

IN THE LOOP

JAN - MAR, 2021

LIVING THE GLOBAL COMPACT BEST
PRACTICE SUSTAINABILITY AWARDS 2020

UNITED NATIONS GLOBAL COMPACT



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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 Makers and a Full Family Clothing Company

- Annual Turnover to the tune of US\$ 300 million
- Pakistan's 3rd largest exporting firm with a network spread across 3 continents through affiliates
- Largest listed textile company on Pakistan Stock Exchange by market capitalization
- Large well-equipped industrial infrastructure at multiple locations
- Responsible partner with deep relationships with top global brands & retailers
- Diverse team of 24,000+ people from 15 nationalities
- Dedicated Vertical Sampling and R&I Centres for customised solutions
- Recognised globally for ethical standards & sustainable business practices

Hosiery

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

Denim

- 1 million garments production capacity/month

Knitwear

- Current capacity of 1.2 million garments/month and planned for a complete vertical setup by 2022 with production capacity of 5 million garments/month

Seamless

- Current capacity of 230,000 garments/month and planned production capacity of 345,000 garments/month by Jul 2021

Yarns

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



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main story

Interloop Signs United Nations Global Compact



Interloop signs UNGC Global Compact & commits to support the 10 Global Compact Principles

Interloop Signs United Nations Global Compact

On Feb 16, 2021, Interloop Limited joined the United Nations Global Compact (UNGC) - the world's largest corporate citizenship initiative, to augment its commitment to support the 10 Global Compact principles, focused on Human Rights, Labour, Environment & Anti-corruption. Interloop's business practices are already aligned with multiple UN Sustainable Development Goals (SDGs), and by signing the charter on March 30, 2021 at the UNGC Mega Event, Interloop pledges to make the UN Global Compact and its principles part of Interloop's strategy, culture, and day-to-day operations, along with engaging in collaborative projects. These projects will advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. Being a purpose-driven organization, Interloop's foremost priority is business continuity with responsible and ethical practices in its commercial activities and relationships with the stakeholders. This ignites the passion to continue to improve the performance and ensure that as a UNGC signatory company, it lives up to the expectations set by the Compact and the United Nations.

Panel Discussion at the Global Compact Network Pakistan Mega Event

Speaking at the panel discussion, "In Conversation with Unstoppable Women" at the Global Compact Network Pakistan Mega Event on March 30, 2021, Iftikhar Ahmad, representing Interloop apprised the audience about various initiatives



Iftikhar Butt representing Interloop Limited at the panel discussion on Unstoppable Women, talks about inclusion and women empowerment

undertaken by Interloop for ensuring inclusion and women empowerment, and as a result over 1500 women are working at Interloop at various positions including non-traditional roles such



Representatives of Top companies at the Panel Discussion during the Global Compact Network Pakistan Mega Event

as engineers, lab technicians, knitting machine operators, environmental scientists and many more. He underscored the fact that in Pakistan, women make up less than 10% of STEM professionals while at Interloop, 40% of female executives have STEM degrees. He emphasized that creating a family-friendly workplace has enhanced employee motivation and enriched Interloop's reputation as an employer of choice, ultimately translating into improved organizational performance.



Representatives of companies who won Awards at the UNGC Mega Event along with management of Global Compact Network Pakistan

feature news

Tackling Childcare Pakistan – Creating Family Friendly Workplaces

Pakistan Business Council (PBC) collaborated with Interloop and 12 other companies to form a partnership regarding Tackling Childcare Pakistan: Creating Family-Friendly Workplaces, in Jun 2019. The initiative was built on IFC and PBC's 2018 partnership focusing on the business case for investing and enhancing women's employment, tackling childcare, and establishing anti-sexual harassment mechanisms. This peer-learning collaboration (PLC) with IFC-PBC, emphasized on employer-supported childcare, leading to recommendations for public and private sector action, as well as opportunities for multi-stakeholder dialogue to accelerate progress in these areas.



