

IN THE LOOP

JUL - SEP 2020

**OWNED BRAND BUSINESS
PARTNER AWARD 2020
BY TARGET**

**PERFORMANCE AWARD
2019 BY ADIDAS, 4TH
TIME IN A ROW**



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about us

Values

Mission

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

Vision 2020

To double our turnover by 2020 through value addition, process improvement and nourishing talent

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 manufacturers with a network spread across 3 continents through affiliates

- Annual Turnover to the tune of US\$ 300 million
- Pakistan's 6th largest exporting firm
- Largest listed textile company on Pakistan Stock Exchange by market capitalization
- Multi-category, multi-country partner providing end to end solutions to customers
- Large well-equipped industrial infrastructure available throughout multiple locations
- Responsible partner with deep relationships with the global brands & retailers
- Diverse team of 21,000 people from 15 nationalities
- Recognized globally for ethical standards & sustainable business practices
- Dedicated Vertical Sampling and R&I Centres for customized solutions

Hosiery

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

Yarns

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

Denim

- Current capacity of 500,000 pcs/month and planned production capacity of 1 million pcs/month by 2021

Knitwear

- Current capacity of 1.2 million pcs/month and planned for a complete vertical setup by 2022 with production capacity of 5.4 million pcs/month

Seamless

- Current capacity of 110,000 pcs/month and planned production capacity of 230,000 pcs/month by Jan 2021



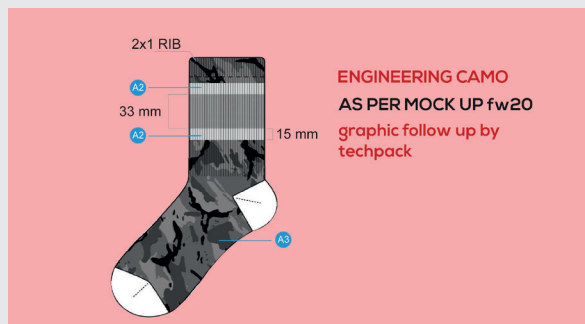
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feature news

3D Virtual Sampling

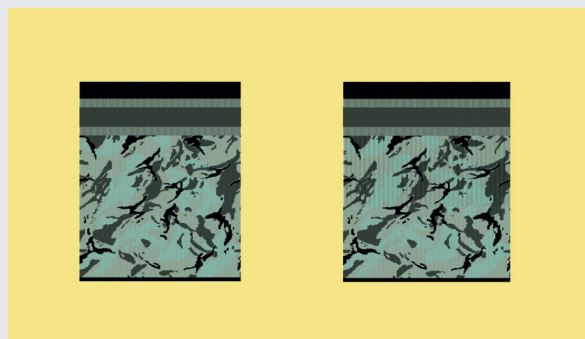
Interloop Limited is emerging as a multi-category multi-country partner of choice for its customers. Embracing the New Normal during the COVID-19 pandemic, we have transformed our business practices by embracing technological progressions. With a growth mindset and a diverse product portfolio, we are employing digitalization and technology to provide end-to-end solutions to our customers, playing an increasingly important role in safeguarding and rebuilding our supply chain, thus, creating value for our stakeholders.



3D Design development process

Virtual sampling is part of the digital transformation in the Apparel industry. At Interloop, 3D Virtual Sampling and prototyping is the new way to explore design concepts and variations before the actual production of socks. It is a process of co-creation, where our skilled designers can see, validate, and refine the product before moving to real physical prototyping and manufacturing.

Creating a design file out of TechPack/ CAD, our designers have unlimited choices to use built-in standard color pantones, develop desired combinations, or create scans to get an exact color standard; the choices are infinite. They can explore visual stimulation by changing yarns preloaded in the software or build on the existing library by scanning its count, texture, color, or the thread itself. The software has an in-built construction library that enables the designer to either add new knitting constructions or use the pre-specified ones. 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 required measurements, sizes, morphologies, and looks and present it to the customer for evaluation and feedback.



Designers can add knitting construction to specific areas from pre-specified construction library or build a new knitting constructions library



Designers creating a 3D sock design in Apex 4.0 Software

The compelling features of 2D to 3D pattern making software provide an advantage in minimizing lengthy development and production time in comparison with the conventional process of sampling which is extensive and time-consuming.

Transitioning to 3D digital product development, we have progressed towards time and process efficiency by establishing a more sustainable production process. This innovative and efficient process with a futuristic approach is becoming essential to retail clothing survival under the ever-demanding consumers' pressure for the immediacy of the new looks. This is the beginning of a significant transformation in the way we design and manufacture our products.



Homegrown Heritage: Floral Bloom – Crew socks design



Designers project the file on a mannequin or sock dummy according to the gender, and age group. Men's dummy in above picture

*Dummy design used by adidas to train Interloop Designers

We care

O₂ High Flow Respiratory Humidifiers for FMU

Whether it's our internal or external community, Interloop has always stood by its people in the hour of need. Our mission and reason for existence is to bring a positive change in the community. To pursue this cause, Interloop has invested approximately PKR 1.5 billion in the community-based initiatives during the last decade.

As a commitment to our aim of improving the well-being of society, we have invested in quality healthcare initiatives enabling the deserving to enjoy healthier lives. One such initiative was donating six O₂ High Flow Heated Respiratory Humidifiers to Faisalabad Medical University Hospitals on Aug 6, 2020 for treating patients suffering from Severe Pneumonia due to COVID-19.



