

IN THE LOOP

APR - JUN 2020

SEEK THE SEAL, MAKE A DIFFERENCE
FAIR TRADE USA INITIATIVE



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Together Apart:
Adapting to the
New Normal

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Interloop Achieves
OEKO-TEX® STeP
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Interloop Europe/EuroSoxPlus
Acquires 5 year License for
Scholl Socks

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about us

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

Values



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\$ 280million
- 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 23,000+ 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 540,000 pcs/month by 2021



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message from the ceo

Dear Stakeholders,

The World Health Organization (WHO) first declared COVID-19 a world health emergency in January 2020. Since then, the pandemic has evolved into a global health & economic crisis, disrupting lives of millions of people and severely affecting the \$90 trillion global economy, beyond anything experienced in nearly a century. With the situation improving over the last few weeks, policymakers and financial markets are cautiously optimistic about a global economic recovery.

Facing such an unprecedented challenge, Interloop took major steps to safeguard the health and safety of our people and ensure the continuity of our business. In order to protect the livelihoods of our people and their families, the Company decided not to retrench any employee despite the fact that the business had come to a standstill. Due to global lockdown as a result of COVID-19, Interloop's sales fell substantially during the last quarter of 2019-2020. Consequently, Company suffered loss during the last quarter of FY20. However, our teams across all our categories have worked diligently to manage their businesses during such uncertainty. We are seeing resurgence in our business and outlook for hosiery remains very strong with improvement in our denim, apparel and seamless categories. We continue to have a growth mindset and focus on growing our hosiery business as well as our new categories, igniting our next phase of growth.

The well-being of our people has always been our top priority. 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.

COVID-19 has reshaped the way we think about work. Embracing virtual ways of working, we deployed technology to allow our teams to work remotely across all our global sites. We have also accelerated our efforts to transition to digital product development and have had virtual tours organized, enabling our partners to visit us virtually. Digitalization and technology are playing an increasingly important role in safeguarding and rebuilding our supply chain. Our collaboration with Inspectorio, implementing their Rise COVID-19 solution, will help safeguard the safety of our people through audits and real-time monitoring, allowing us to take necessary actions to ensure safe working conditions.

Promoting sustainable livelihoods for our workers has always been front and center for us. Last year, our Hosiery Division II received its Fair Trade USA certification, becoming the first sock facility in the world to be FT USA certified. Fair Trade certification is a further endorsement of our rigorous standards for health and safety, working conditions and fair wages and scaling it across Interloop will be a top priority for us.

Interloop successfully achieved OEKO-TEX® STeP certification for Hosiery Plants 2 & 4, capable of producing Made In Green labelled products - an important milestone in our journey towards a traceable, safe and sustainable



supply chain. We continue to innovate and find ways to limit our impact on our planet. With that goal, we have become the only socks company to develop a 100% biodegradable Cradle-to-Cradle (Gold) certified sock.

Over the years, Interloop has developed a robust organizational culture based on the strong foundation of Company's Mission, Vision and I-Care Values. To practice and replicate the same culture across rapidly growing multiple businesses, Interloop Limited launched Uniform Behaviors; a complete Manual about how to conduct business across the organization. For implementing these behaviors as a sustainable roadmap, 'The Great Debate' was an interactive session organized for the top and senior management.

Interloop has always stood by its communities in the hour of need and this pandemic is no different. We have earmarked PKR 70 million to support communities in need and provided food hampers to 15,000 deserving families, partnered with Nestle to donate 50,000 liters of milk, donated 100,000 masks & 5,000 protective goggles to National Disaster Management Authority, and donated PPEs for front line medical staff at various hospitals.

Continuing our drive to transform lives through quality and affordable education, Interloop established another six TCF - Interloop schools, bringing the total to 27 schools in the rural areas around Faisalabad city. We have supported 60 aspiring women by sponsoring Women Entrepreneurship Training Program, conducted in collaboration with the Institute of Business Administration (IBA) Karachi and GC Women University Faisalabad.

We have continued our commitment to provide sports opportunities to our community. We sponsored the 5th All Pakistan Interloop Open Golf Championship this year. We also sponsored the Pakistan – England Blind Cricket T20 Series and Interloop T20 National Wheelchair Cricket Championship.

I would like to extend profound gratitude to our team for their commitment and hard work during these testing times and look forward to the encouragement and support of our stakeholders and shareholders. Stay Safe and look after your families and yourselves!

Navid Fazil
Chief Executive Officer

cover story

Seek the Seal, Make a Difference - Fair Trade USA Initiative



Briefing session to the workers about the Fair Trade Initiative

Endeavoring towards enriching the lives of our factory workers, we are gratified to collaborate with Fair Trade USA (FTUSA) and create community development funds for our 8,300 meticulous Fair Trade workers. Our Hosiery Plants 2,4 & VSF are FTUSA certified facilities.

FTUSA and partnering Conformity Assessment Bodies, audit, and certify supply chains to help ensure that workers, farmers, and fishermen are paid fair prices and wages, work in safe conditions, protect the environment, and earn community development funds to improve their lives.

Furthermore, 2% of Freight on Board (FOB) value, on the sale of these certified products is provided by FTUSA to a fund created for the workers where the payment is made in US Dollars.

Being a partner of Fair Trade USA, our workforce is empowered to improve their lives and build a better future rather than creating dependency on aid.



Returning Officers counting votes after the Fair Trade elections

Our partnership with FTUSA was initiated in 2019, which progressed and resulted in the creation of 22 member gender diverse worker bodies, council registration with the government of Punjab, elections in the presence of FTUSA representative, surveys and finally, the fund creation. The areas, where these funds are to be utilized were selected through voting and locked for the year.

In Jul 2020, we directed the first installment of Fair Trade funds to help our workers buy the essential items they needed.

We share the belief of our partner, FTUSA, that economic empowerment and sustainable livelihoods are the basis of a market that works for everyone. So when you see a product with the Fair Trade Certified seal, you can be sure that it was made according to rigorous social, environmental, and economic standards.



Saima Zaidi, Sr. Manager Sales & Merchandising presenting ration pack to a Fair Trade Member



A happy worker with the ration pack

back story

Improving Workers Wellbeing Program

According to the International Labour Organization, workplace wellbeing relates to all aspects of working life including quality and safety of the physical environment, how workers feel about their work, organization, and more. Measures for workplace well-being aim to complement OSH measures, ensuring that workers are safe, healthy, satisfied and engaged at work.



A satisfied working mother and her child at the daycare

Workers' well-being is a key factor in determining an organization's long-term effectiveness. Potential solutions, such as leadership, communication, and a focus on learning and development are essential for anyone committed to making the workplace a more decent and satisfying place.

