

# I N T H E LOOP

2022  
Jan-Dec



► HOSIERY PLANT 5 GETS LEED GOLD CERTIFIED

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On  
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Top Position  
At UN GCNP  
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Supply Chain Traceability  
Through Digitization  
LOOPTRACE Project

**INTER**LOOP

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# ABOUT US

Interloop Limited, headquartered in Pakistan, is a vertically integrated multi-category Full Family Clothing company, manufacturing hosiery, denim, activewear & apparel products, for top international brands and retailers. Being the largest listed textile company on Pakistan Stock Exchange by market capitalization & among the largest exporters of Pakistan, Interloop enjoys an organizational network spread across 3 continents, with large well-equipped industrial infrastructure based in Pakistan and Sri Lanka, marketing services offices in USA, Europe & Japan and affiliate manufacturing facility & sourcing office in China. Interloop's operational excellence, quality products, diverse workforce and commitment to environmental and social responsibility has gained Interloop global recognition as a pioneer in responsible manufacturing and established it as a partner of choice for its customers.



## HOSIERY

# 795M

Pairs of Socks - Annual Production Capacity



## DENIM

# 6M

Garments - Annual Production Capacity



## APPAREL

# 22M

Garments - Annual Production Capacity



## ACTIVE WEAR

# 4M

Garments - Annual Production Capacity

## 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

## Values



INTEGRITY



CARE



ACCOUNTABILITY



RESPECT



EXCELLENCE

# CEO MESSAGE

From global pandemic in 2020 to economic slowdown in 2022, we have faced multiple disruptions over the last few years. 2022 also featured enhanced impacts of climate change ranging from droughts to wildfires. Pakistan was among the most impacted nations, being hit by devastating floods that caused extensive destruction. Living through such uncertainty requires resilience and at Interloop, we see these challenges as opportunities to create a better world. Together, Interloop, its people, sponsors and friends collected over 190 million rupees for flood relief activities, continuing to live the Interloop values by giving back. Kudos to the Interloop family!

Our mission of becoming an agent of positive change enlightens our business strategies, sustainability drives, and activities to create shared value. This enabled us in delivering exceptional performance in FY22 despite global and domestic challenges. We achieved several all-time high performance benchmarks including the highest-ever revenue and profit. Our fabulous economic performance demonstrates our commitment to quality, services, and our Triple Bottom Line sustainability strategy, in all spheres of our activities and business relationships. Couple of highlights worth mentioning are successful commissioning of our LEED Gold certified Hosiery Plant 5 with record ramp up of 1200 knitting machines, and kicking-off construction of our fully vertically integrated Apparel Manufacturing Complex worth 100 million USD, at the Interloop Apparel Park. Of course, all this became possible because of the blessings of the Almighty and the hard work and dedication of our people. Thank you!

Last year, we joined United Nation's Race to Zero, becoming one of the first companies in Pakistan to submit science-based emissions reduction targets. As we adopt cleaner technologies and reduce our energy requirements, we are also working on scaling our efforts industry wide. We became the founding member of Net Zero Pakistan - a national collaboration among private sector, public institutions, and sectoral experts to deliver the goal of net zero carbon for Pakistan by 2050. The well-being of our people and communities, including



DE&I, employee engagement and training, health and safety, digitization, etc., guided by our Vision 2025, were top priorities at Interloop and evident from multiple initiatives during the year, such as building further TCF schools, free meals for primary students, Women on Wheels program, Champions of Change Coalition, daycares, internship programs, sports tournaments, upskilling frontline employees, Qadam Hum Qadam program, LoopHR and Looptrace, to name a few. We surpassed all our interim People Targets and are committed to build a diverse, engaged and inclusive workforce for a high-performing organization. Pursuing our resolve of developing a thriving society, we are continuously enabling thousands of households live more promising and healthier lives through community focused investments in education, health, sports, literary activities and disaster relief.

In 2022, we also celebrated 30 years of Interloop's journey with a growing family of over 31,000 passionate associates across the globe, who are the corner stone of all our achievements. I am very proud of our team's work, and am confident that together, we will brave the current global recession to emerge as champions, aspiring for a better, brighter and safer future for us all.

***I want to thank you all for your commitment and hard work.***

Good luck & stay blessed!

**Navid Fazil**  
CEO





## HOSIERY PLANT 5 GETS **LEED Gold Certified**

Rooted in our mission of becoming an agent of positive change and playing our role in building a green planet for current and future generations, in July 2022, Interloop's new Hosiery manufacturing facility at Faisalabad - Plant 5, achieved LEED Gold certification from US GREEN BUILDING COUNCIL under the V4 rating system, securing 75 rating in the BD+C (new construction) category.

The sustainability impacts attained due to this accomplishment include 53% energy saving, 51% reduction in potable water usage, and 30% enhanced fresh air intake to improve employee comfort. Plant 5 is planned on LEAN-based operational procedures and is equipped with 1200 state-of-the-art knitting machines, e-flow washing technology, and the latest boarding machines.



As part of our continuous endeavours to reduce our environmental impacts, Interloop embarked on the LEED certification journey in 2018 when our Hosiery Plant 4 became Pakistan's and Region's 1st Socks Production Facility to achieve LEED Gold certification from US Green Building Council under V4 rating system, securing 65 rating in the BD+C (new construction) category.

Another important milestone is our Denim Plant which was LEED Platinum certified by USGBC in 2020, and was recognized as one of the 7 Exceptionally Green Buildings worldwide by PlaceTech. It is a tremendous acknowledgment of Interloop's efforts for a greener planet, being the only manufacturer from South Asia with a Platinum 85 rating. This reflects our continuous efforts to build a secure and sustainable future for our people, business, and future generations.