Humayun Khan, Head of Corp Comm Interloop Limited handing over O₂ High Flow Respiratory Humidifiers to Faisalabad Medical University Hospitals

Improving Workers Well-being Program



Peer Health Educators learning about the symptoms & preventive measures of Common Diseases

At Interloop, we aim is to change lives, enable a more conducive work environment, build a diversified workforce, and grow business while using our resources ethically. Interloop in consultation with its esteemed client Stichd, initiated the 'Improving Workers Well-being' (IWWB) Program in 2019 run by Levi's at its selected supplier sites. The objective was to increase the quality of life of workers and translate the benefits of healthy and happy employees into meaningful business impacts.

HANDS Team with its CSO Partner BSR/HER (Health Enables Return) is the implementing partner for the IWWB Program in Pakistan. With the facilitation of factory representatives, HANDS Team organized a kick off meeting for factory management, HR Line Supervisors and EHS Department and identified the roles, responsibilities and expectations of stakeholders, planned focus group discussions with management & workers and conducted surveys.

The first group of 80 male and 6 female members received training on the first five modules; Nutrition, Maternal Health, Birth Spacing, Aids & Hepatitis, and Drug Abuse & Diseases whereas the last module on Common Disease was delayed due to lockdown to prevent the spread of the COVID-19 pandemic. To complete the program, training on the Common Disease module was held on Aug, 12 & 13, 2020 with refresher sessions on Sept 2 & 3, 2020. Under the topic, symptoms, precautions, and preventive measures of common diseases such as typhoid, malaria, dengue, diarrhea, tuberculosis, diabetes mellitus, and hypertension were discussed with the Peer Health Educators (PHEs). Now that the trainings are complete, these PHEs will deliver their learnings to their co-workers. Upon the completion of the program, 4739 workers; 4452 males, and 287 females will benefit from this health & well-being program at Interloop's Hosiery Plant 2 & 4.



Session facilitator guiding Interloop employees about the safety guidelines for Common Diseases

inside the loop

Owned Brand Business Partner Award 2020 By Target

On Jul 23, 2020, Target Corporation acknowledged Interloop for its continuous strategic high performance and endowed the 2020 Owned Brand Business Partner Award for Modernize Owned Brand Approach.

Cynthia Ho, Sr. Vice President at Target, in the online summit appreciated the efforts of customer & supplier taking up joint responsibility, in standardizing & launching collaborative forecasting. This made Interloop a true extension of the Target team where Interloop worked directly with Target's round table partners on monthly basis, analyzed financials, and

proposed inventory changes. Ultimately this led to lead time reduction and collectively waiving off certain PSQA requirements. The results transpired through increased sales, reduction of out of stocks, and significant flexibility.

Cynthia and her team have been inspired by Interloop's way of working which supported Target to modernize its owned brand approach. She thanked Interloop for its efforts and appreciated our people-first approach. She further acknowledged our dedication and commitment, even during COVID-19, which further positioned us as a best in class partner with Target.



2020 Owned Brand Business Partner Award by Target

Performance Award 2019 by adidas, 4th Time In A Row

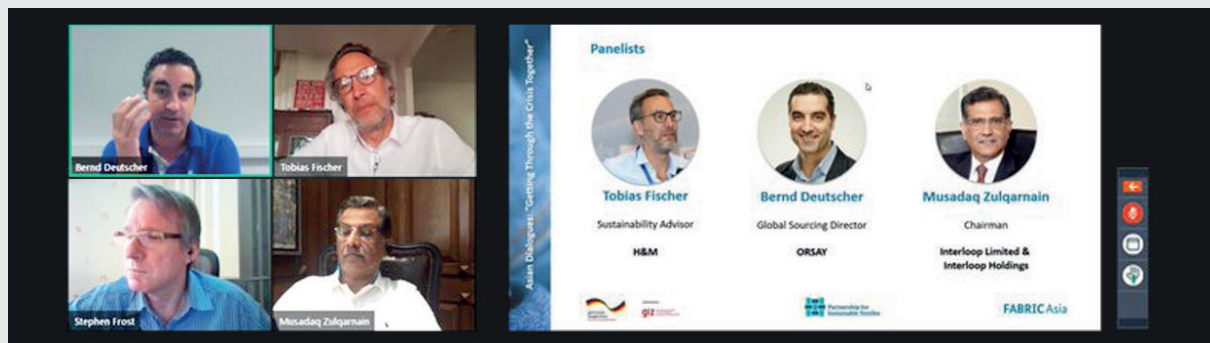
Interloop Limited won the A&G Performance Award 2019 in People Category during a video presentation of the adidas Brand Leadership Summit 2019. adidas recognized its global suppliers in seven categories i.e. Manufacturing Excellence & Innovation, Quality, Speed, Sustainability,

Digital Capabilities, People and Availability. The citation for Interloop quoted, "For making a true difference in the community by creating a welfare fund to support children's education, and better career opportunities for women in collaboration with UNICEF & UNWomen".



Performance awards by adidas

Asian Dialogue: Getting Through the Crisis Together



A webinar on 'What Changes can Suppliers Expect from their Client in Europe and How can they Manage Financial Risks' was held on Aug 13, 2020.

Jointly organized by GIZ FABRIC and Partnership for Sustainable Textile, the speakers shared their opinions on maintaining supply chains amid COVID-19. They also discussed the role of brands to prevent struggling supply chains through potential changes at brand headquarters as well as further streamlining relations between buying teams & producers. It was emphasized to gauge the expectations of suppliers from the brands and retailers, while placing new orders to ensure that supply chain partners remain financially healthy.

Sharing his expert views on the futuristic approach of the supply chain in Pakistan, Musadaq Zulqarnain, Chairman Interloop Limited, reflected that there should be an arrangement

where the financial institutions provide manufacturers discounts on their invoices to improve their cash flows. Further emphasizing the importance of conducting ethical business, he stressed that the orders manufactured before the pandemic should be entertained as per Pre-COVID agreements with no provision of discounts.