At Interloop, our ambition is to transform lives, improve wellbeing, and build a diverse, empowered, inclusive workforce and grow our business while using our resources ethically. And realizing the need for adopting global health promotion policies, Interloop in consultation with its prestigious customer Sticht, initiated the 'Improving Workers Wellbeing' (IWWB) program, in 2019, being run by Levi's at its selected supplier sites.



HANDS Team briefing the management about the Workers Wellbeing Program

HANDS with its CSO partner BSR/HER (Health Enables Return); a global public-private partnership to empower low-income women workers along global supply chains, is the implementing partner in Pakistan for the IWWB program. IWWB program will be initially implemented at Plant 2 & 4, Interloop Industrial Park, Faisalabad.



HANDS Team conducting a Focus Group session with Interloop females on Maternal Health

Project Objective:

The program has been designed to be carried out over a span of 14 months with an objective to:

- Improve health-related knowledge of low-income women and men workers
- Increase the uptake of health services and products as a positive behavior change
- Grow the capacity of factory management to implement effective trainings in the workplace
- Partner supplier will be able to demonstrate business benefits for investing in workforce well-being

Training Topics:

6 identified training topics are to be covered under this program:

- Nutrition
- Maternal Health
- Birth Spacing
- Aids and Hepatitis
- Drug Abuse and Diseases
- Common Disease

In July 2019, a kick-off orientation meeting was organized for factory management, HR, line supervisors, and EHS Department at Interloop Limited Plant 2, Faisalabad. The aim was to identify the roles, responsibilities & expectations of stakeholders, to plan Focus Group discussions with management & workers (male & female) and to conduct surveys. Gaps were identified, along-with available services, management's perspective towards workers' health and to understand existing levels of worker knowledge, behavior, and access to health. The discussions were led by HANDS for IWWB Project.

The HANDS team with the facilitation of factory representatives also carried out a need assessment for health facilities. The first group of 80 male and 6 female members received training in five areas, whereas, the session on Common Disease was delayed due to lockdown to prevent the spread of Covid-19 pandemic. After finishing training, these Peer Health Educators (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 & wellbeing program at Interloop's Hosiery Plants 2 & 4.

We care

Nourishing Workforce: Mind, Body & Spirit



Urva Til Wusqa, MR - Hosiery Plant 1, conducting a session on company's Code of Conduct

A conducive working environment nourishes the workforce, creating a diverse, inclusive, and encouraging atmosphere for employees. Interloop is one such equal opportunity employer with a team comprising of over 15 nationalities and 23,000+ talented employees. Our encouraging and all-inclusive culture specially supports women, transgenders, and differently-abled individuals. Interloop is a workplace where employees feel free from biases and carry out their professional routines irrespective of their gender, ethnicity, religious belief or color. They bring their whole selves to work where they can pursue a quality life in mind, body, and spirit.

Our talented, motivated and committed people are one of the key elements contributing to our success over the last 28 years. We consider our People as our strategic asset and believe that their personal and professional growth is essential for the growth of the company. Our People Management approach is based on two key principles; Respect for People & Continuous Improvement. These key principles guide our common and shared values, i.e., I-Care (Integrity, Care, Accountability, Respect, and Excellence), shape our organizational culture and define the essence of our company.

Standard Operating Procedures for Grievance Handling are in place and special positions of Management Representatives have been created at our manufacturing facilities including Plant 1, Interloop Industrial Park, Plant 3 & IL Apparel. They are always accessible to every employee for handling any grievance & directing their complaints regarding work, working environment, welfare, and discipline, etc. to Complaint Handling Cells at each plant.

These Management Representatives are experts in effective Interpersonal Skills, Public Speaking, and Communication Skills. Their role is to liaise between top leadership and



Nida Zahra, MR - Hosiery Plant 3 educating the employees regarding Gender Sensitization

employees, identifying and redressal of issues before their occurrence and subsequent reporting. They are easily accessible to every employee through a dedicated hotline number, email, and in-person visits. This position provides sound support on humanitarian grounds especially on issues requiring discreet dealing. They maintain full confidentiality of all reported issues during the proceedings, during job tenure as well as after the tenure of service.

These MRs have a deep understanding of the scope of harassment, discrimination, victimization, threats at the workplace, HR policies, legal requirements, and customer



Rahat Naseem, MR - Hosiery Plant 2 & 4 briefing about the company's Culture

code of conduct. The MR interacts with employees through frequent visits to shop floors and offices, encouraging them in an affable and trusted manner to identify potential workplace issues. Upon receiving any complaint or grievance, she listens to the complainants impartially and acquires initial information in response to which general matters are referred to Plant Support Services. However, in the case of abusive behavior, unfair treatment or harassment, complete discretion is maintained. The matter is immediately reported to AVP P&OD and discreet proceedings are initiated accordingly.

An important focus area of this function is employee coaching, counseling, awareness & training. MRs teach the employees regarding gender sensitization and familiarize the workforce with the company's "Equality and Diversity Policy".

In addition to observing Interloop's Core Values and Uniform Behaviors, the MRs also re-build employee trust through informative awareness sessions regarding company policies, existing complaint channels (HR Complaint Cell, concerned supervisors) and company initiatives for the betterment of employees.



Arshia Zia, MR - IL Apparel familiarizing the employees with the Equality & Diversity Policy

inside the loop

Chairman Interloop shares his thoughts



Virtual Session on Navigating to a New Reality; The Human Factor

On May 8, 2020, Nutshell conference in collaboration with Human Resource Management Council (HRMC), Pakistan & UAE conducted a virtual session on 'Navigating to a New Reality, The Human Factor'. Putting forward his point of view on the subject, Musadaq Zulqarnain, Chairman Interloop Limited, highlighted the importance of creating a long-term plan for the people post-Pandemic. He talked about developing a comprehensive policy & narrative to be cascaded down to people by the leadership, educating them about the correct business situation. During such crises, more importance should be given to the company's stakeholder value along-with shareholder value. The solvency of the company and people's livelihood should go hand in hand where the company should provide for its people as this pandemic might stay around for some considerable time.

He highlighted that at Interloop we embraced the new normal and learnt from the crisis. We adopted time and cost-effective digital communication, marketing & monitoring tools. He further said that the companies should train their people to stay competitive in this new normal.

The eminent speakers included, Fatima Asad, Managing Director Abacus Consulting; Nael Islam, Regional Director Enterprise Singapore; Sabir Saim, Global Chief Operator, KFC & Dr. Sadia Nadeem, Dean of FAST School of Business National University of Computer & Emerging Sciences.

HOPE-A-THON – A Relief Fund for Coronavirus

On May 16, 2020, Akhuwat Foundation organized a virtual awareness session for Corona Relief Fund donation drive. Musadaq Zulqarnain, Chairman Interloop Limited spoke about the joy of giving and said, "Success is not an accumulation of wealth but sharing of prosperity with

others. During such calamities, a company's values are tested. What matters the most is that the company behaves compassionately towards its people and society."