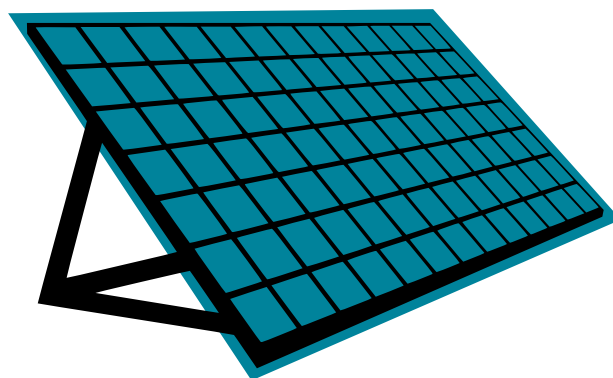
## 1.93 MW SOLAR POWER AT HOSIERY PLANT 5

# Race To Zero

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Interloop is on a mission to make a difference in the world. It realized the impact of climate change and decided to be part of the solution. So, the company set out to tackle the issue head-on by adopting cleaner technologies, green buildings, energy conservation, and some seriously ambitious GHG emission reduction targets.

Interloop's Energy Division is responsible for keeping the company's operations running smoothly and doing it in the most environmentally responsible way possible. Despite the energy costs and fuel availability challenges, they are dedicated to finding the best power and steam solutions.



The company aims to produce 25 MW of clean energy by 2026. It all started with a 40.8 KW Solar System at Hosiery Plant 2 in 2015 and has continued with the addition of a 1.9 MW solar parking shed at Hosiery Plant 5 in 2022. We are just getting started! With a current clean energy production capacity of 8.05 MW, we are well on our way to a sustainable future.

Join Interloop on its journey toward a greener tomorrow!







## Plastic Free July

Plastic Free July is a global movement helping and urging millions of people to become a part of the solution to plastic pollution – so we can have cleaner streets, oceans, and beautiful communities.

Over July, we kept multiple activities on the solution-focused scenario of plastic pollution and identified significant hot spots for polyethylene waste at Interloop. Our sustainability teams held #NoPlasticTalks, a program geared toward raising awareness of the global plastic waste crisis and developing solution-focused action plans for our employees to enable a conscious and responsible work culture throughout Interloop. These sessions were joined by our environmental partner WWF at our Denim Plant.

Taking forward our zero waste campaign, alongside PET bottle elimination, Interloop is also working on removing styrofoam use from our facilities. All these efforts align with Interloop's company-wide waste reduction strategy as part of our Vision 2025. We encourage our people and community to continue to be part of the solution to plastic pollution and maintain a 'Choose to Refuse' culture in our daily lives.

# Interloop Flood Relief

The Interloop Flood Relief Fund was established to provide aid to those affected by floods in Pakistan. Through the efforts of the company, its employees, sponsors, and friends, Interloop has been able to collect over 190 million rupees.

To date, 109 million rupees worth of relief has been delivered, with more on the way. The relief provided includes support for 16,820 families, provision of 1,016,400 meals, establishment of 2 mobile health clinics, and provision of 93,400 cattle feed.

The support provided by the Interloop Flood Relief Fund has been directed to areas such as Sanghar, Nawab Shah, Rajanpur, Rakhni, Thatta, Taunsa, Dadu, Barkhan, and Badin. The fund continues to work towards providing relief and support to those affected by the floods in these areas.





# Women On Wheels

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The initiative aims to empower women by providing them with the necessary skill-set and means to ride motorcycles, increasing their mobility and independence safely. Mobility challenges and gender norms limit women from entering and being retained in the formal workforce. Against the backdrop of structural and cultural barriers, Interloop has stepped up to address these challenges and advance women's independent mobility. Interloop has launched the Women on Wheels (WOW) program with an aim to disrupt socio-economic barriers that inhibit women from going to colleges, universities, offices or seeking other economic opportunities. The Faisalabad edition of WOW was inaugurated in collaboration with Salman Sufi Foundation and supported by Government College Women University Faisalabad (GCWUF).

This program is expected to empower 2000 women, helping them reclaim public spaces and contribute safely to society without fear of violence, harassment, and backlash. So far, 250 women and young girls, including employees of Interloop, The Citizens Foundation (TCF), GCWUF students and the general public, have been trained free of cost under this program. The program includes motorbike training along with road safety and anti-harassment workshops and prepares women for driving license testing. The program will also enable access to micro-loans to facilitate the purchase of motorcycles, helping these women become financially and mobility independent.





# Faisalabad Literary Festival

As the main sponsor of the Faisalabad Literary Festival since 2014 which is organized under the auspices of the Lyallpur Literary Council, Interloop is proud to have played a key role in promoting Pakistan's literary and cultural heritage. Each year, the festival brings together a diverse group of individuals from all walks of life, including families and youth, to interact first-hand with some of the country's most renowned literati. These authors, poets, and artists share their eminent contributions to literature, performing arts, and culture with the community, providing an opportunity for people to engage with them and learn first-hand about critical thinking and self-expression.

The festival serves as an effective platform to infuse the interest of reading books in people, especially the youth. A notable aspect of the Faisalabad Literary Festival is the variety of events taking place throughout the events keeping in mind the interests of various age groups and gender. There are panel discussions, book launches, poetry readings, and music and theater performances to thoroughly entertain the audience. As a primary sponsor of the Literary Festival, we are proud to be the catalyst in promoting Pakistan's literary and cultural heritage in Faisalabad.