Also, the brands and retailers should continue the business with existing suppliers and should not switch to cheaper sources as this is the perfect time for them to work together by keeping the communication transparent. Feedback about customer behavior during the pandemic should be communicated to the manufacturers to maintain a resilient supply chain.

The distinguished panel of speakers also included Tobias Fischer, Sustainability Advisor H&M, and Bernd Deutscher, Global Sourcing Director ORSAY.

Gendered Impact of COVID-19 in Pakistan: The Role of Private Sector

Gender equality and women's empowerment is at the heart of the 2030 Agenda for Sustainable Development, UNWomen in Pakistan. Hosted by UNWomen Pakistan, a webinar on the Gendered Impact of COVID-19 in Pakistan was held on Jul 22, 2020, highlighting the role of the private sector in supporting women during COVID-19.

The veteran panelists from Unilever, Jazz, Interloop Limited, and Engro shared promising initiatives, practices, challenges, and solutions within their organizations to address the specific needs and concerns of women during the pandemic.

Representing Interloop Limited at the forum, Humayun Khan, Head of Corporate Communication, highlighted key company initiatives and deliberated on better career opportunities for females at Interloop. He elaborated that the well-being of our people has always been our top priority. Facing such an unprecedented challenge, we took major steps to safeguard the health and safety of our people and ensured the continuity of our business. Our HR & MIS teams concentrated on educating our employees by providing trainings, support, and resources that ensured a successful transition. Detailed instructions on various measures including awareness campaigns about disease & prevention, symptoms screenings, social distancing efforts, and working from home options were communicated in time and at regular intervals through SOPs & multiple communication channels.

Talking about the family-friendly policies introduced by the company, he said that Interloop was one of the fourteen companies in Pakistan to participate in the first-ever private sector peer learning collaboration led by IFC-PBC.



Gender diversity is high on the company's agenda and several policies and practices at Interloop ensure their implementation across the board. We value STEM professionals and provide a conducive environment for females holding technical degrees along with defined growth in their career. In his closing remarks, he highlighted that the company truly believes in empowering women through employment and skill enhancement as it helps them achieve financial stability for themselves and their families.

Moderated by Shahnaz Kapadia, the distinguished panel of speakers included Fareeha Ummar, Portfolio Manager, UNWomen Pakistan; Asma Yousof, Head of HR Services, Unilever Pakistan Bangladesh and Sri Lanka; Humayun Javed, Head of Corporate Communications, Interloop Limited; Aisha Sarwari, Director Corporate Communications, Jazz Pakistan and Rizwan Masood Raja, Chief People Officer, Engro.

Interloop Future-Proofs Its Supply Chain With Inspectorio Sight



What Interloop has accomplished with Inspectorio Sight?

Headquartered in Pakistan, Interloop Limited is a world-renowned manufacturing company and multi-category supplier of a range of Hosiery products and Denim, Knitwear & Active Wear Apparel, to top international brands and retailers. Interloop implemented Inspectorio Sight in Oct 2018 and have been using the platform ever since to streamline company's quality and compliance measures. However, when COVID-19 struck, corporations around the world began coming unglued due to factory closures, localized outbreaks, and the inability to conduct inspections and quality audits due to travel restrictions and shelter-in-place orders. Brands and retailers worldwide have faced massive inventory crises, with product sitting uninspected and unshipped on factory floors.

Using Sight, Interloop took proactive measures to weather the disruptions. The success of Interloop's proactive approach stemmed from the factories' ability to conduct Self-Inspections or 'Remote Inspections' through Inspectorio Sight. Despite strict COVID-19 mobility restrictions preventing other brands and retailers from performing any inspections at all, Interloop conducted hundreds of Self-Inspections in its factories since the crisis began. This has meant income and business continuation in a time when other corporations have none.

How Inspectorio provided Interloop resilience against COVID-19?

1. Achieving full visibility over a complex supply chain

Inspectorio Sight provides an inspection checklist for validation, which considerably reduces the "probability of error" and helps address batch defects. Furthermore, Sight's factory and inspector performance analytics tools ensure



visibility over the number of inspections per auditor, defect analysis, average inspection time, and more. Through this platform, a data pool was created which helped the process owners forecast potential issues.

2. Access to data in real-time

With a continuous, massive influx of real-time data, Sight serves as a single source of truth for the performance of factories, inspectors, and more. It works as a data center for all conducted DUPRO and FRI, along with different analyses to be utilized for future improvements. Machine learning evaluates the historical data of our factories as well as related information about the fabrics and other materials used for each product. Additionally, a standard pre-production meeting questionnaire helps gauge and prepare each department in advance. By giving both Interloop and its customer access to inspection and product quality data, as it increases the accuracy, efficiency, and transparency of every sourced material, production, and inspection history.

3. Enhanced production planning capabilities

Sight provides digital performance analytics for all Interloop facilities Interloop including inspected quantity, total inspections, pulled samples, defective rate, and defect classification.

4. End - to - end supply chain collaboration

By using this Platform, various teams are now digitally connected in the supply chain and have an enhanced real-time access to data across various reporting tools. This delivers the necessary tactical intel to management. In addition to significantly improved efficiency in time management, this tool has made it a lot easier for Interloop to comply with the ever-evolving regulations.

5. Powerful analytics

With more data comes the need for more automation and advanced analytics, which let decision - makers glean an in-depth understanding of complex systems in very little time through data visualization. Sight's powerful analytics operate in real-time through artificial intelligence and machine learning, which identifies anomalies and alerts stakeholders to changes in the ecosystem that could indicate risk. For Interloop, Inspectorio Sight's analytics have proven indispensable in identifying problem areas and allowing for quick optimization. After facing a challenge during pre-production planning in one of their factories, Interloop writes, "We used the report of that [meeting] to focus and improve for future [pre-production planning]," letting them quickly work through a problem before it became a larger issue.