The speaker panel included top business leaders including, Aamir Ibrahim, CEO Jazz (VEON) & Chairman, Mobilink Microfinance Bank; Tania Aidrus, Special Assistant to Prime Minister on Digital Pakistan; Maheen Rehman, CEO Alfalah GHP Investment Management; Asif Jooma, CEO ICI Pakistan Limited; Farrukh Khan, Managing Director & CEO Pakistan Stock Exchange; Dr. Ayesha K. Khan, Country Head Pakistan Acumen & Board Member Bank Alfalah; Saqib Ahmed, Country Managing Director SAP Pakistan & Ayla Majid, Global Council & Board Member, ACCA & WEF's Young Global Leader.

HOPE-A-THON

**LIVE HOPE-A-THON WITH
PAKISTAN'S CORPORATE & THOUGHT LEADERS**

Surviving Corona, Coming Out Stronger.

In Support of Akhuwat Corona Relief Fund



AAMIR IBRAHIM
CEO, Jazz (VEON) &
Chairman, Mobilink
Microfinance Bank



TANIA AIDRUS
Special Assistant to
Prime Minister on
Digital Pakistan



MAHEEN RAHMAN
CEO, Alfalah GHP
Investment
Management



IRFAN WAHAB KHAN
EVP, Head of Emerging
Asia & CEO, Pakistan
Telomar Group



GHIAS KHAN
President, Engro
Corporation Limited



MUSADAQ
ZULQARNAIN
Chairman,
Interloop Limited



ASIF JOOMA
CEO, ICI Pakistan
Limited



FARRUKH KHAN
Managing Director &
CEO, Pakistan Stock
Exchange



DR. AYESHA K. KHAN
Country Head Pakistan
Acumen & Board
Member, Bank Alfalah



SAQIB AHMED
Country Managing
Director, SAP Pakistan



AYLA MAJID
Global Council & Board
Member, ACCA & WEF's
Young Global Leader

GET REGISTERED NOW: <https://cutt.ly/HopeAthon2>
For further details: support@akhuwatuk.org

Saturday, May 16, 2020
(Pakistan: 2:00 pm to 5:00 pm Dubai: 1:00 pm to 4:00 pm)

A Conversation on Pakistan's Trade Competitiveness

Learners' Republic conducted a significant webinar on 'Boosting Pakistan's Trade Competitiveness', focused on the evaluation of Pakistan's current situation with regards to trade and future strategies.

Musadaq Zulqarnain, Chairman Interloop Limited, highlighted the importance of developing the youth of the country and suggested that the government should devise a long-term trade policy based on enhanced efficiency and performance. In the backdrop of COVID-19, he appreciated the role of State Bank of Pakistan for introducing "Rozgar Scheme" to help enterprises in retaining their employees.

The Chairperson of the Commonwealth Women Parliamentarians & MNA of the National Assembly of Pakistan, Hon. Shandana Gulzar Khan; Gonzalo Varela, Senior Economist World Bank; Shafiq Shahzad, Pakistan's Trade and Investment Minister in London; Shamim Rajani, Founder & COO Gentech Solutions and Dr. Aadil Nakhoda, Assistant Professor IBA Karachi were the significant panelists of this discussion.

COVID-19 – Impact on Textile & Apparel Industry

On May 7, 2020, Pegasus Consultancy in collaboration with the International Federation of Apparels (IAF) and Pakistan Readymade Garments Manufacturers & Exporters Association (PRGMEA), organized a webinar on 'Impact of COVID-19 on Textile & Apparel Industry'. Global experts deliberated on the effects of COVID-19 on the

industry while sharing their insights and experiences. Sharing his expert views on the subject, Musadaq Zulqarnain, Chairman Interloop Limited, highlighted the challenges faced by the local apparel industry and possible actions to reinvent the apparel business. The panel agreed that while the crises was hurting the entire supply chain globally, the industries needed to act proactively by learning from each other's experiences. Sustainability and adaptability remained the keys to fight the crises and retaining the market share in the post-COVID world.

The distinguished panel of speakers included, Han Bekke, President IAF; Wilson Zhu, COO Li & Fung; Joachim Hensch, Managing Director, Hugo Boss Textile Industries & Ijaz A. Khokhar, Chief Coordinator PRGMEA. The session was moderated by Mr. Matthijs Crietee, Secretary-General IAF.



Responsible Business Conduct: The Value of Transparency

On Jun 25, 2020, International Finance Corporation in collaboration with the Center for Responsible Business (CERB) of Pakistan Business Council, organized a webinar to talk about the 'Responsible Business Conduct; The Value of Transparency'. In the opening remarks, Shabana Khawar, Regional Head of Operations, IFC talked about the role that the private sectors need to play in protecting employees' wellbeing and the community in these tough times. She also pointed out that these private sectors will be the leading force in economic recovery in the near future. Furthermore, she mentioned that responsible business conduct is the key aspect of effective environmental, social, and governance standards.

Humayun Javed Khan, Head of Corporate Communication, Interloop Limited, presented how Interloop values transparency in its business practices and regularly communicates with stakeholders. The disclosures are made beyond the statutory requirements for listed companies through Annual & Quarterly Financial Reports, Sustainability Report, provision of data about

social & environmental initiatives to International Certification Agencies, and through Social Media platforms and company Website. He touched upon Interloop's 5-year sustainability targets for People, Planet, and Prosperity that are measured and reported as per GRI standards, and talked about sustainability initiatives that are aligned with and support 9SDGs of UNDP. He closed by highlighting that responsible business practices and transparency have enabled Interloop to maintain better relationships with customers & other stakeholders, increased employee motivation & engagement, better production & quality of work, and enhanced reputation in the market.

In the closing remarks, Faud Hashmi, President & CEO Pakistan Institute of Corporate Governance, appreciated having Interloop as one of the members of Pakistan Business Council and acknowledged Interloop's progress and its business model. To add to this, he said that long term sustainable value creation is the way to go, and in the current situation, it is imperative for all firms to exhibit responsible business conduct.



Together Apart: Adapting to the New Normal

The COVID-19 crisis has transformed communities and economies around the globe and will enduringly reshape our environment as it proceeds to unfold further. The future of business has arrived faster, along with its challenges, such as income polarization, worker vulnerability, and the requirement for workers to readjust to professional transformations. This acceleration is the result of technological progressions and new concerns for health and safety.



The new normal for working Mom Heather Wilson of ILNA: her home based office doubles as a remote classroom. Daughters Dana and India's school closed due to the pandemic and classes went online

To continue working efficiently and creating value under these new circumstances, organizations have started adapting and aligning their workforce as per new working conditions. Lockdown measures have highlighted the value of workplace flexibility.