## HEALTH & WELFARE

# Mobile Health Care/Well-being Camp

Interloop, a company that values the well-being of its employees and communities, partnered with Lok Sanjh Foundation to provide Mobile Health Services for marginalized rural communities in cotton - growing areas of Punjab. The Mobile Health Clinics have been serving villages since 2019, providing free essential health services and medicine to rural community members. The initiative is aimed at improving the sustainable development of BCI cotton farmers and farm workers, especially women cotton pickers, the company also forms action committees in selected villages to maintain transparency and encourage community involvement.

In addition, the company also organizes regular awareness sessions and symposiums for employee well-being, including a two-day event on awareness, prevention, treatment, and a free screening camp for Hepatitis B, C, and Diabetes. 650 employees were screened for these diseases, and test reports were shared with them online and through hard copies. By taking a holistic approach to health and well-being, Interloop is working to improve the lives of both its employees and the surrounding communities.

## EDUCATION FOR ALL

# Interloop TCF Schools

In May of 2009, Interloop Welfare Trust formed a partnership with The Citizen Foundation, the largest education non-profit organization in Pakistan. Together, they set out to provide quality education to the less privileged. Interloop has been supporting 33 schools, 20 primary, 10 secondary, and 3 higher secondary, with separate campuses for boys and girls. These schools are managed by women staff and provide formal education to 5,000 less privileged children, with 50% of the student population being girls. The schools are designed to create an environment that encourages intellectual, moral, and spiritual growth. In order to ensure that these schools can continue to operate, Interloop has established an endowment to support the lifetime operating costs of 30 schools and also provides funds for the annual operational costs of the remaining schools. The partnership is transforming the lives of underprivileged children in Pakistan by providing them with access to education, which sets the stage for a brighter future.



TOP POSITION AT UN GCNP

# Sustainability Awards

As a United Nations Global Compact member and signatory of the Sustainable Development Goals, we are honored to have been awarded 1st prize in the Large National Enterprises category of "Living the Global Compact Business Sustainability Awards" at the UN Leaders Summit 2022 Global Compact Network Pakistan. Saira Khan, Senior General Manager, Strategic HR / L&D, represented Interloop and received the award amongst much applause. H.E. Per Albert Ilsaas, the Norwegian Ambassador, was the event's chief guest.

The SDGs Summit 22 themed 'The Road to 2030 via Pakistan' emphasized principle-based businesses to accelerate their role in driving progress on Global Goals and achieving the 2030 Agenda. Following the successful hybrid format adopted last year, this forum engaged over 1200 participants over multiple time zones. In a series of interactive engagements, the summit included the popular panel sessions on Climate Transition to NetZero, UNstoppable Women, Tech4Good, Genz and the importance of establishing baselines, One to One discussions, signing of an SDGs Pledge Wall, SDGs Networking Lounge, and culminated in a symbolic 'SDGs Walk' that united people in a shared commitment to a better, healthier, more sustainable world for future generations. Twenty-two companies were recognized in the annual Living the Global Compact Best Practices Sustainability Award ceremony, following shortlisting by an international jury that reviewed each company's commitments and initiatives in advancing sustainable business practices.

Sustainability practitioners, CEOs, entrepreneurs, and colleagues from the UN family came together to accelerate actions through discussions & debate the most pressing issues & priorities by the UN and the future of multilateralism.



# Performance Award

Interloop Limited won the A&G Performance Award 2022 in People Category during a video presentation at the adidas Brand Leadership Summit 2022. adidas recognized its global suppliers in six categories, including Manufacturing Excellence, Quality, Speed, Sustainability, Digital and People. The citation during presentation of the award quoted, "Interloop is maintaining industry-leading practices regarding Employees and Community Welfare. Increased women's participation in leadership roles and hiring more women in the overall workforce are appreciable. Interloop strives to have a balanced gender mix in its management, and its current talent acquisition mix is 50 / 50 for males and females.

“ Interloop is maintaining industry-leading practices regarding employees and community welfare.





## SUPPLY CHAIN TRACEABILITY THROUGH DIGITIZATION

# LOOPTRACE Project

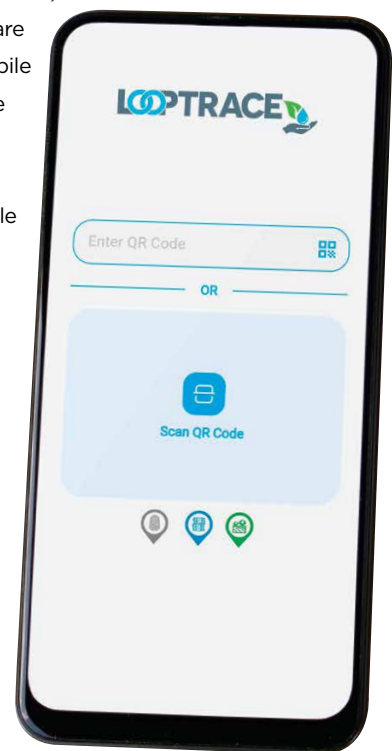
Transparent business practices and reporting our impacts to stakeholders are being further pushed through our new initiatives promoting sustainable practices in the supply chain and traceability of our materials. LOOPTRACE traceability solution is developed by our technology partner, Octans Digital (Pvt) Ltd, and currently, it's work-in-progress. The objective of the LOOPTRACE project is to provide track, trace, and transparency, giving end-to-end traceability from the finished product to the farm level. It gives our brand partners and us complete visibility about the growing area of BCI, Organic, Recycled, and Certified cotton we use in our products. Over 27,552 farmers are part of this project, with growing numbers as we bring more farms on board. Each farmer has a unique profile in the system, including national ID cards,

town/area, production unit, geolocation, etc. We are also developing a mobile application built in the local language to educate farmers on recording crop lifecycle information.