Back to Office Safely



The aftermath of the COVID-19 pandemic happens to be one of the biggest business challenges. It has prompted a massive shift in how the world is thinking about office life. From a business perspective, safeguarding employees' well-being is paramount because no plan to resume normal operations can succeed without them. Employees are counting on their companies to help them get back to work safely, so to keep operations going while minimizing the risk to employees, most companies have adapted new ways of working.

The well-being of our people has always been our top priority at Interloop. We took immediate actions to transform our business practices, safeguarding the health and safety of our people, including awareness campaigns, preventive and control measures, medical assistance, and policy changes to facilitate our employees.

As the countrywide lockdown eased, we made sure that all COVID-19 preventive protocols were in place before resuming offices and manufacturing operations. Embracing the new normal at work, social distancing, wearing masks, periodic spraying of surface disinfectants became a mandatory part of office routine.



HR and EHS teams played a vital role by promptly introducing a targeted awareness campaign throughout the organization. Regular awareness announcements through the Public Address System became a norm, face-to-face meetings were discouraged while digital solutions were immediately adopted to ensure safety measures. Branding and communication about the awareness and prevention of pandemic were displayed at prominent places throughout the organization. Our collaboration with Inspectorio, implementing their Rise COVID-19 solution, helped us safeguard the safety of our people through audits and

real-time monitoring, allowing us to take necessary actions to ensure safe working conditions.

As the government announced the re-opening of educational institutes, we re-opened our daycares to facilitate our working mothers. It was ensured through rigorous safety protocols that the children were provided a safe environment out of their homes. Before the opening of Love & Learn Daycares across our manufacturing facilities, training and awareness sessions were conducted for the daycare staff and mothers to emphasize on following the COVID-19 prevention guidelines and SOPs developed by the company:

- Hygiene practices, including regular hand washing for children and staff
- Stepped up cleaning and disinfecting procedures, particularly of frequently-touched surfaces
- Social distancing strategies such as spacing out seating and nap areas
- Restricted classroom sizes and limited mixing and interaction of children
- Routine health screenings, including checking temperatures of children upon arrival
- Limit as much as possible the use of shared toys and supplies
- Planned procedures for a sick child or teacher

Interloop is continuously monitoring the effectiveness of resuming operations and focusing on developing infrastructure that will make it easier for employees to continue working remotely in case things don't work out. We need to take things one-step at a time. The way we all work is likely to keep changing and we will be adjusting and adapting accordingly. At the moment, our priority is to make sure that our employees observe the COVID-19 SOP outlined by the management.



Annual Objectives & Goal Setting



Departmental Heads & Management Committee at the Annual Objectives & Goal Setting Session

KPI Champions Training

Effective Key Performance Indicators (KPIs) are important metrics to make sure we accomplish our business objectives. KPIs are more than numbers we report out weekly, they enable us to understand the performance and health of the business so that employees are guided in the right direction to achieve the Company's strategic goals. To develop proper understanding among employees on the importance of KPIs, their selection, alignment, and calibration across the business, Interloop's Learning & Development Team introduced KPI Champions Scheme, whereby Department Heads nominated their team members to support HR in developing & calibrating KPIs in different functions at Interloop.



KPI Champions at the training on KPIs & their alignment with Balance Scorecard

29 champions attended two in-house full-day training sessions led by Naeem Javaid, Plant Head, IL Apparel, and Kashif Javaid, Deputy Manager Interloop Way-People. They were trained on the importance of KPIs, their selection, calibration, cascading, and their alignment with departmental & Company Balance Scorecard. They also discussed the target setting of individuals, shared objectives, and floor setting mechanisms. They were also trained on the importance of value flow analysis, leading & lagging indicators in the selection of KPIs, and the impact on their effectiveness. The most important part of the training was the presentation and objective diagnostic report prepared after studying the previous year's objectives of the front line and senior managers which helped the participants understand actual areas of improvement.



Navid Fazil, CEO Interloop Limited highlighting the importance of effective goal setting in contributing to Company's mission

At the end of the training session, certificates and KPI champion badges were distributed among the participants. KPI champions are now working towards training employees, helping their peers in developing individual KPIs with proper cascading from departmental objectives and aligning their targets and floors accordingly. They are fully engaged and dedicated to complete the objective setting activity by Oct 2020.

Objectives Review Meeting FY' 21

Pursuant to the Culture Focus Group projects, Interloop Way - People recently organized a two-day Objective Setting Exercise for FY'21 to review and finalize the departmental objectives of Interloop Limited with Management Committee (MC) and Senior Management. On the first day, Navid Fazil, CEO Interloop Limited touched upon the significance of Quality, Speed, and Cost factors for any organization in today's competitive business environment. He also emphasized on the importance of effective goal setting at the departmental level that directly contributes to the business priorities and Company's Vision.

Afterward, Saira Khan, SGM Strategic HR gave an overview of the HR Strategy for setting departmental objectives and post objective setting calibration. The Balanced Scorecard (BSC) for Interloop Limited was also shared with the participants. Objectives were presented by various departments and reviewed by MC. The emphasis was on the calibration of objectives amongst functions of the same business cascaded from BSC, departmental KPIs & projects, and also to establish uniformity in shared objectives.