Working remotely under these circumstances means adapting to a new environment, battling a new set of distractions as well as experiencing an unprecedented fusion of work and private life.

Adapting to the new working environment, Interloop assessed the organizational exposure and positioned itself to appropriately support key stakeholders through:



ILNA leadership meets weekly via MS teams, all cameras on!



Video conference is the new normal! This one covered 4 countries: Latif Zeb joined from SriLanka, Naseer-ud-Din from Bangladesh, Hilda Mcduff from USA & Faisal Mahmood from Canada

- Digital Connectivity
- Product Development & Design
- Team Engagement

Amidst the pandemic, Interloop executive teams have transitioned to working from home, adapting to the new normal. Our colleagues have utilized virtual facilitation and communication, which has enhanced teamwork and collaboration. The ascension of Zoom & MS Teams online videos, Skype for business, Google Hangouts, and other technologies connecting our people working from home with their colleagues have appeared to work out relatively smoothly. Virtual sampling and digital concept meetings have been made possible and virtual tours of Hosiery and Denim Plants have been developed for our customers.

Embracing the new normal, we have been relying on digital platforms to ensure the continuity of our supply chains. This has helped us in safeguarding the health and safety of our people through audits and real-time monitoring at our factories.

Focusing on team management, we have been keeping our culture alive through everyday connection, global & local teams' calls, weekly huddles, and daily emails. We celebrate "Everyday Heroes" & ICARE Values and share stories through digital communication platforms with lively instances of young children bursting onto the camera or family commotion in the background.

As the economy slowly begins to reopen, it remains to be seen whether or not COVID-19 has accelerated inevitable trends in the workplace culture.



Customer meetings are all virtual meetings, prompting an acceleration of virtual sample development capabilities

Interloop Achieves OEKO-TEX® STeP Certification

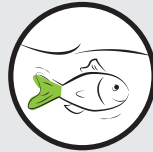
Interloop Limited successfully achieved its OEKO-TEX® STeP certification for Hosiery Plants 2 & 4 scoring highest Level-3 compliance with an overall score of 83%. Already OEKO-TEX 100 certified, we are proud to proclaim that now we are capable of producing Made In Green labeled products at our certified facilities. OEKO-TEX® STeP certification is the long-term implementation of environment friendly production processes,

5. Quality management
6. Workplace safety

The graphs below indicate that Interloop secured a score higher than the global and regional average in all assessed modules. Results of the OEKO-TEX® STeP certification can be used to evaluate sustainability in the different areas, making them the



Using materials tested for harmful substances



In environmentally friendly facilities



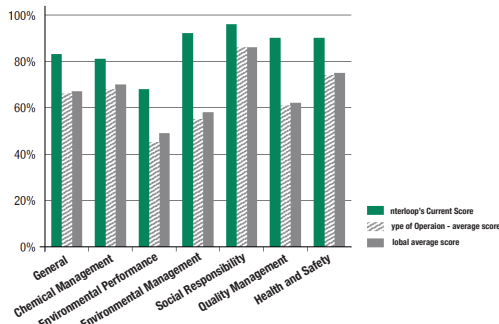
In safe and socially responsible workplaces

social working conditions, and optimum health and safety at our production sites. The certification enables a holistic consideration of manufacturing conditions from a sustainable point of view and encompasses analysis and assessment in the six core modules of sustainable textile production:

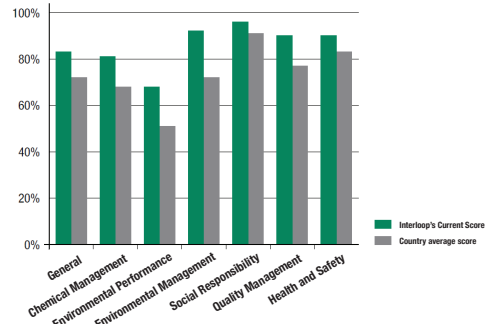
1. Chemicals management
2. Environmental performance
3. Environmental management
4. Social responsibility

starting point for continuous improvement. It is a testament to the Company's sustainable supply chain in adherence to the International standards. Made In Green label is a traceable product label, which allows for communication throughout the supply chain all the way to the end-user. The label has been created to ensure that Made In Green textiles are not only tested for harmful substances but also sustainably produced as per OEKO-TEX® STeP guidelines.

Global performance comparison



Local performance comparison



Interloop Europe/EuroSoxPlus Acquires 5 year License for Scholl Socks

Scholl is the most trusted name in foot care worldwide. Euro Sox Plus has been the distributor for Scholl Socks from 2016 – 2019 and managed to get substantial success with this branded sock program. Scholl Socks are a new generation of foot care products and a line of footwear that ensures maximum comfort whilst still being fashionable and innovative. Since Jun 1, 2020,

Euro Sox Plus; an associate company of Interloop Limited has acquired the exclusive license for Scholl socks in Europe. Our European customers will now benefit from these high quality and high functionality socks range and their solution-focused features. Scholl foot care solutions come in three programs: Cool & Dry, Wool & Dry, and Comfort Cotton.



Heart to Heart with Brian Ullmann, Sales Director Target



Brian Ullmann in Shanghai for a Target Global Summit

How did you happen to work in the hosiery business?

Most young kids when growing up want to be a fireman, doctor, professional athlete, etc. My father was in the hosiery business when I was growing up so from a very young age I told my parents that I wanted to grow up to be a sock salesman just like my dad and that's what I did!

Tell us about your career

After graduating from college in 1974, I joined Morse Shoe Inc. in their management trainee program and managed a shoe store for 2 years. My first opportunity in the sock business came about when I responded to a newspaper ad for a sales position at Kayser Roth. They hired me to sell private label & Fruit of the Loom socks. After a few years of selling socks, I was offered an opportunity in the apparel business with McCain Manufacturing. After a brief stay, I realized that I missed the sock business and the people in the industry. In 1980 I took a job with V.I. Prewett Hosiery in Fort Payne, Alabama and have been in the sock business ever since. Gildan Activewear purchased the



Visiting Interloop's Research & Innovation Center with Yaser Riaz, Head of R & I

Prewett companies in 2008 and I remained with them for 3 years until I joined Interloop in 2011.

How did you come to work at Interloop?

The day I lost my job working for Gildan, the stars must have been in alignment. I called home and told my family that I was unemployed and had a long flight back to New Jersey. The minute I walked into the house, I received a call from my good friend, Emily Cunningham. I broke my news to Emily and she arranged a call and a meeting with Tim Graham and the team. The rest is history!