LOOPTRACE is a sprint-based development and deployment.

The project was initiated in Sep 2021 and is continuously evolving into a more robust tracking and traceability tool. Our vision for transparency is

broader and includes visibility into our production processes, quality data, and compliance, enabling our supply chain partners to achieve high environmental and social performance levels.



# Daycare Launched At Interloop Denim

To provide ease of mind to working mothers regarding their young children, world-class Day Care Centres are in place at all Interloop manufacturing plants where the executive and non-executive women employees comfortably leave their children while at work. Following Interloop's passion for creating better lives for our people and surrounding communities, we are thrilled to launch Interloop Denim's brand new 3000 SFT Love & Learn Daycare, the fourth daycare centre at Interloop, increased the total capacity to house 300 children. Equipped to handle infants, toddlers, and

pre-schoolers; experienced nannies take good care of children according to their play, rest, and meal timings.

The international standard infrastructure includes study, play, and rest areas, and trained teachers ensure these children's quality pre-primary education and development through curricular and extracurricular activities. The company doctor performs periodic check-ups of these children to ensure they stay healthy.





# Ambassadors Visit Interloop

During 2022, Interloop had the honor of welcoming ambassadors from various countries to its factories. The visits presented opportunities for the visiting dignitaries and their delegations to learn firsthand about the company, its business philosophy and story and how it has been able to be recognized globally as a responsible manufacturer, meeting the highest standards of environmental and social excellence.

H.E. Mrs. Lis Rosenholm, Ambassador of Denmark to Pakistan met Interloop's top leadership at Interloop Industrial Park, Faisalabad in June 2022. She took keen interest in learning about Interloop's DE&I policies and enjoyed meeting women workers and executives from various functions to learn about their working environment, challenges, and how the company was supporting them to achieve their aspirations. She also visited one of the hosiery plants and praised the modern infrastructure, sustainability

driven digitization and the scale of production at Interloop.

H.E. Mrs. Henny de Vries, Ambassador of Kingdom of the Netherlands to Pakistan was at Interloop Industrial Park in October 2022 where she met Interloop's top & senior leadership. She was briefed about Interloop's apparel as well as non-apparel businesses, and was pleased to learn about Interloop's ESG strategy and alignment with UN SDGs. H.E. also visited one of the manufacturing facilities and showed interest in collaborating in areas of sustainable environment and social development.

H.E. Mr. MITSUHIRO WADA, Ambassador of Japan to Pakistan met Interloop's leadership at the Interloop Industrial Park in November 2022, who apprised him about Interloop's diverse business portfolio, ESG strategy, and DE&I and Climate Action initiatives. The ambassador greatly appreciated Interloop's progress towards building a sustainable ecosystem for all stakeholders. While he also praised the working conditions and facilities provided to people at Interloop, he agreed about the potential of enhancing business and social ties between companies from both countries.



H.E. Lis Rosenholm



H.E. Mitsuhiro Wada



H.E. Henry Fokel De Vries





# Business Planning Workshop 2023

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Business Planning Workshop (BPW) 2023, the annual strategic planning exercise at Interloop Limited, was held at Serena Hotel Faisalabad from May 17- 19, 2022. Interloop's top leadership, the senior management, and departmental heads from all business as - Hosiery, Denim, Apparel, Activewear, and Yarns - participated in the three-day event. The workshop extensively covered 2021-22 performance, key challenges faced in achieving targets, the objective setting for 2022-23, and broad action plans to accomplish them.

Paul Keijzer, CEO & Managing Partner at Engage Consulting, facilitated the conference by moderating the presentations and discussion sessions and through various icebreaker activities to keep the audience fresh and engaged. Navid Fazil, CEO Interloop Limited presented a financial snapshot of the company for 2021-22, highlighting commendable sales and operational performance, leading to surpassing its full-year targets. Presentations from five business group heads followed, encompassing the 2022 performance review. After the lunch break, the five Strategic Thrusts (ST) owners - Full-Service Solutions, Responsible Manufacturing, People, Digitalization, and Agile & Lean Manufacturing - also shed light on their key achievements during 2022 and how they aligned their Thrusts to meet Vision 2025 targets.

The participants were then divided into 5 Thrusts' based breakout groups with relevant stakeholders from each Business Unit (BU) to share their thoughts about 2023 targets, the risks and challenges involved, and proposals to overcome these challenges and avail new opportunities in achieving them. The day ended with Paul prepping the teams for the next day. On Day 2, the Thrust owners continued their group discussions and

presented 2023 key targets and comprehensive action plans. The delightful lunch was followed by new breakout groups formation based on business units with relevant people from each Thrust for support. Each Business Head shared 2023 targets within groups and discussed and finalized Balance Scorecards for presentations the next day. A musical evening was arranged for the workshop participants to relax and enjoy after a rigorous and engaging day and was followed by a scrumptious dinner.

After the presentations by the business teams on their balance scorecards and 2023 comprehensive action plans on day 3, the event concluded on a closing note by the CEO. The CEO appreciated each Business Unit's and Thrust's hard work and untiring efforts in taking the company to new heights and how we can attain the following year's goal with the same zest and zeal. He also emphasized how collaborative efforts are required from everyone working in Interloop to achieve our Vision for 2025.