Faryal Sadiq, VP Sales & Marketing commenting about shared objectives among departments

The second day also followed the same format where Business Scorecards of Yarns, Denim, and Activewear businesses were shared respectively, followed by their department objectives. New Business Development-Europe and Energy also presented their objectives, followed by MIS, Interloop Way - People, Corporate HR, EHS, Finance, and Corporate Communication. The final presentation was of the Centralized Engineering Department of Hosiery Plant 3, Lahore.

The two days included intense discussions, debates, and dialogue amongst the teams and Management Committee. The exercise was concluded by a sum up and ensuing individual objective setting exercise till Grade E4 in Oct 2020, for all departments.

Let's Fight Alzheimer

"Let's Fight Alzheimer" is a slogan very close to our hearts at Interloop. Being an instigator of building awareness about Alzheimer's disease since 2015, it is a proud moment for Interloop to introduce the new batch of Alzheimer Socks 2020/2021. Teaming up on the project, Interloop Limited and Interloop Europe have contributed to the 5th edition of these socks. The two different socks in a pair symbolize the confusion that Alzheimer/Dementia patients experience every day. By wearing these socks with a cause, we make Alzheimer a subject of discussion and awareness. All funds generated through the sale of Alzheimer Socks go to Alzheimercentrum Amsterdam for scientific research.

In 2015, 17, 18 & 19 Interloop Pakistan collaborated with Euro Sox Plus B.V / Interloop Europe to produce Alzheimer Socks, generating approximately €1.78 million, which were donated for research on diagnostics and treatment of Alzheimer's disease.



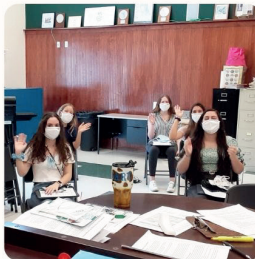
i-loop Masks for Indiana River Charter High School

An entire generation has seen its education interrupted. At the height of nation-wide lockdowns in Apr 2020, approximately 91 percent of the world's students in more than 194 countries were out of school as UNICEF reports. This has caused immeasurable disruption to the lives, learning, and well-being of children around the world. As school doors re-open in some countries, measures like handwashing stations, physical distancing, mask-wearing, and temperature checks are being integrated into school life. Indiana River Charter High School (IRCHS) is a high-performing public charter school located in Vero Beach, Florida. IRCHS has a thriving visual and performing arts program, a unique international student program, and an 'A' rating from the State of Florida.

To ensure that students could return for their first day of the 2020-21 school year safely, the administration and faculty began

planning protocols, securing materials, and modifying campus back in May 2020. Their planning and Interloop North America's timing coincided perfectly for the school to secure i-loop masks for all students. The school purchased 2,000 masks to provide students a safe and comfortable face covering on campus and in the classroom.

Upon the re-opening of school on Aug 2020, each student was issued an i-loop mask during their back-to-school orientation as mask-wearing has been mandated to keep students and teachers healthy and safe. The students appreciated Interloop for designing safe and comfortable masks and shared a lovely photo collage with the ILNA team.



Independence Day Celebrations at Interloop



Diversity & Inclusion at Workplace Training

Equality is a cornerstone of our business, and we at Interloop have deepened our commitments by taking significant steps for developing a diverse workforce. We are an equal opportunity employer with an encouraging and all-inclusive culture supporting women, transgenders, and differently-abled individuals. Our employees feel free from biases and carry out their professional routines irrespective of their gender, ethnicity, religious belief, or color.

Our Learning and Development team has recently launched a training program on Diversity and Inclusion (D&I) at the Workplace for the executives. The first awareness session in this regard was organized on Sep 25, 2020, in Lahore for 54 Front Line Managers from our Hosiery Division 3 and Denim Apparel.

Saira Taimur Khan, Senior General Manager, Strategic HR/L&D established in her introductory note that the idea for this training has been inspired by Interloop's I-CARE Values and Uniform Behaviors with the need for instituting D&I at the workplace. This training also covered people's aspirations for the year 2020 & beyond.

The training revolved around 'Respect for Environment & People' and 'Respect for Diversity' and covered some key topics including:

- The Importance of Equality, Diversity & Inclusion in the Workplace
- Discrimination and its role in Diversity
- Cracking Unconscious Bias, Stereotype, and Perceptions
- Gender Sensitization & Harassment, Facts, and Myths
- Diversity & Inclusion Vision, Strategy & International benchmarks
- Discussion on Interloop's Diversity Policy

Suleman Ansar Khan, a skilled trainer in the field of People Development and D&I was engaged as a facilitator. Suleman's experience spans across the Middle East, South Asia, and Southeast Asia. He was also a part of the World Bank study on Gender Challenges in the Workplace, findings of which were published and used to drive legislation on Harassment and Women's Rights at the Workplace in Pakistan.

The session was very engaging and involved healthy discussion on relevant case studies on various harassment scenarios. We are planning to expand this training for all executives through our in-house trainers' pool, which will be undergoing an extensive Train the Trainer Program in Nov 2020.



Plant 3 & HR / Learning & Development team with corporate trainer Suleman Ansar Khan

ISO 5001:2018 - Lead Auditor Training

Interloop's journey on improving its energy performance continues as a cross-functional team of 13 executives from different departments were trained for ISO-50001 Lead Auditor Course on its latest version. Interloop was the 1st textile Company of Pakistan to achieve this energy management certification in 2017. Recently, the standard was upgraded to a new version from 2011 to 2018, focusing on risks and opportunities of the organization along with more emphasis on continual improvement



Atif Naseer, SGS Corporate Trainer explaining the concept of Energy Management System

of energy performance. It was an extensive 5-day training from Aug 17 to 21, 2020 conducted at Hosiery Plant 2, with a subjective exam on the concluding day to ensure that all the participants comply with the requirement of being a Lead Auditor for the Energy Management System. As a result of this training, this new team will now be able to work on the changes implicated in the revised standard and help Interloop through the Re-Certification of ISO-50001 with the transition on the 2018 version.