Interloop group at Target HQ for collaboration



Target Own Brands Sourcing and Development team visits Texlan, Sri Lanka. Left: Musadaq Zulqarnain, Shelley Rider, Farzana Musadaq, Jinni Shi (Target), Ovais Fazal (Target,) Chris Vierig (Target) & Brian Ullmann



Brian Ullmann & Keith Davis celebrating Christmas at Interloop North America



Shelley Rider, Brian Ullmann & Kamran Akhtar checking out the new All in Motion product launch at Target

How has the industry changed since earlier in your career?

The biggest changes have been the consolidation of manufacturers & the retail industry over the years. When I first started in the business, the majority of the socks being sold to U.S. retailers were manufactured here in the U.S. That has changed dramatically in the last 20 years. Today there is a very limited list of retailers to sell private label socks. The business environment continues to change and the internet is now transforming the industry.

You've worked from your home office for 12 years. What advice do you have for your colleagues who are now working from home during COVID-19?

Fortunately, I have a home office. My 3 daughters had already grown up and moved out of our home. My wife, Karen was working full time, so I did not even have an office manager to answer to! The biggest adjustment to my daily routine was trying to find a way to be "out of the office" now that I was working from home. You have to find a way to "turn off" work once the workday is done and carve out time for family and friends.

What it's been like working for Interloop and its people?

I would like the whole team to know how much I appreciate their support over the years. Every single person at ILNA and Interloop has always been there for me when needed. We work hard but the days are enjoyable and we could do it with a good sense of humor.

What will you remember most about your visits to Pakistan?

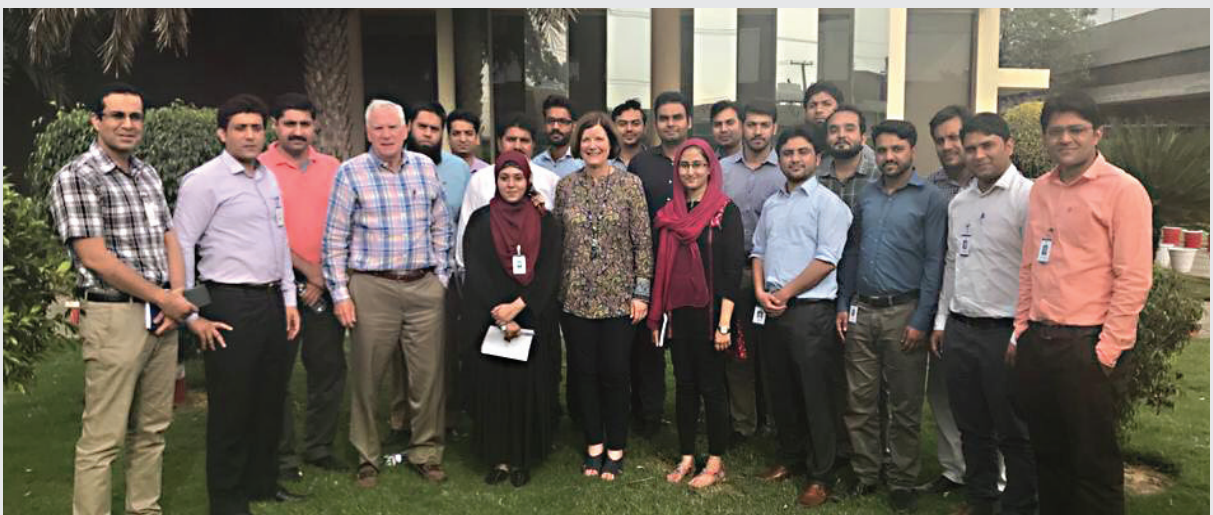
I was not sure what to expect when I first traveled to Pakistan, but from my very first visit, the experience exceeded my expectations. Interloop's hospitality was wonderful and they would always do their best to wear me out with meet and greets, and the touring of the facilities. My last visit was the best, as I was able to spend some time with those colleagues whom I can now call my friends. I want to thank all of you for letting me be part of the Interloop team and the experience of working for the best sock manufacturer in the world today!

Do you have any words of wisdom to share with all the younger team members out there?

Be passionate about your work and don't pretend to know it all. Treat your fellow team members with respect, draw upon their expertise, let them do their jobs, be there for them and they will help you to succeed.



Emily Cunningham, Brian Ullmann & Shahid Butt working hard at Target



Reuniting with the Interloop merchandising & execution teams at Plant 3

in the spotlight

Interview with Saira Khan, Sr. GM Strategic HR, Learning & Development

Brief introduction of yourself.

I am an IBA graduate with a professional experience spanned over 24 years in the industry. I have worked with prestigious companies like Pfizer, Abbott, Becton Dickinson, Dawlance, Kansai Paint, and Sharif Group in senior HR and Business Strategy roles.

What are the fundamentals of your work style?

- Timeline & Result Oriented
- Ethics & Accountability
- Encourage Learning & Development in my team and focus on developing high potential talent
- Encourage creativity, out of the box thinking & love to take on challenges

How interesting has been your journey with Interloop?

Interloop's history and its phenomenal growth, its trend setting in sustainability, operations and so many initiatives were and continue to be, a fascinating learning experience. Having worked in various industries in Karachi and Lahore, and the textile industry, working in Faisalabad is a first for me. A different culture, different industry, and different city have all been a new journey. My work is interesting & challenging, my team is warm and welcoming, and the organization has really facilitated me in settling down.

Which personality has inspired you the most in your life?

In my personal life, my father is my inspiration. In my professional life, there have been quite a few. Leena Nair, CHRO Unilever and Prof Dave Ulrich have inspired me in HR, while in business, Warren Buffet and Jack Ma have inspired me the most.

How do you manage your work-life balance?

During weekdays, my work takes up most of my time. After I unplug myself from work, I indulge in my hobby of gem faceting and like spending time with my family. I am also following a physical fitness regime in the evenings.

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

Well, there are many but the first one that was amusing and also caught me off guard was when I was awarded the "funniest performer" award in the BPW fun day event on my 4th day at Interloop with all the senior management present. I still do not know why I received it.



What has been the most incredible moment of your life?

There have been so many, personal as well as professional. It is difficult to pin it down to a single moment.

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

For IL Way People, I see a lot of focus on our talent management framework, the performance management system, and a solid succession planning system in the organization. For Learning & Development; E-Learning and competency training, both virtual and classroom, an effective job rotation system, and coaching/mentoring at all levels. For business strategy; an in-depth strategic planning system designed to optimize value for all the stakeholders. In all these areas, data analytics and metrics will play a key role.

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

Work smart. Spend a lot of time in planning and keep in mind that execution is the key. Invest in personal development (upskilling) and know where you want to be in the future.

Strategic HR, Learning & Development at a Glance



Strategic HR has a key role in every organization creating a linkage between the HR strategy and overall Business strategy. This supports to achieve organizational vision and objectives. At Interloop, Strategic HR, Interloop Way - People and Learning & Development are incorporated under one portfolio.