# Annual Dinner 2022

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The Interloop Annual Dinner was the event that everyone eagerly anticipated all year! The evening was filled with laughter, entertainment, and endless latitude for networking. The Sitara Taj Mahal Marquee provided the perfect setting for a magical night. From the elegant atmosphere to the delicious food, every detail was meticulously planned to make it a night to remember. The evening was off to a fantastic start as CEO Navid Fazil took the stage to welcome and show gratitude to the Interloop family for their invaluable contributions in elevating the organization to become a top-tier apparel manufacturer. He talked about the performance of the company & multiple initiatives taken for safeguarding the planet and the people, living our purpose of being an agent of positive change. The highlight of the evening was the spectacular

recognition ceremony, where all the colleagues completing 10 and 15 years of service with the company were honored and appreciated, celebrating their hard work and dedication to the organization.

The event was far from over! Saira Taimur Khan, SGM L&D/SHR, took the stage and unveiled a new app, giving all employees the power to effortlessly manage HR services, and receive messages directly from the CEO, and a lot more all at their fingertips. The crowd was thoroughly entertained by a series of hilarious skits and mesmerizing song performances. The evening reached its pinnacle with Sahar Ali Bagga's electrifying performance. The beats had everyone on their feet and dancing, making it an unforgettable experience. This event was truly one not to be missed at all.











# Annual General Meeting 2022

The 30th Annual General Meeting of Interloop Limited was held on 18 October, 2022 at Interloop Industrial Park, Faisalabad. Musadaq Zulqarnain, Chairman Board of Directors; Navid Fazil, CEO; Muhammad Maqsood, Executive Director & Group CFO; Jahan Zeb Khan Banth, Non-executive Director; and Tariq Iqbal Khan & Saeed Ahmad Jabal, Independent Directors, were present at the meeting. The Board presented company's performance over the past year and its future business plans with the shareholders. It detailed the financial and operational performance of the company and highlighted the strong revenue growth, driven by increased sales in key markets around the world. It also underlined company's efforts to improve efficiency and productivity, as well as its commitment to sustainability and environmental protection. The shareholders were also updated on the company's current and

planned capital expenditures, including investments in new technologies and equipment and progress on upcoming fully vertically integrated Apparel Manufacturing Complex with 100 million USD investment which is planned to be commissioned in 2023. Other than the shareholders present in the meeting, many joined the AGM online through a live link. They praised the Board and the Management for their efforts in building a strong, sustainable, and profitable business and expressed confidence in company's future prospects. The Chairman extended his profound gratitude to the shareholders for their confidence in the company and to all stakeholders for their encouragement and support, and looked forward to their prayers for the company. He also appreciated the Management and people working at Interloop for their commitment, hard work and dedication.



ESP's TRANSFORMATION TO

# Interloop Europe

It is a pleasure to announce that in 2022 Euro Sox Plus transformed into Interloop Europe, bearing the same name as the associate company Interloop Limited. It has been a 13-year partnership that will further strengthen Interloop Limited's position in the European market eliminating any confusion and explanations of the past.

Interloop Europe provides business-building solutions in sales, marketing, market intelligence and design services. This name change enables Interloop Europe to expand from solely offering hosiery to multi-category by adding denim, apparel, and activewear to its category range. It creates sales growth opportunities in the European market, contributing to Interloop's vision of becoming a Full Family Clothing partner of choice within the European market.

Interloop Europe is strategically located in Nijverdal, The Netherlands, and its head office and distribution center have the logistical advantage of close proximity to its major customers and markets throughout Europe, as well as rapid access to the seaport hubs of Rotterdam, and Antwerp. The head office and distribution center offer fully integrated logistics, warehousing, and distribution services to European and UK partners, retailers, and brands.

Interloop Europe has a strong brand portfolio:

## Socklab®

**The world's first 100% biodegradable**, Cradle to Cradle Certified™ Gold Sock brand will be launched in early 2023 as a consumer brand to the European market. It is our own showpiece to indicate that we are at the forefront of positive environmental impact down to every fiber. Socklab® fights for a sustainable clothing industry from the feet up and makes it easy

for the consumer to buy truly sustainable, quality, and affordable socks for everyone in stores and online.

## Alzheimer Socks

Proud partner of ALZHEIMER SOCKS; An initiative of Alzheimer's Center Amsterdam. By wearing Alzheimer Socks you visibly support the fight against Alzheimer and make it a topic of discussion. Research into Alzheimer's disease is crucial and Team Alzheimer has been working for more than 6 years to raise funds to support the research and bring the solution to combat this terrible disease. Interloop Pakistan and Interloop Europe have been supporting this great initiative since the start. And since then, we have raised over 2.2 million euros to be used on research.

## Scholl Socks

Scholl is a trusted name in foot care worldwide. Interloop Europe is the exclusive European socks licensee for SCHOLL SOCKS, high quality and most comforting that really do something special for your feet. These socks mean business. Scholl foot care solutions come in three programs: Cool and Dry, Wool and Dry and Comfort Cotton.