Daycare staff guiding children during a painting session

Interloop Limited: Expanding Quality Childcare Support to More Employees

Hosiery manufacturer and multi category full family clothing company, Interloop strongly believes that diversity holds the key to a vibrant and sustainable economy. Hiring, training, and promoting more women are important aspects of achieving gender parity at the workplace. Recognising that women are less likely to enter and more likely to leave manufacturing-based careers, Interloop prioritised its workers' well-being by instituting a family-friendly workplace, making it easier for women to stay in the workforce and relish a better employment experience. The requirement for on-site daycare centers at Interloop arose when analytics showed that a significant number of women leave their jobs, or are reluctant to join due to inadequate childcare support facilities. This insight motivated the company to start offering on-site daycare facilities at all its factories. During the PLC, Interloop revamped the childcare facility at the Lahore Plant, which is now complete with modern infrastructure and equipment, following international standards and providing a healthy, progressive, and welcoming environment to the children of female employees. When making the decision about extending childcare support to its Lahore Plant, Interloop leadership considered the benefits it would bring to the company and its employees, and allocated a dedicated budget along with a team for speedy execution. Interloop seeks feedback from its employees regularly for improving facilities to make them comfortable, and the working environment safer for children and working mothers.

According to Urva Til Wusqa, Sr. Officer Corporate HR Interloop, "Investing in childcare certainly has a positive impact on employee"



Children busy writing alphabets during an English lesson

motivation, engagement, and retention, further improving the workplace culture. Every now and then, feedback is taken from the working mothers. The liberty of meeting their kids during the day, and witnessing children's development needs being taken care of, proves to be motivation booster for the mothers."

Interloop's Love and Learn Daycares focus on stimulating children's abilities and follow a curriculum implemented in a fun and learn way, by teachers trained in the Montessori methodology. Children at the daycares also benefit from monthly health check-ups by the company's medical officer. The three Love and Learn Daycares at Interloop are equipped with breastfeeding facilities, and can host 200 children aged 2 months to 6 years.

In addition to childcare support, Interloop provides various complementary policies including a Returnship program for mothers coming back from maternity leave, safe transport for all employees, four-month paid maternity leave, flexible working options for new mothers, on-site family accommodation, a scholarship program for employees' children, house-building finance support, opportunities for family visits to the workplace, and welfare assistance schemes.

According to Sabra Kanwal, Deputy Manager Interloop Way – People, "I was expecting when I joined Interloop in 2013 as it had a daycare facility and that made the decision easier to be a part of this company. My son was raised under the expert attention of the daycare team for three years. I was working with peace of mind that he was in good hands, and so was my daughter born after him. A company that maintained an international standard daycare with professional staff is a dream for a working mother."



Kids exploring their creative skills during a painting activity

We care

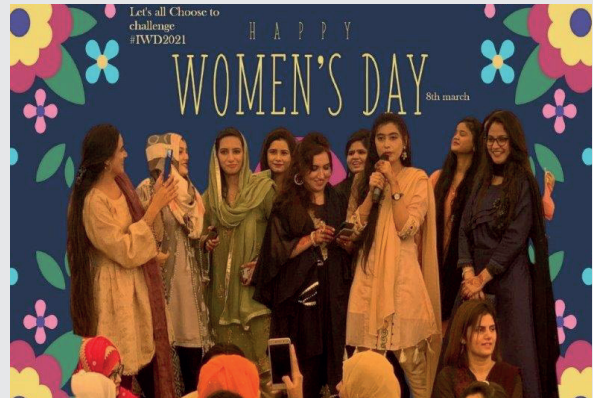
International Women's Day - #ChoosetoChallenge

Since 1975, the world has been celebrating the 'International Women's day' to create awareness about women's rights and gender equality. Mar 8, a day that is marked to celebrate the accomplishments of our super heroes, who in one role or the other, have been duly fulfilling their duties. To put behind the dominant ideology of patriarchy that prevails in our society too, and support the noble cause, the invincible women of Interloop came together to celebrate the International Women's Day 2021 with the theme "Choose to Challenge". The idea behind picking this year's theme was to manifest the commitment to choose to challenge the inequality, call out bias, question stereotypes and help forge inclusion along with acting prudently to safeguard women's rights.

At Interloop Lahore, celebrations included a brief discussion among the workforce on the topic at hand to ponder over the implications, during which ideas were exchanged and perspectives were put forward. A luncheon was arranged by the management followed by a march, displaying various contemplating slogans.