Interloop Way (ILW) - People aims to inculcate uniform behaviors to reinforce our values in our people and culture. Currently, ILW-People is working on Culture Focus Group projects which include reorganizing the Performance Management System (PMS), Organization Alignment, and Talent Development Program. Talent Development and Succession Planning are an important part of the talent management program. We have designed Development Centers and Talent Development workshops to help identify talent pool in the organization and accordingly devised individual development plans to build this talent. ILW-People is also working on PMS to be linked with the reward system. The



objective setting will be in the shape of well defined & measurable KPIs and UB Framework will be linked to reliable data sources that will be calibrated by HR.

The Organization Alignment project is aimed towards improving departmental structures, grade & layer rationalization, role clarity, and reporting structures.

Learning & Development (L&D) is an important aspect of training and development of employees and Interloop invests a huge amount in L&D every year to optimize employee performance and potential. L&D Department is working diligently towards virtual learning platforms, Training Needs Assessment (TNA), and linking the training initiatives with Individual Development Plans, designed after the Talent Management exercise. L&D arranges in house and external trainings for technical and soft competencies.



training & development

MTO Projects Program

In Feb 2020, 56 fresh Management Trainee Officers (MTOs) were inducted in different departments at Interloop Hosiery and Denim. Due to Covid-19 pandemic situation, there was a country-wide lockdown in March 2020 which resulted in partial completion of MTOs' orientation and their induction program was delayed. After the relaxation of lockdown, Interloop Way – People (ILW) team commenced an MTO Project Program on June 1, 2020 to keep the inductees engaged in business activities.

Each MTO was assigned a project, designed to assess his/her capability and potential with a completion timeline of 4-6 weeks. The objective of this program was to explore MTOs' creativity and intelligence and to bring the best out of them in this early stage of their working career. The ILW-People team marked the project areas; BPW Focus Groups, Functional Projects and General Projects related to Covid-19, Health & Safety, Automation, etc.



Hasnain Abbas, Head of Interloop Way - People conducting the briefing session with MTOs at Plant 1



MTOs getting briefed about the program at Interloop Denim Plant

MTOs were briefed about the program through different sessions conducted in batches at Plant 1 & 3 while observing all safety precautions. The sessions covered the program design, its purpose, process, and outcomes followed by a refresher on Uniform Behaviors. Department Heads assigned mentors to all MTOs for guidance, direction setting, and successful completion of projects. A mandatory EHS guideline of working on & off premises and from home was also provided to the participants.

Saira Taimur Khan, Senior General Manager, Strategic HR/L&D, conducted company's virtual training on Mentoring Skills on Zoom on Jun 16, 2020. The training was provided to 38 selected mentors simultaneously. The 2-hour online training session was very interactive and received positive feedback from the participants.

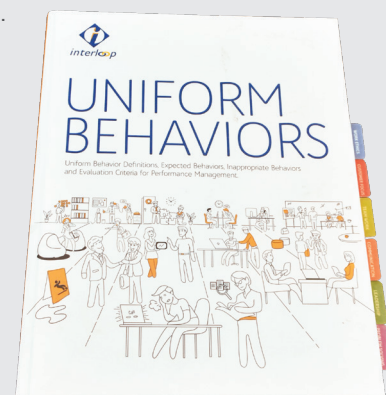
Uniform Behaviors: Leadership Online Trainings

In 2019, Interloop Limited launched Uniform Behaviors; a complete manual about how to conduct business across the organization. Over the years, Interloop has developed a robust organizational culture based on the strong foundation of company's Mission, Vision & I-Care Values. The Uniform Behaviors manual has been developed to replicate the same culture across rapidly growing multiple businesses. In this regard, an initial awareness session; 'The Great Debate' was held in 2019, attended by the company's senior management & executives.

To help people develop the six Uniform Behaviors; Work Ethics, Customer Focus, Team Work, Communication, Leadership, and Problem Solving, it was deemed important to create awareness about these at every level of the organization. The Interloop Way-People team, being the custodian of this program, distributed Uniform Behaviors book among all executives after the launch of this program last year.

Progressing into the next phase of this program in 2020, Interloop's Learning & Development (L&D) team is keen on delivering trainings during and beyond the Covid-19 pandemic situation. The plan is to initiate trainings from August 2020

covering 3 levels of employees. Employees at Level 1 will be trained about the basics of applying each Uniform Behavior, Employees at Level 2 will be trained about the complete implementation of each Uniform Behavior and the employees at Level 3 will be trained about the strategic importance and the implication of each Uniform Behavior. Keeping the Covid-19 pandemic situation and Health & Safety SOPs at Interloop Limited, in perspective these trainings will be conducted through the virtual platform.



welcome aboard

New Hires

Interloop Limited



Syed Hamza Gillani
Deputy General Manager Finance

Syed Hamza Gillani has joined Interloop Limited as DGM Finance in May 2020. Hamza is a seasoned Chartered Accountant with 14 years' experience in financial reporting, business planning, listing of companies, company transformation, code of corporate governance, managing large-scale expansion projects, and corporate affairs. He has previously worked at various key positions with Roshan Packages Limited, First Capital Group, Ernst & Young Ford Rhodes Sidat Hyder and as Director at Shaheen Insurance Ltd. Hamza holds an Associate Chartered Accountant degree from the Institute of Chartered Accountants of Pakistan (ICAP), has proficiency in building motivational teams and maintains a reputable leadership exhibit.

Omar Jawad Kalim
Sr. Manager Sales & Merchandising



Omar Jawad Kalim has joined Interloop Limited as Sr. Manager Sales & Merchandising in Apr 2020. He is a seasoned professional with an experience spanned over more than two decades in Merchandising and Marketing in various local and international organizations. He has been accredited the Award of Excellence by Target Sourcing Services for impeccably marketing Pakistani suppliers to TJMAXX (USA) & TKMAXX (UK). His last role before joining Interloop was Divisional Merchandising Manager for Sonoma Incorporation. Previously, he has worked on different key positions with JC Penney Purchasing Corporation, Hira Terry Mills, Pakistan and Al-Ghuthmi, Saudia Arabia. He has done MBA in Marketing from the Institute of Business Administration, Karachi and is CFA Certified. His areas of interest include reading books of different genres.