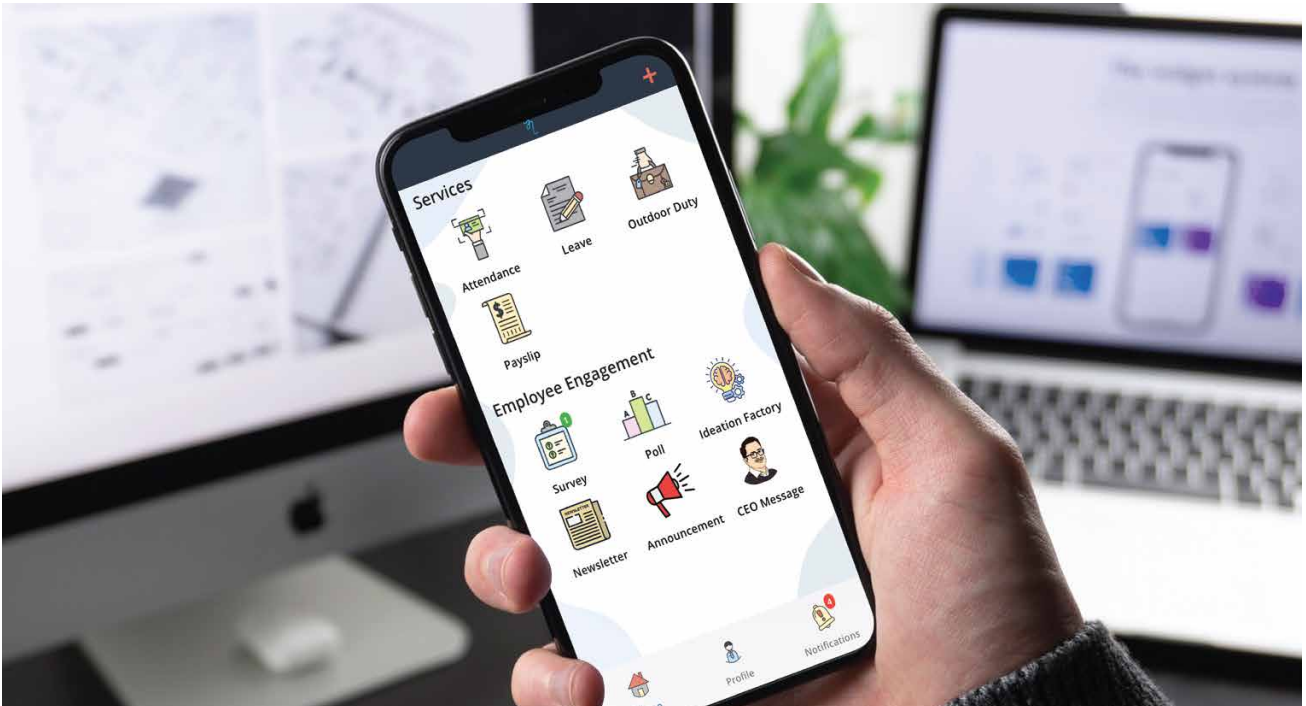
# LEAP Internship Program 2022

With an intent to uplift Interloop as an employer and create opportunities for potential students during summer 2022, the SHR team launched LEAP - Interloop Internship Program targeted toward the Top 10 universities of Pakistan that supply more than 69% of MTOs in every batch. During our campus drive, 1200 students showed interest in starting their professional journey with Interloop.

LEAP is a six-week internship designed to enhance the abilities of participating students by exposing them to hands-on business experiences and practical knowledge. For this purpose, a kaleidoscope of activities is designed to link the program's core objective of nurturing the talent pipeline for our future MTOs induction. The LEAP program began on July 5th, 2022, with 36 students being welcomed as participants. The program's start was marked by an onboarding session, which aimed to provide the students with a complete understanding of the internship and its objectives.

During this session, the students were introduced to Interloop's businesses, history, and operations and had the chance to visit the production floors to see the processes in action. The session also gave the students valuable information about the skills and competencies required to excel in the internship program. Supervisors from their respective departments were also briefed about their onboarding and encouraged to maximize their support for them. In addition to the internship experience, the company arranged a full-day training session focused on resume writing and interview skills to enhance the students' professional development.

Interloop remains dedicated to empowering the young generation through programs such as LEAP. This initiative not only helps students position themselves as emerging professionals but also contributes to Interloop's goal of nurturing the talent pipeline for future MTOs.



# Loop HR Launch

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In June 2022, we launched LoopHR mobile application for our people advocating a paperless approach and enabling a healthy and engaging culture within the organization. The purpose of this mobile application is to facilitate all our executives and non-executives for self-service HR, an 'ideation factory' to harvest ideas across the company, surveys and polls, among other essential ERP features. It is an effective communication tool for the CEO to float messages to the whole organization via CEO message feature from anywhere at any time.

LOOP HR offers a convenient and innovative solution for employees to manage and monitor their attendance and mark their leaves & outdoor duty on the go. It has also provided a medium for the CEO to connect with everybody. Furthermore, the ideation factory feature allows employees to share their ideas and suggest improvement in various areas.



LOOP HR offers a convenient and innovative solution for employees to manage and monitor their attendance and mark their leaves & outdoor duty on the go





## Qadam Hum Qadam

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At Interloop, we believe that the mental wellbeing of our people is of utmost importance and that's why we have launched the Qadam Hum Qadam program; a comprehensive initiative designed to help our team members live happier, healthier, and more fulfilling lives. As part of this program, we launched our online counseling portal in partnership with Saaya Health.

Beginning on 10th October 2022, trained counselors provided confidential counseling services to our people online, free of charge. In addition, the program hosted a series of engagement activities on 10th October to mark the World Mental Health Day. This was a global celebration of the importance of mental health, and we demonstrated our support by participating in activities that created awareness and understanding the significance of living and working with a healthy frame of mind. Overall, the Interloop's Qadam Hum Qadam program is committed to providing ongoing support and resources to help our employees achieve optimal mental wellbeing and we look forward to bringing them even more initiatives in future.