13 executives from various Interloop departments at the Lead Auditor Training

Training on Fundamentals of Costing

On Aug 20, 2020, a training session on "Fundamentals of Costing" was conducted at Executive Sports Club, Interloop Industrial Park. Its purpose was to serve as a coaching session for new joiners and others about the basics and intricacies of costing. Shiza Irum, Sr. Officer S&M, induced an engaging discussion around the topic and presented related guidelines to the attendees for their better understanding and best practice.



Shiza Irum, Officer S & M Interloop talking about the basics of costing

welcome aboard

New Hire at Interloop Limited



Saqib Jamil
DGM Sales & Merchandising

Saqib Jamil has joined Interloop Limited as DGM Sales & Merchandising in Aug 2020. Saqib is a seasoned Sourcing & Supply Chain professional with over 24 years' experience in Apparel Manufacturing Operations, Merchandising & Supply Chain Management, Business Strategic Planning, Supplier Relationship Management, Quality Management System, Supplier Sourcing & Management, and Public Advocacy.

He has previously worked with many national and international organizations at various key positions including Al Tabaaion Trad. & Cont., Artistic Apparels (Pvt.) Ltd., Rajby Industrial Ltd., H&M Pakistan, Camaieu International SAS., and as Country Manager for Pakistan at Steve & Barry's.

Saqib holds a Bachelor of Commerce degree in Accounting & Finance from the University of Karachi. He is proficient in building motivational teams and maintains a reputable leadership exhibit.

in the spotlight

Interview with Masooma Naufal Zaidi, Vice President Hosiery Sales

Brief introduction of yourself.

I am a mother of two and the eldest of six sisters. I am a learner who has embarked on a journey of experience and knowledge. I have never been a conventional person and somewhere inside me is a woman who challenges the status quo, personally as well as professionally. In my professional career, the odds were often against me and the hurdles were immense. However, instead of discouraging me, this further fueled me to aim higher and raise the bar with my performance in the office space. I knew what I had to achieve and not accomplishing it was never an option. Academically, I am a food technologist and a lawyer.

What are the fundamentals of your work style?

I believe in being a situation leader with an adaptive leadership style, focused on developing my teams professionally while establishing harmony to bring out the best in my people. If you're ambitious and you want to succeed, it is going to be a tough ride as success never comes easy. Grab every opportunity you can with the knowledge that growth and comfort can simply not co-exist and that you have to trust the process. Do your part and leave the rest to the universe!

How interesting has been your journey with Interloop?

I have been a part of Interloop for over a year now. My journey here has been both thrilling and challenging. I am excited about the individual and professional growth of my teams, meanwhile pioneering best practices that can be implemented across the organization as a value addition. Interloop is a good organization from a people, planet, and prosperity perspective and I am delighted to be a part of its progression.

Which personality has inspired you the most in your life?

When I set my heart to becoming a food technologist, I had the great luck of spending a lot of time in the company of my father's best friend, Raza Kazim. He was always encouraging and a great mentor. Among other things, he was of the view that unconventional disciplines actually wire your brain to think in a certain manner. A person's education is an excellent opportunity to train the brain on how to click and that is how I have been conditioned.

How do you manage your work-life balance?

The fun part of being at Interloop is that I live in the residential block on its' premises so it is convenient for me to enjoy lunch with my husband and then resume work at the office. I have a mature relationship with my family and we understand that it's not the quantity of time, rather the quality that matters. It gives me a lot of liberty and work-life



balance. I believe that work balances life anyway and provides you your own space to have a healthier persona, which in turn keeps your relationships dainty.

Do you recall any interesting incident that happened to you at Interloop?

The innocence and simplicity of the people here in Faisalabad have touched my heart. Moving back to the residential area post corona, I remember my house help came back so excited and said to me jovially, "Madam ji, you know Corona came to the office today and they killed it". I was surprised and amused at the same time. Upon further inquiry, it revealed on me that she mistook the infrared thermometers as Corona Killers and I did not have the heart to subdue her joy. This was quite an interesting incident that will remain with me for a long time.

What has been the most incredible moment of your life?

I am blessed to have had plenty of incredibly memorable moments in my life; one such was becoming a mother of two marvellous kids. The creation of life in itself is a celebration and for a woman, I think motherhood is hands down, an incredible blessing. Another wonderful moment for me was the birth of my little pets.

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

I see my division, in the next five years, as a state-of-the-art, independent, and freestanding sales wing of the entire group.

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

Shortcuts are short-lived, and they are not successes but hoodwinks. Give yourself into the grind with perseverance, as it is something that is going to polish you. You have to understand that hard work actually gets the organizations to flourish. When the organization thrives, you succeed.

Sales & Merchandising 3 & 4 at a Glance



Since the inception of Interloop Limited, the Sales & Merchandising department was working under one head. In Jul 2018, it was categorized by regions, US and EU, and hence S&M - 3 & 4 came into existence. This department was given under the supervision of VP Hosiery Sales, Masooma Zaidi, in Jun 2019, and is currently dealing with customers in the Europe region.

In Jun 2020, a sub-department by the name of "Strategy Management" was created within S&M - 3 & 4. Headed directly by the VP, this department further constitutes designated individuals from the S&M team. Moreover, there are five major divisions with each division looking after a specific set of customers and departmental projects. These divisions further constitute specific teams/individuals for handling the sample development, order execution and packaging processes as well as the respective correspondence with the customers, vendors, and internal teams.