Interloop North America



Dana Nygaard
Director Account Management, Target

Dana Nygaard joined ILNA as Director Account Management, Target, in Apr 2020. Dana has brought on board a plethora of experience of Target and private brands. Before joining ILNA, she was V.P. US Sales at Pressfield Holdings: one of the world's largest sweater manufacturers. She drove sales for Target across all departments and own brands. She worked with domestic and international teams to collaborate on strategy, design, sourcing, and business planning. Prior to that Dana worked at Target Corporation for 15+ years in a range of roles like buying, management, planning and analysis. Dana, her husband Scott, and their kids Nick and Lauren are native Minnesotans and live in Minneapolis.

health & happiness

Boosting Immunity through Nutrition



ZINC

Lean meats, seafood, milk, whole grains, beans, seeds, and nuts are important for wound healing



IRON

Lentils, spinach, tofu and white beans aid in non-specific immunity and are the body's first line of defense



VITAMIN A

Sweet potatoes, carrots, red bell pepper, spinach, black-eye peas, and mango help in regulating our immune response



VITAMIN C

Broccoli, cantaloupe, kale, oranges, strawberries, tomatoes, guava, and lychee protect cells from oxidative stress



VITAMIN E

Nuts, seeds, wheat germ, green leafy vegetables, avocado and shrimp help protect cells from oxidative stress



VITAMIN B6

Green vegetables, chickpeas, cold water fish such as tuna or salmon support efficient reactions between different parts of our immune system

I-read

The Ride of a Lifetime

by Robert Iger

Robert Iger became CEO of The Walt Disney Company in 2005, during a difficult time. The competition was more intense than ever and technology was changing faster than at any time in the company's history. His vision came down to three clear ideas: Recommit to the concept that quality matters, embrace technology instead of fighting it, and think bigger—think global—and turn Disney into a stronger brand in international markets.

Today, Disney is the largest, most admired media company in the world, counting Pixar, Marvel, Lucasfilm, and 21st Century Fox among its properties. Its value is nearly five times what it was when Iger took over, and he is recognized as one of the most innovative and successful CEOs of our era.

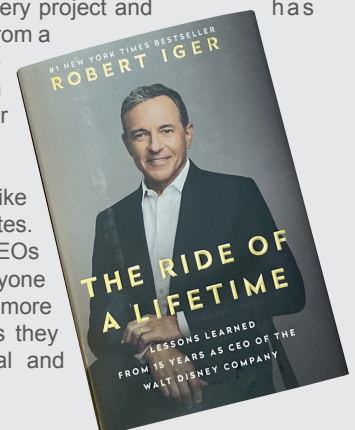
In *The Ride of a Lifetime*, Robert Iger shares the lessons he learned while running Disney and leading its 220,000+ employees and he explores the principles that are necessary for true leadership, including:

- Optimism. Even in the face of difficulty, an optimistic leader will find the path toward the best possible outcome and focus on that, rather than give in to pessimism and blaming.
- Courage. Leaders have to be willing to take risks and place big bets. Fear of failure destroys creativity.

- Decisiveness. All decisions, no matter how difficult, can be made on a timely basis. Indecisiveness is both wasteful and destructive to morale.
- Fairness. Treat people decently, with empathy, and be accessible to them.

This book is about the relentless curiosity that has driven Iger for forty-five years, since the day he started as the lowliest studio grunt at ABC. It's also about thoughtfulness and respect, and a decency-over-dollars approach that has become the bedrock of every project and partnership Iger pursues, from a deep friendship with Steve Jobs in his final years to an abiding love of the Star Wars mythology.

"The ideas in this book strike me as universal" Iger writes. "Not just to the aspiring CEOs of the world, but to anyone wanting to feel less fearful, more confidently themselves, as they navigate their professional and even personal lives."



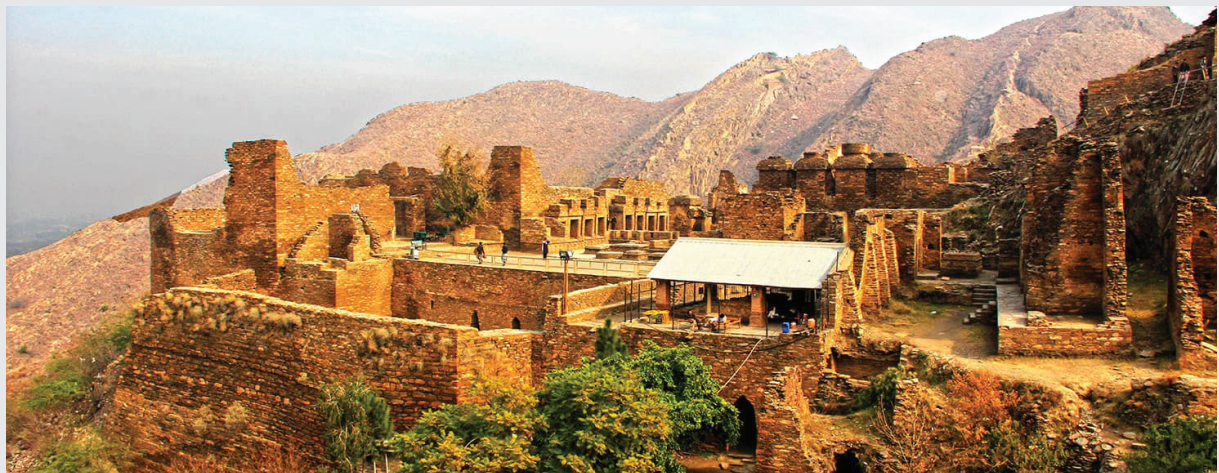
about pakistan

Takht-i-Bhai: A Buddhist Monastery in Mardan

Takht-i-Bhai is another well-known and preserved monument, a Buddhist monastery located on a rocky ridge about 10 miles northeast of Mardan. This structure dates back to two to five century AD and stands 600 feet above the plane. The feature, which distinguishes this site from others, is its architectural diversity and its romantic mountain setting. The uphill approach has helped in the preservation of the monument.



The exposed buildings here include the main stupa and two courtyards in different terraces surrounded by votive stupa and shrines, the monastic quadrangles surrounded by cells for the monks, and a large hall of assembly. In one of the stupa, courtyard is a line of colossal Buddhas, which were originally 16 to 20 feet high.



The site's fragmentary sculptures in stone and stucco are a considerable wealth but its most remarkable feature is the peculiar design and arrangement of the small shrines, which surround the main stupa. These shrines stood upon a continuous sculptured podium and were crowned alternately with stupa-like finials forming an ensemble. The beauty and grandeur provided by the entire composition is unparalleled in the Buddhist world.

Takht-i-Bhai had a wealth of ancient Buddhist remains. A long - range of different sized Buddha and Buddhists avvas from Takht-i-Bhai fill many museums. Some of the best pieces of Gandhara sculpture, now to be found in the museums of Europe were originally recovered from Takht-i-Bhai.