Interloop frequently arranges various health awareness sessions and other extra curricular activities to improve worker well-being of its employees. The celebrations also took place at Interloop Limited Faisalabad Plant 1 and Apparel Division; it was an exclusive event for the females that incorporated a song competition, different sets of games and skits performed by the Interloop Women.



On International Women's Day 2021, the courageous women of Interloop showcased their strengths, willingness and positive intentions towards an evolving and empowering workplace and creating a balanced society, with full zeal. Farzana Musadaq, the honourable chief guest, appreciated the performers and lauded the female employees for their enthusiasm, hard work and devotion towards the company. Certificates and gifts were presented to the participants, followed by a delicious lunch for all in attendance.



Women choosetochallenge stereotypes by pledging to raise the productivity bar



Texlan Center Pvt. Ltd. Sri Lanka, an associate company of Interloop Limited also celebrated Women's Day - inspiring to create a change in culture by breaking stereotypes. The females were presented with the gift bags as token of appreciation by the Department Heads. They expressed gratitude to females for being committed and responsible towards the company amidst challenges over the past. Interloop has managed to fix the stereotypes and unique blend of dynamic women in executive

and non-executive roles can be witnessed at the organisation. It has always nurtured and encouraged women to realise and achieve their true potential, attain financial stability for themselves and their families, and become productive members of the society.

Happy International Women's Day!



No tall claims as ambitious women of Interloop Lahore paint goals in text

Interloop Sponsors Female Students at Pakistan Knitwear Training Institute

Interloop Limited and Pakistan Knitwear Training Institute Lahore (PKTI) signed an MOU on Feb 1, 2021, whereby Interloop will support meritorious and deserving female students for BA Fashion Designing (2 Year Degree Program). For the 1st batch, Interloop Management selected 4 scholars from humble backgrounds to join the program. Tayyab Mir, Principal PKTI appreciated Interloop's compassionate gesture of empowering women through higher education.

Pakistan Knitwear Training Institute is a public – private partnership project of the Ministry of Textile Industry, the Government of Pakistan and the business community to produce trained manpower for the knitwear garments industry. Since 1994, PKTI has been imparting training in all areas of knitwear garments manufacturing. Its trainees, including a large number of females, are proving their worth in different areas of the knitwear garments sector.



Bachelor Degree students during a Fashion Designing class

HULT Prize Entrepreneurial Program 2020-21

Interloop Limited sponsored Hult Prize Challenge 2020, a two-day virtual event held separately at Government College University Faisalabad (GCWUF) and University of Agriculture Faisalabad (UAF) in December 2020. The event took place in collaboration with the GCWUF Entrepreneurial Society and UAF.

Students presented their business ideas, projects, modules and feasibilities for solving grave issues such as food security, water access, energy and education. At GCWUF, Team NUtriofritella won the project award by offering peach and dates flavoured candies that provide vitamins and nutrients to the consumers. On the other hand, Team Guiltless Pleasure from UAF was the winner with the concept of providing customised meal plans to people with health issues.

The teams will further compete at the regional level, and the winner will participate in the finals at the International

level. Dr. Nosheen Syed, President GCWUF Entrepreneurship Society, and Dr. Zill-e-Huma Nazli, Registrar GCWUF presented awards to the winners of different categories, while Asad ur Rehman, Ex-Campus Director UAF announced the awards for the top 3 teams, virtually. GCWUF and UAF, along with all the participants acknowledged Interloop Limited's efforts for supporting initiatives with an entrepreneurial scope, and building self-confidence in female students through such sponsorships. The Hult Prize is the world's biggest engine for the launch of for-good, for-profit startups emerging from universities.

It has deployed more than \$100 Million of capital and mobilized more than 2 Million young people to rethink future businesses on college and university campuses across 120 plus countries.



Participants of the HULT Prize Challenge at UAF



Winning Team "NUtriofritella" of GCWUF

Interloop Wheelchair Cricket Champions League

Amid all the gloominess caused by COVID-19, Wheelchair Champions League that took place from Feb 1 to 5, 2021, proved to be a tangent. The league stage matches and semifinals were played at LCCA ground Lahore. The final match was played at Iqbal Stadium Faisalabad. Interloop Limited was the official title sponsor of Pakistan Champions League 2021.