The core responsibilities of S&M - 3 & 4 include growth in sales, customer relationship management, new product development, increase in profit margin, improvement in internal processes, strengthening relationship with internal and external stakeholders, innovation, and customer feedback. Moreover, Strategy Management department works side by side to provide support and overlook cultural development within the department. From publishing quarterly newsletters to ascertaining individual as well as team needs for development and growth; arranging team building, motivational and recreational sessions; and working to create an energetic and positive atmosphere.

S&M - 3 & 4 is working with some of the biggest clothing retailers in the EU region, namely, C&A, H&M, Primark, and TESCO, etc. We implemented Robotic Process Automation (RPA) in H&M as a pilot project which yielded great results in terms of saving time

on both merchant and customer end. This project has helped us reduce almost 80 to 90 percent of manual data punching. We are now expanding this project to facilitate other teams as well. Interloop is ranked as the Gold supplier for H&M whereas C&A's physical product testing is approved from Interloop's internal lab. We obtained C2C Certification for Lidl which is a cradle-to-cradle certification whereby we produce sustainable products using biodegradable materials.



Together with this year's Alzheimer sock team, Interloop Europe has once again been able to contribute to the 5th edition of the socks that will be launched this year under the theme "Let's fight Alzheimer". The purpose for this project is to create awareness about the disease and show solidarity and support with the affected. The profits earned from this project go to Alzheimer - centrum Amsterdam for scientific research. Our team has worked diligently in order to develop and launch a Sales Dashboard which allows company-wide visibility into the last three years of customer history. It is an easy and effective way to quickly update oneself about the current situation of customer sales and growth, facilitates in-depth analysis of the trends and plays an important role in formulating and adjusting strategies.



health & happiness

Autumn Wellness Tips to Keep You Healthy This Fall

The transition to the shorter and busier days of fall can be a challenge. To help ease the change, here are some of the tips to get you ready for the colder months and keep your health in check.

- **Start taking a Vitamin D supplement.** We get most of our Vitamin D from the sun, so our intake decreases when the weather is colder since we spend most of our time inside during the fall/winter seasons. If you find you are not getting outside much, a Vitamin D supplement can boost your mood and immune system
- **Nourish with seasonal foods, spices and medicinal herbs.** This is the time to warm our bodies with immune supporting broths and soups, and grounding vegetables like roasted squash, roots and sautéed dark leafy greens. Some of our favorite seasonal plant allies, like turmeric and ginger, may already be in your pantry in the form of ground spices or teas. Use these fall darlings to make your own spice blends
- **Embrace healthy fats like grass fed butter, coconut oil, olive oil and sesame seed oil.** Healthy fats are a must for our bodies to promote cardiovascular health and keep our bodies

nourished. Whether you add some coconut oil to your oatmeal, add ghee (butter) to your morning coffee, or massage your body with sesame oil, it is especially important to keep your body fed and moisturized with healthy fats

- **Practice relaxation techniques.** After busy springs and summers, our bodies are naturally slowing down. With less activity and more hours spent indoors, learning to manage stress helps avoid cabin fever by going within to find peace and purpose. Make a habit of bringing calm, soothing energy to your day, such as running a hot herbal bath, practicing meditation, or brewing a relaxing cup of Cinnamon tea



I-read

Indistractable: How to Control Your Attention and Choose Your Life

by Nir Eyal

You sit down at your desk to work on an important project, but a notification on your phone interrupts your morning. Later, as you're about to get back to work, a colleague taps you on the shoulder to chat. At home, screens get in the way of quality time with your family. Another day goes by, and once again, your most important personal and professional goals are put on hold.

What would be possible if you followed through on your best intentions? What could you accomplish if you could stay focused? What if you had the power to become "indistractable?"

International bestselling author, former Stanford lecturer, and behavioral design expert, Nir Eyal, wrote Silicon Valley's handbook for making technology habit-forming. Five years after publishing *Hooked*, Eyal reveals distraction's Achilles' heel in his groundbreaking new book. In *Indistractable*, Eyal reveals the hidden psychology driving us to distraction. He describes why solving the problem is not as simple as swearing off our devices: Abstinence is impractical and often makes us want more.

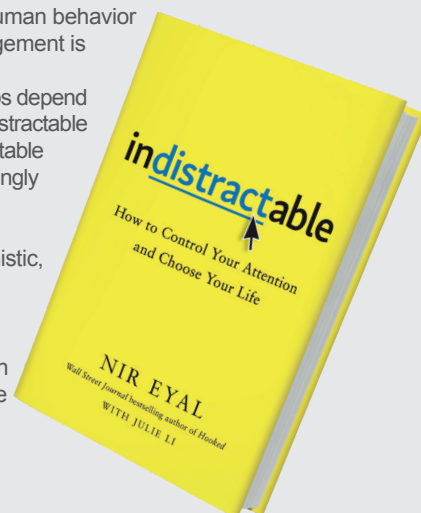
Eyal lays bare the secret of finally doing what you say you will do with a four-step, research-backed model. *Indistractable*

reveals the key to getting the best out of technology, without letting it get the best of us.

Inside, Eyal overturns conventional wisdom and reveals:

- Why distraction at work is a symptom of a dysfunctional company culture and how to fix it
- What really drives human behavior and why "time management is pain management"
- Why your relationships depend on you becoming indistractable
- How to raise indistractable children in an increasingly distracting world

Empowering and optimistic, *Indistractable* provides practical, novel techniques to control your time and attention helping you live the life you really want.



about pakistan

Bhanbhore – A Historical City of Sindh

The Archaeological Site of Bhanbhore is situated 60 kilometers south-east of Karachi on the bank of Ghara Creek in District Thatta of Sindh province of the Islamic Republic of Pakistan. Bhanbhore is an early Islamic Archaeological Site which has a sequence from 1st century BC to 13th Century AD. Whilst its earlier phases are waterlogged, the surface remains of the site represent the best-preserved early Islamic urban form in South Asia. It is also the region's best-preserved medieval port.