Learn more: [www.saayahealth.com](http://www.saayahealth.com)

# Campaign Against Gender Based Violence

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The 16 Days of Activism Against Gender-Based Violence (GBV) campaign is a global effort to raise awareness about and take action regarding violence against women. To augment awareness about this important cause within Interloop, and as part of Champions of Change Coalition, we organized walks across all our Hosiery, Denim and Apparel Plants, from December 7-9, 2022 GBV affects women of all ages, races, and socio-economic backgrounds and can take many forms, including physical, sexual, and psychological abuse. The campaign calls for elimination of all forms of violence against all genders and promotion of their rights and equality. At the conclusion of walks, senior management highlighted the importance of creating an inclusive workforce and the need for women to have a voice and be able to thrive in the society. They also emphasized the importance of men showing acceptance and compliance toward women. Interloop's support for this campaign demonstrates the company's commitment towards fostering an equal and just society for all, regardless of their gender, and to stand up against GBV, and work together to build a world where everyone is safe, respected, and able to reach their full potential.



# Texlan Bags Presidential Award

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Texlan center private limited, Sri Lanka , an associated company of Interloop Limited was named the Best Exporter of the Year in Hosiery Sector for two consecutive years, 2020 & 2021. The prestigious Presidential Export Award Ceremony was organized by the Srilankan Export Development Board and held at Bandaranaike Memorial International Conference Hall, in Nov 2021, under the patronage of His Excellency President Gotabaya Rajapaksa. Texlan has always managed to comply with the principles of maintaining standards of operational excellence and productivity, minimizing the environmental impact and prioritizing workers' well-being. The company celebrated the collective



efforts with its 1000+ associates in cementing its position as a prominent contributor to the national economy. On a journey to bethe most sustainable Hosiery manufacturer in the region, Texlan strives to inspire real change across all areas of its operations and all its stakeholders.

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# Texlan Gift Hampers

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Much-awaited time of the year for Sri Lankans is the dawn of Sinhala and Tamil New Year, celebrated in April as per the Sinhalese calendar, representing prosperity. Buddhists and Hindus celebrate this festival according to their own religious practices prioritizing their beliefs, customs, and rituals associated with agriculture, as they consider this a mark for the end of the harvest season. Texlan Center planned an event to present the New Year gift hampers for 1300 employees containing 10 food items, to encourage engagement, inclusion, and continuous improvement.



The evet was held on 4th April 2022 in the presence of the senior management to underscore company's support for its people.





# Interloop Cricket Tournament

The 13th Interloop annual cricket tournament was a grand event designed to deliver a refreshing and thrilling experience for our people. Meticulously planned to give them an unforgettable happening, the tournament took place at the Bohran Wali ground in Faisalabad, running from 21st to 25th November. 16 teams representing all businesses, including Apparel, Denim, Spinning, Activewear, and Hosiery took part in the tournament, battling it out over 31 matches throughout the five days.

The event was truly mesmerizing, with a diverse crowd cheering on their teams, and was streamed live on Facebook, allowing audiences who could not come to the ground, all excitement from the comfort of their devices. The live stream was a hit, with over 17,000 viewers tuning in and over 3,500 visiting the live scoreboard to follow the action.

The floodlights illuminated the field, the players' uniforms were sleek and sharp, and the energy of the crowd was electric and the matches were nothing short of thrilling, all combined to create a truly festive atmosphere. The final showdown of the championship was between the Looper Kings - Plant 5 and the Hawks- Plant 2. The match was packed with heart-pounding action, but in the end, it was the Plant 5 Looper Kings who emerged victorious.

Employees and their families came together to cheer on their favorite teams during the grand finale. The CEO, Navid Fazil presented cash prizes and trophies to the champions, runners-up, and top performers. He praised the teams for their efforts, congratulated the winners, and acknowledged the outstanding efforts put in by the Interloop Sports Committee and support staff to make the event a great success in terms of employee engagement & wellbeing.



# In The Spotlight

## Interview With Mohammad Amir, Head Of Department, Design

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### 1. Tell us about yourself as a person?

As a person, I am a humble human being and a father of 2 beautiful kids. I love to experience good art, architecture, and food from different parts of the world. My favorite subjects are history, technology, design, and technical knowledge. I like to adventure, my to do list includes skydiving, bungee jumping, and driving a formula 1 car.

### 2. What publications do you read in your personal time?

A picture says a thousand words, but a video can say a million. I usually watch documentaries about WWII, historical events, and future tech, and my favorite channels are national geographic and discovery.

### 3. Are there any famous designers that inspire you?

ZEN is my favorite design inspiration as I am into Japanese culture, design, and architecture. The

humble life of samurai and their closeness to nature inspires me.

### 4. What would you say will be the future of design in Textile Sector? Or the next big thing?

Virtual reality is the next big thing as the metaverse revolutionizes our lives. Since we are moving towards a sustainable textile sector, sampling & sampling waste is one of the biggest challenges. Digital sampling is the next big thing as we can generate limitless samples with zero waste, which will significantly contribute to the textile world while accelerating the market speed.

### 5. How do you learn and grow your knowledge and expertise?

There is no age to learn, and my curiosity has always driven me. I am continuously learning & seeking skills that inspire me. Living in the new era of technology has enabled us to explore & learn just about anything with the comfort of our cell phones.

### 6. How do you manage your work-life balance?

I have always been an advocate for work-life balance & a healthy mind; it's crucial. Sometimes it is essential to slow down and focus on things that matter. I try my best to prioritize my tasks as a Head of Design & as a father and contribute enough effort and time to create the perfect work-life balance.

### 7. A fun incident that happened with you at Interloop?

The fun incident was the 1st day I came to Interloop Hosiery plant 2. I was using google maps to drive from Lahore, which allowed me to use the Jaranwala motorway exit to reach here. But after seeing the road condition, I was dubious about coming to Interloop, though I later realized there are other better routes to get here. Word of advice, never blindly trust google maps.