The event was organised by International Wheelchair Cricket Council, consisting of 6 teams: Lahore Sikanders, Karachi Archers, Kashmir Tigers, Islamabad Stallions, Peshawar Lions and Quetta Strikers. The Chief Guest,

Col. (Retd.) Ijaz Ahmad Nasir SA to Chairman, Interloop Limited and Saleem Malik - former cricketer of Pakistan team lifted the players' spirits by distributing prizes among runners-up and winners of both the teams. Lahore Sikanders beat Quetta Strikers in the final by 7 wickets. Muhammad Nadeem was conferred with the title of 'Man of the Match' and received the winning trophy from the honourable guests.

CEO Pakistan Wheelchair Cricket Council, Rookhsana Rajpoot appreciated the teams for putting up a pretty good show after the long break due to the pandemic.



ILNA Forms Responsibility Teams, Putting Our Mission into Action

It is imperative for the business organisations to have a vision as it lays the groundwork for achieving success. In this process, having an effective team is synonymous to arrow hitting the target. In collaborative teamwork, people share capabilities, talents, and bandwidth to achieve a common outcome for their organisation. Yet, firms can forge ahead when each member of the team takes on the responsibility.

The teams working in collaboration function more efficiently and become all the more fruitful when they are empowered to take on responsibility for the work they do, and the consequences as well. As a reflection of ICARE values and Interloop's mission to be an agent of positive change, Interloop North America (ILNA) has formed 4 employee teams across different areas to take meaningful action. Each team has a volunteer leader.

When it comes to the Environment Team, it is working on starting a recycling program in the entire office building, as well as virtual office stewardship, for instance, proper disposal of hazardous waste.

The Giving Team is identifying worthy charities in the areas of food, shelter, education and social justice. The team is responsible for recommending the organisations ILNA should support with monetary and product donations.

The Volunteering Team is about recognising and organising employee volunteer opportunities using company time, or volunteer time off to support needy institutions in the community.

The Justice, Equity, Diversity, Inclusion Team – affectionately known as our JEDI team, sets up company training on these issues to help overcome gross injustices in our society.

“There is a lot of passion within each team for these issues” notes Heather Wilson, Director of Marketing, who has also taken on the role of Champion of Corporate Responsibility. “Everyone is looking forward to making a real difference in our community this year and beyond.”



Kristina Griggs, ILNA Volunteering Team, delivers fruit for children in need to a local elementary school

inside the loop

Textile Policy Should Have Statutory Protection, says Chairman Interloop

The past few months saw hype about the textile sector, posting consistently high exports and is in the process of getting a new policy with reportedly favourable terms approved. To better understand what's ahead for the industry, Mettis Global, a leading business news agency had an insightful chat with Musadaq Zulqarnain, Chairman Interloop Limited & Interloop Holdings. Below are some excerpts from the interview.

The company's full-year profitability plunged by 65% during FY20. Can you explain why?

MZ: Primarily there were two reasons: first, we were in expansion phase and the last two quarters took a serious hit as orders got cancelled due to COVID-19 pandemic. Production completely shut down and we had to pay salaries, which costs around Rs 650-700 million a month, and the company didn't let anyone go. Also, every year, the rupee depreciates, resulting in a windfall in receivables. However, this time, the local currency got stronger, and we had to make accounting adjustments accordingly. These were the main reasons and you can see that the results of the next two quarters are phenomenally better, despite no marketing due to travel restrictions.

How sustainable are the renewed profitability and order flows considering two opposing factors: the lockdowns in Europe and the vaccine rollout?

MZ: Generally speaking, in the short term, there will be some delays in orders from Europe as it is in a severe lockdown. Lots of brick and mortar retailers there have relatively smaller online presence than the US players, so there will be an impact, but not as bad as the first wave. The vaccine rollout has ignited a hope but nobody knows how long it will take. Lastly, the orders also depend on the broader macro economy. If the disposable income is shrinking, then people won't really be buying clothes, therefore demand might take a small hit in the coming 2 - 4 months as well. However, good stimulus in the West can result in better disposal incomes and better sales.

Textile exports seem to be finally picking up the pace after staying flat for the longest time. What exactly has changed?