Tower of the North wall

The port's plan consists of five main zones. The most impressive zone is a 10m high mound which stands on the shore of the creek itself. Measuring 610m by 305m, the mound is delineated by a 3m wide limestone fortification wall with 46 rounded bastions and 3 gates. The latter appears to be connected to a gridiron arrangement of streets.

An interior wall divides the mound into western and eastern sectors, with the floor plans of major structures preserved on the surface of the latter half. These largest structures have been identified as a mosque, an administrative quarter, and a serai or inn.

The ground plan of its stone-built mosque is particularly well preserved and consisted of a square plane, measuring 34m by 35m with a central open courtyard, surrounded by cloisters. The western cloister formed the prayer hall and its flat roof was supported by 33 wooden pillars, resting on sandstone bases.



South Gate of Bhanbhore Fort where Muhammad bin Qasim entered the Fort

There was no trace of a mehrab, but an inscription dating 727 AD (15 years after the conquest of Sindh by Arab General Muhammad Ibn-e-Qasim) indicates that this is the best-preserved example of an early mosque in the region, while others have rebuilt. The evidence of the reuse of carved stone from earlier Hindu structures suggests that the site had undergone a major shift in cultural and ritual focus. Beyond the walls, there are two substantial but unfortified suburbs to the eastern and the north-eastern corners. There exists a large artificial tank or reservoir, the port's drinking supply, and a large industrial area that stretches along the latter's western edge with evidence of textile processing, glass-making, glazing, and metallurgy industries. The presence of the industrial sector and the port's wealth of imported ceramic and metal goods, in combination with its strategic setting at the mouth of the Mighty Indus River, reinforce the pivotal role of Bhanbhore linking the international Indian Ocean traders with the resources of the interior of Sindh/South Asia. Its role ended when the Indus shifted its course in 11th Century AD and the creek silted up, underlying the role that Nature has played in shaping the heritage.

An Archaeological Museum is established at the site, where the artifacts so far discovered during excavation are displayed in chronological sequence. These include Pre-Islamic pottery, Umayyad pottery, Abbasid and latter period pottery, Chinese pottery, Unglazed household pottery, Pre-Islamic and Islamic period coins, Minor Antiquities, i.e. Sculptures, Inscriptions, Iron, Copper and Ivory objects, etc.



Aerial view of the Bhanbhore site

قرآنی آیات | quranic verses

بِسْمِ اللّٰهِ الرَّحْمٰنِ الرَّحِیْمِ

وَنُنزِلُ مِنَ الْقُرْآنِ مَا هُوَ شِفَاءٌ وَرَحْمَةٌ لِّلْمُؤْمِنِينَ ﴿۸۲﴾ (سورة الإسرا)

ترجمہ:

اور ہم قرآن (کے ذریعے) سے وہ چیز نازل کرتے ہیں جو مومنوں کے لئے شفا اور رحمت ہے ﴿۸۲﴾ (سورة الإسرا)

TRANSLATION:

And We send down of the Qur'an that which is healing and mercy for the believers (82) Surah Al-Isra

نعت رسول مقبول

ایک عالم کو سہارا تری رحمت کا ہے
شوق ہر لحظہ مرے دل کو زیارت کا ہے
قول سرکار میں حکمت کے ہیں پہلو لاکھوں
جو ہے بے مثل وہ انداز بلاغت کا ہے
انتہا ہے یہ ترے لطف و کرم کی آقا
مجھ کو احساس جو دوری میں قربت کا ہے
جانے کب آتا ہے پیغام حضوری مجھ کو
ایک اک لمحہ قیامت مجھے فرقت کا ہے
میں نے میراث میں پایا ہے غلامی کا شرف
کیا حسین سلسلہ سرکار سے نسبت کا ہے
مدح سرکار میں اشکوں کی ضیا ہے شامل
آج کچھ رنگ عجب میری طبیعت کا ہے
میری ہر نعت کا آئینہ لطف سرکار
میرے ہر شعر میں اک رنگ عنایت کا ہے
میرے اشعار عقیدت کے ہیں سورنگ لیے
میرا دیوان مرقع مری الفت کا ہے
پے کرم تجھ پہ حبیب دوسرا کا حافظ
اک زمانے میں جو چہ چا تری مدحت کا ہے

حافظ لدھیانوی

حمد باری تعالیٰ

تیری الفت میں مجھے آشفقتی ملتی رہے
جس میں ہو تیری رضا وہ زندگی ملتی رہے
تیری یادوں میں رہوں گم بجو بیت ہو اس قدر
بندگی میں دولت دیوانگی ملتی رہے
تیرا در ہو مرکز دُجورنگا ہوں کا مری
تیرے در سے رُوح کو با بندگی ملتی رہے
مطمئن ہو روح میری، پرسکوں ہو دل میرا
تیری طاعت سے مجھے آسودگی ملتی رہے
جس سے تیری ذات کی ہو معرفت مجھ کو نصیب
وہ نظر و وہ ذوق، وہ شائستگی ملتی رہے
کر عطا یا رب مجھے پاکیزگی افکار کی
مجھ کو موضوع سخن کی تازگی ملتی رہے
وہد میں رُوحوں کو لائے شوق جس سے تیز ہو
حمد میں حافظ کو ایسی نغمگی ملتی رہے

حافظ لدھیانوی



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04 3D Virtual Sampling

05 Improving Workers Well-being Program

10 Annual Objectives & Goal Setting