### 8. What advice would you like to give to your younger colleagues?

Be curious to learn new things, never think this is the only way to do work. Be open to change and adopt new ways.





# Design Department At A Glance

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At Interloop, we are convinced that the future lies in 3D sampling. By adopting virtual samples, we have optimized the product development and approval process while decreasing dependence on physical samples, implementing a solution that is both sustainable and efficient. Virtual samples have enabled us to reduce the sampling process from weeks to days.

Our dedicated team of 10 designers utilizes two major software programs, CLO 3D for denim and apparel and Shima Seiki Apex4 for hosiery products, to serve our customers better.

Our designers have the ability to make changes, check the fit, create color combinations, and the renders can even be used for e-commerce. We meticulously ensure that the digital fabric conforms precisely to the actual fabric, resulting in a consistent fit with physical samples. It is a fast and efficient method for previewing an article before its actual production, and it helps to reduce the requirement for physical samples, eliminates waste, and significantly decreases the lead time for product development & delivery.



## ABOUT PAKISTAN

# Interesting Facts

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- Pakistan is home to five of world's fourteen mountains over 8000 meters tall with the second highest mountain K2, third highest Tirich Mir and the three highest mountain ranges in the world (Hindukush, Karakoram and Himalayas).
- The world's largest deep sea port, Gwadar, is in Pakistan. World's highest paved road, the eighth wonder of the world (the China-Pakistan friendship highway or the Karakoram Highway) is in Pakistan!
- Pakistan's Edhi Foundation proudly runs the world's largest volunteer ambulance service.
- The city of Sialkot in Pakistan produces over half the world's footballs, making the country world's largest producer of hand-sewed footballs. The official footballs used in the last two FIFA World Cups were made in Pakistan.
- Pakistan has the fourth largest irrigation system in the world (Indus Basin).
- World's second largest salt mines (Khewra Mines) are located in Pakistan. The world's famous pink Himalayansalt is also mined in Pakistan.
- The highest polo ground in the world is in Shandur, Pakistan.
- Pakistan is the only Muslim nuclear power country in the world.
- From 1981 to 1986, Jahangir Khan of Pakistan was unbeaten and during that time, he won 555 consecutive matches – the longest winning streak by any athlete in top-level professional sport.
- Pakistan is home to the youngest Nobel Laureate, Malala Yousafzai.
- The world's oldest and largest civilizations (Indus Valley Civilization) flourished in the region that is Pakistan today.
- Tarbela Dam of Pakistan is the largest earth-filled dam in the world, and also the largest dam by structural volume. Samina Baig, a Pakistani high-altitude mountaineer, became the first and youngest Muslim woman to climb Mount Everest (2013) and all the Seven Summits (2014), having done so at the age of 21. A documentary film "Beyond the Heights" was made on her expedition to Mount Everest.
- Sharmeen Obaid-Chinoy is a Pakistani journalist, filmmaker and activist, who is the recipient of two Oscars, six Emmy Awards and a Knight International Journalism Award. Her Academy Award win for Saving Face made her the first Pakistani to win an Academy Award. She is the only female film director to have won two academy awards by the age of 37 and one of only eleven female directors who have ever won an Oscar for a non-fiction film.



# Health & Happiness

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## Health Benefits Of Eating Peaches

Peaches boast lots of potential health benefits, including improved digestion, a healthy heart, a strong immune system, and improved allergy symptoms. Dietitian Maxine Smith, RDN, LD, explains why this fuzzy fruit is so peachy keen.

## How To Eat A Peach

Peaches are surprisingly versatile. They can be grilled, sauteed or baked. Get creative:

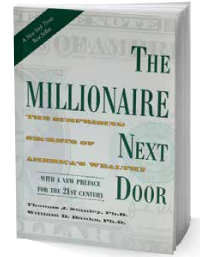
- Pair peaches with berries and a bit of dark chocolate for a healthy dessert.
- Chop peaches into a sweet-and-spicy salsa.
- Blend fresh or frozen peaches into a creamy smoothie.
- Add sliced peaches to salads, oatmeal or yogurt for a sweet treat.

Or just keep it simple and enjoy a fresh, juicy peach on its own. This delicious fruit is anything but the pits!



# I-READ

## The Millionaire Next Door By Thomas J. Stanley & William D. Danko



Global Ratings: **4** Out Of **5**

Review By Amazon

Book Authors:

**Thomas J. Stanley & William D. Danko**

The Millionaire Next Door made waves in 1996 when it challenged America's ideas about wealth. Despite coming out a quarter-century ago, it remained a bestseller on Amazon in 2021. It's long been popular in the early retirement community, too.

What features distinguish a "rich" individual? Does it consist of living in an ultra-luxury, affluent neighborhood, driving luxury cars that are as sleek as silk and have the power of 1,000 wild horses, or does it consist of traveling to the most exotic locations, wearing the most expensive clothes, colognes, and bling, and dining at penthouse, reserved restaurants? Is it a combination of the two?

During their more than two decades of research, Thomas J. Stanley, Ph.D. and William D. Danko, Ph.D. came to the conclusion that our conceptions of what it means to be wealthy are completely incorrect.

According to their findings, the ultra-wealthy, or people who have a tremendous quantity of wealth, do not reside in posh communities; rather, they lurk in plain sight, and your next-door neighbor may be a billionaire.

A book based on their study, The Millionaire Next Door: The Surprising Secrets of America's Wealth, was published. It is a book that explains the fundamental principles of wealth growth.



Interloop is maintaining industry-leading practices regarding employees and community welfare.



▶ PERFORMANCE AWARD BY adidas



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