گوشہ کارکنان | employees corner

بلند اڑان High Achievers

میرا نام مومنہ ہے۔ میں انٹرویو میں 2 سال سے ایڈمن ڈیپارٹمنٹ میں بطور جونیئر سپروائزر کام کر رہی ہوں۔ میرے والد صاحب کے علاوہ گھر میں کمانے والا کوئی نہیں تھا۔ اس لیے گھر کی مشکلات کو حل کرنے کے لیے میں نے انٹرویو میں نوکری کا فیصلہ کیا۔ اس وقت میری تعلیم بی کام تھی۔ جب میں نے انٹرویو میں اپنی خدمات پیش کیں۔ مجھے پڑھائی کا بہت شوق تھا۔ اور میری اچھی کارکردگی کی وجہ سے میری سینیئر نے مجھے پڑھنے کا مشورہ دیا۔ اور میں نے کام کے ساتھ ساتھ ایگریکلچر یونیورسٹی میں داخلہ لیا اور اپنی تعلیم میرٹ سکالرشپ پر حاصل کی۔ اور یونیورسٹی میں ٹاپ کیا۔ یونیورسٹی میں تعلیم حاصل کرنے کے لیے مجھے جب بھی چھٹی کی ضرورت پڑی تو مجھے کبھی مشکل کا سامنا نہیں کرنا پڑا۔ انٹرویو نے میری شخصیت کو نکھارنے میں میرا بھرپور ساتھ دیا۔ انٹرویو میں کام کی وجہ سے اب میں خود مختار ہو چکی ہوں۔ اس لیے اب میں اپنی بہنوں کو بھی تعلیم دلوا رہی ہوں۔ تاکہ وہ بھی خود مختار بن سکیں۔ میں انٹرویو کے لیے ہمیشہ دعا گو رہوں گی۔ کہ انٹرویو ہمیشہ اسی طرح ترقی کی منازل پر گامزن رہے۔



مومنہ جاوید

جونیئر سپروائزر ایڈمن ڈیپارٹمنٹ



زیب النساء

جونیئر سیفٹی آپریٹر سٹیٹنگ ڈیپارٹمنٹ

میرا نام زیب النساء ہے اور میں آئی ایل ایپریل پرائیویٹ لمیٹڈ کے سٹیٹنگ ڈیپارٹمنٹ میں بطور جونیئر سیفٹی آپریٹر کام کرتی ہوں۔ ہم چار بہنیں اور ایک بھائی ہیں۔ والد کا کام نہ ہونے کی وجہ سے میں نے اپنے گھر والوں کا سہارا بننے کے لیے آئی ایل ایپریل میں ملازمت کا فیصلہ کیا۔ آئی ایل ایپریل میں بطور ٹرینی جوائن کرنے کے بعد محنت اور لگن سے کام کیا جسے سہاوتے ہوئے کمپنی نے مجھے دو ماہ بعد نہ صرف ٹرینی آپریٹر سے نیڈل سیفٹی آپریٹر کے عہدے پر فائز کر دیا بلکہ مجھے باقی آپریٹرز کو بھی ٹریننگ دینے کی ذمہ داری سونپ دی گئی جو کہ میں نے احسن طریقے سے سرانجام دے رہی ہوں۔ میں نے ملازمت کے ساتھ ساتھ اپنے پڑھائی کے شوق کو بھی کم نہ ہونے دیا اور ایف اے کی تعلیم مکمل کی۔ ایف اے کے بعد اب میرا آگے بنی اے کی تعلیم جاری رکھنے کا بھی ارادہ ہے۔ اپنے پڑھائی کے خواب کو پورا کرنے کے ساتھ ساتھ میں اپنی چھوٹی بہنوں کی بھی فیس ادا کر رہی ہوں تاکہ وہ بھی تعلیم حاصل کر کے اپنے قدموں پر کھڑی ہو سکیں۔ اور اگر کبھی زندگی میں مشکل حالات آئیں تو ان کا مقابلہ کر سکیں۔ میں نے آئی ایل ایپریل میں کام کرتے ہوئے خود کو ہمیشہ محفوظ تصور کیا ہے۔ آئی ایل ایپریل اپنے ورکرز خاص طور پر خواتین کو بہتر کام کے مواقع فراہم کرنے کے ساتھ ساتھ وہ عزت بھی فراہم کرتا ہے۔ جس کے وہ حقدار ہیں۔ میں مستقبل میں بھی آئی ایل ایپریل میں اسی محنت اور عزم کے ساتھ ساتھ کام جاری رکھنا چاہتی ہوں۔

قرآنی آیات | quranic verses

بِسْمِ اللّٰهِ الرَّحْمٰنِ الرَّحِیْمِ

وَنُنزِّلُ 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

جمالِ گنبدِ خضریٰ مری نظر میں ہے
نظرِ فروزِ سماں جلوہ سحر میں ہے
کمالِ شوق کی منزل ہے آستانِ نبیؐ
گدازو سوز کی معراج اس سفیر میں ہے
اندھیرے چھٹتے ہیں قلب و نگاہ کے جس سے
وہ موجِ نور اسی پاک رنگز میں ہے
نگاہ میں ہے تصورِ دیارِ اقدس کا
خیالِ قربتِ سرکارِ ہمسفر میں ہے
ہر ایک اشک ہے آئینہ شرمساری کا
ندامتوں کا وہ احساسِ چشمِ تریں ہے
بس ایک اشک میں روداد ہے مرے غم کی
تمام درد مری عرضِ مختصر میں ہے
مرا کلام ہے آئینہ کرمِ حافظ
وگر نہ کونسی خوبی مرے ہنر میں ہے

حافظ لدھیانوی

حمد باری تعالیٰ

زیں تیری، زماں تیرے، مکیں تیرے مکاں تیرا
ہے تو ہی خالق و مالک، ہے یہ سارا جہاں تیرا
کوئی صورت نہیں تیری نہ خویش و اقربا تیرے
مگر ہر ذرہ عالم بتاتا ہے نشاں تیرا
ہزاروں لوگ آئے ہیں ترے گھر کی زیارت کو
ہے ان میں بندہ عاصی بھی یارب میبھاں تیرا
ترے ہی آسرے سے زندگی کے دن گزرتے ہیں
ہے میرا رہنما ہر حال میں لطفِ نہاں تیرا
ہر اک شے کی زباں پر حمد کے دلکش ترانے ہیں
جسے دیکھا زمانے میں وہ کرتا ہے بیاں تیرا
کسی کے درپہ چلنے کی اسے حاجت نہیں رہتی
وہ خوش قسمت ہے جس کو مل گیا ہے آستانِ تیرا
ملے حافظ کو بھی دولتِ سکینت کی مرے آقا
ہے تیرا حمد گو، مداح تیرا نغمہ خواں تیرا

حافظ لدھیانوی



IMPROVING WORKERS WELLBEING PROGRAM



10

Together Apart:
Adapting to the
New Normal

11

Interloop Achieves
OEKO-TEX® STeP
Certification

11

Interloop Europe/EuroSoxPlus
Acquires 5 year License for
Scholl Socks