MZ: The fact that Pakistan operates in a very basic segment, like t-shirts, fleece garments, underwears, socks, and jeans etc, proved to be a blessing in disguise. All of these happened to be in high demand during COVID-19, so the orders grew while orders of fashionable garments were down. Secondly, consumption of home textiles, which is our strong suit, went up. There's another largely unnoticed factor: a huge share of garments and knitwear supply in the US comes from Central and South America, and all those countries were badly hit by COVID-19. A fraction of that demand was diverted to Pakistan, which was on top of some orders from India and even China. Then obviously the exchange rate became reasonably favourable as well, which was coupled with energy rates getting more competitive with the rest of the markets. All of these fueled the export growth in the value added garments.



Musadaq Zulqarnain, Chairman Interloop Limited & Interloop Holdings

How much of a net impact does rupee devaluation have on an export unit, considering a major chunk of input costs are for energy, which move along with the exchange rate?

MZ: Quickly devaluing the currency also negatively affects the exports as the buyer immediately asks for a decrease in price. On the other hand, our costs jump since all the commodities go up. If 50% of my costs are raw materials, they automatically adjust. Similarly, energy automatically adjusts. All we benefit from depreciation is a small share of labour costs, and if we have to pass that on to the customer as well, then it's a loss for us. There is a thumb rule: the adjustment should be more or less equal to the difference between our and the trading partner's inflation rate. But it has to be done gradually, not with the State Bank's interference.

What's your view of the upcoming textile policy and how that can boost exports?

MZ: For the first time, the textile sector was taken on board, and the commerce adviser to the PM created a committee of industry experts, and let us make the policy which is yet to be approved. However, the policy can be reversed on a single individual's whim, say, by the new administration. So in my view, there should be statutory protection for any policy in order to be effective. To make sure the industry also sticks to its end of the bargain, the government can base the incentives on meeting certain key performance indicators.

For apparel and value added garments, the thumb rule is that the asset turnover ratio will be at a maximum 2:1. So if we need to increase exports by \$10 billion, then we'll have to invest \$5 billion. Now on that \$25bn target, apparel currently occupies around \$7bn in the overall textile sector exports, and in order to take that to \$15-20bn, you will need \$8-10bn of investments in technology.

In order to do that, the industry also has to incur the cost of infrastructure, such as by installing captive plants, roads or different types of boilers. Meanwhile, the alternate ways of making wealth have been made so much easier that it leaves little incentive for anyone to actually make investments.

Interloop Seamless Activewear - The New Fashion Future

The year 2020 arrived with baggage of challenging energies contrary to the expectations, and for the fashion industry, it was no exception. Sales and services were put to a halt – mostly declined, disruption occurred in the logistics network and consumers' buying behavior changed to a great degree. COVID-19 proved to be one of the most dreadful humanitarian crisis during which economic disaster ensued as well. However, 2021 seems to be taking baby steps in making headway towards calmer waters.

This crisis created an opportunity for the apparel industry where the customers became inclined towards Activewear as daywear during the lockdown and home workouts. People were bound to stay back at home during last year so the comfy seamless activewear and loungewear began burgeoning and ultimately became an optimal choice for the housebound. The evolution of



activewear was such that in no time the comfy transitional outfit became the 'new normal.'

Seamless is in vogue at present too, the trend is booming and has steered fashion's shaky road to a solid one. Fitness and fashion are deep-rooted with comfort. Therefore, if both are on your agenda, seamless activewear is the right choice for you!

Interloop ventured into seamless activewear by setting up a Pilot Plant back in 2018. It has now grown into a state-of-the-art, vertically integrated, dedicated manufacturing facility with expansions in place, aiming to cater to the heavy demand for activewear in the market.

Interloop offers a special synthetic material range in recycled as well as biodegradable materials, combining durable performance



with sustainability – which is woven in Interloop's DNA. Body mapping technology builds required constructions seamlessly meeting the needs of different body zones. The product portfolio ranges from seamless innerwear to hi-tech activewear for men and women.

Latest Santoni SM8 Top 2V machines with '12 to 20' vast diameter range offer variable men and women size ranges.

Advanced technology, minimal labour, and sewing involvement increase the chances of perfect product each time. Depending on the garment design, the same garment can be made out of single or multiple panels which are then joined with conventional or decorative stitching. Considering multiple requirements of the consumer, Interloop has played its part by meticulously keeping an eye on the nitty-gritty of the product.

