیوں کو سٹیٹنگ کے مختلف زاویوں کے حوالے سے ٹرین کیا گیا۔ میرے سیکھنے کی لگن اور اشتیاق نے میری کارکردگی کو نمایاں رکھا۔ میری محنت کو سراہتے ہوئے میرے سینئرز نے نہ صرف میری پذیرائی کی بلکہ ایک تقریب میں مجھے کمپنی کی جانب سے ایک مگ بھی تحفے میں دیا گیا۔ میں بہت شکر گزار ہوں کہ انٹروپ نے میرے جیسے نوجوانوں کے لیے ایسا ادارہ بنایا جہاں ہمیں کاریگری سکھائی جاتی ہے۔ تاکہ ہم نہ صرف کام سیکھیں بلکہ اپنے آپ کو معاشی طور پر مستحکم کرنے کے ساتھ ساتھ اس شعبے میں ترقی بھی کر سکیں۔ میری دعا ہے کہ انٹروپ اس مشن کو جاری رکھے تاکہ زیادہ سے زیادہ نوجوان اس سے مستفید ہوں اور ہمارا معاشرہ معاشی ترقی کی راہ پر گامزن رہے۔



فہد حبیب سینیئر سپروائزر ایڈمنسٹریشن

میرا نام فہد حبیب ہے اور میں VSF میں بطور سینیئر سپروائزر ایڈمنسٹریشن ڈیپارٹمنٹ میں کر رہا ہوں۔ میرے دو بچے ہیں۔ 2006 میں جب میں نے انٹروپ جوائن کیا تو میری تعلیم مہٹرک تھی، انٹروپ کی وجہ سے نہ صرف میں نے اپنی تعلیم جاری رکھی، بلکہ ساتھ ساتھ اپنی فیملی کو بھی سپورٹ کیا۔ اب میری تعلیم بی اے ہے۔ انٹروپ میں موجودگی کی وجہ سے مجھے اپنی مہارت کو بھی بہتر کرنے کا موقع ملا جو آگے چل کر میری پرورش کا بھی وسیلہ بنا۔ یہاں سب ایچھے رویے سے پیش آتے ہیں، میری ڈیوٹی IVP اور HOD کے ساتھ ہوتی ہے اور اگر میں کوئی تجویز دوں تو وہ میری بات ایچھے طریقے سے سنتے ہیں اور مجھے بہتر تجویز دیتے ہیں۔ اپنی فیملی کو بہتر سے بہتر سہولت دینا میرا مقصد ہے جس سے مجھے خوشی ملتی ہے۔ میں فٹ بال کا پلیئر ہوں اور کمپنی ایٹنس میں بطور کپتان ٹیم کی سربراہی کرتا ہوں۔ آنے والے سالوں میں میں اپنی تعلیم، کیونیکیشن مہارت اور انتظامی مہارت کو بہتر کرنا چاہتا ہوں۔



قرآنی آیات | quranic verses

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

وَعَدَ اللَّهُ الْمُؤْمِنِينَ وَالْمُؤْمِنَاتِ جَنَّاتٍ تَجْرِي مِنْ تَحْتِهَا الْأَنْهَارُ خَالِدِينَ فِيهَا
وَمَسَكِنٍ ظِلْبَةً فِي جَنَّتِ عَدْنٍ وَرِضْوَانٍ مِّنَ اللَّهِ أَكْبَرُ ذَلِكَ هُوَ الْفَوْزُ الْعَظِيمُ ﴿٧٢﴾

ترجمہ:

خدا نے مومن مردوں اور مومن عورتوں سے بہشتوں کا وعدہ کیا ہے جن کے نیچے نہریں بہ رہی ہیں (وہ) ان میں ہمیشہ رہیں گے اور بہشت ہائے جاودانی میں نفیس مکانات کا (وعدہ کیا ہے) اور خدا کی رضامندی تو سب سے بڑھ کر نعمت ہے یہی بڑی کامیابی ہے۔

﴿سورة التوبة﴾ ﴿9:72﴾

TRANSLATION:

Allah promiseth to the believers, men and women, Gardens underneath which rivers flow, wherein they will abide - blessed dwellings in Gardens of Eden. And greater (far)! - acceptance from Allah. That is the supreme triumph.

﴿Surah At-Tawbah﴾ ﴿9:72﴾

نعت رسول مقبول

یادسرا میں ہے رنگ مسیحا کا
ہے یہی ایک مدا امرتھائی کا
دید طیبہ کے لئے رہتی ہے بے تاب نظر
کس کو دعویٰ ہے محبت میں شکیبائی کا
عظمت شاہ نے کب درپہ رسائی پائی
عجز ہی ایک وسیلہ ہے پذیرائی کا
حسن محبوب سے کون دمکال کی زینت
جس طرف دیکھیے سورنگ ہے زیبائی کا
فیض ہے گلشن طیبہ کا زمانے بھر میں
ایک عالم ہے عجب کتبہ و رعنائی کا
مورا فکر و نظر سے ہیں شاہ کے پہلو
کون اندازہ کرے شوق کا پنہائی کا

حافظ لدھیانوی

حمد باری تعالیٰ

ملائک آسمانوں پر اسی کی حمد گاتے ہیں
اسی کی شان وحدت کے حسین نغمے سناتے ہیں
اسی کی حمد کا نغمہ ہے گرتے آبشاروں میں
اسی کا رنگ ہے جلوہ فشاں رنگیں بہاروں میں
فلک کے نیلگوں پردے پہ تاروں کو بکھیرا ہے
اسی کی گو میں مہتاب کا سورج کا ڈیرا ہے
سمندر کی تہوں کو موتیوں سے جگمگاتا ہے
فضا میں بادلوں کے خوشنما آنچل اڑاتا ہے
اسی نے گاڑ رکھا ہے پہاڑوں کو زمینوں پر
نظر جس سمت اٹھتی ہے عجب منظر سہانے ہیں
مرے اذکار میں حافظ اسی کی لطف فرمائی
کسی کو فخر بختا ہے کسی کو شان دارائی

حافظ لدھیانوی



3.6 MW Solar Project at Interloop Hosiery Division 3, Lahore



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ANNUAL GENERAL MEETING

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NET ZERO COALITION - PAKISTAN
ENVIRONMENT TRUST

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INTERLOOP HOSIERY AWARDED
C2C GOLD CERTIFICATION