Flexibility in workout apparel is as important as it is in the body, and comfort is one of the main ingredients of the right workout gear. Interloop's stretchable, super soft Active Apparel makes one feel great for a perfect everyday workout. Style and comfort can go hand in hand, and that's what Interloop makes possible. Despite being stretchable and adaptive to the body, Interloop Activewear also offers a vast range of performance finishes such as Moisture Management, Anti-Microbial, Skin Moisturizing, and Anti UV to meet an ultimate workout.

Interloop Seamless Activewear made its mark on the international style map and Interloop's strong brand equity has gained it a loyal customer base such as Reebok, Pepe Jeans, Aldi, Bebe, and Lady Princess, while many other brands are expected to join the family soon.



Living the Global Compact Best Practice Sustainability Awards 2020 - UNGC

Interloop Limited participated in the UN Global Compact Living the Global Compact Best Practices Sustainability Awards 2020 for the first time and won the 3rd Prize in the large scale manufacturing category. This is a testament to Interloop's commitment towards contributing to a healthier and sustainable future for all, in line with the UN SDGs and 10 principles of the UN Global Compact, embedded in the way it conducts business. Interloop aims to build a sustainable world through positive change for its stakeholders by taking initiatives focused on people, planet & prosperity while pursuing business with ethics and integrity.

Interloop's sustainability strategy to deliver shared value for the stakeholders and its role as a leading player in sustainable hosiery and apparel business in the global supply chain is guided by its Mission, 'to be an agent of positive change for the stakeholders and community by pursuing an ethical and sustainable business'. The United Nations Global Compact (UNGC) is a strategic policy guideline for Interloop to readjust its operations and strategies to comply with 10 universally accepted principles focused on people, environment, and across the board transparency. The benchmarks are well reflected in Interloop's corporate business principles as it furthers fairness and respect for people as part of its corporate



Fresh and Fun Spring Women's Styles at Target

Fashion magazines and bloggers around the world are emphasizing the desire for comfort and fun in fashion in a time of uncertainty and lifestyle changes. Target's purpose and mission is to help all families discover the joy of everyday life. That includes great products that you won't find anywhere else.

Target and Interloop teams have been working together to create a new, fresh assortment for Spring 2021. The process started last year when the Interloop design team presented design ideas in 3D virtual form. Those ideas were later brought to life in socks with fun stripes, florals, embroidery and tie dye

looks. The socks recently set in Target stores have been a big success with women of all ages. Interloop designer Lauren Hammett noted "the spring 2021 assortment is my all time favorite! It's fun, with lively and inviting colors and a positive, happy vibe."

The Interloop design team also recognized the cozy trend and presented a new concept to offer cozy socks in the Spring season. This is a new market segment for Interloop and Target and has been a winner since the launch in January. The Interloop team is thrilled to help families discover the joy of everyday life through fresh and fun sock options.



TEXPO - 2021 International Virtual Textile Exhibition



Interloop Exhibition Booth at TEXPO-2021

Life has been reset due to Covid-19 which has hit the world thrice, every time being more virulent. As International travel almost came to a standstill, businesses have struggled to continue marketing their products and reaching out to the customers holed up at home. Online trade platforms and exhibitions have turned up as an effective solution to this issue and Interloop Limited is also geared up to benefit from these trending digital opportunities to expand and reach out to potential markets and new customers. The company participated in its first Virtual TEXPO from Feb 1 – 5, 2021, organized by the Trade Development Authority of Pakistan.

This online trade fair invited top textile and apparel manufacturers from Pakistan as exhibitors and renowned international brands and retailers as visitors. Interloop Limited

participated as a Gold sponsor of the show, exhibiting collections themed around sustainability and organic footprint. As a world-class multi-category full-family clothing company, Interloop featured its Hosiery, Denim, Seamless, and Knitwear Apparel.

The online fair was an amazing learning experience for the team as it provided the opportunity to work in detail on sample photoshoots, booth branding, virtual meetings, and promotion through engaging tools like videos and digital product catalogs. It turned out to be a good networking platform with more than 1400 visitors where Interloop generated qualified sales leads in almost all product categories. Other major textile manufacturers of Pakistan also participated in the exhibition.

First Virtual Sock College by ILNA



Keith Davis, Director of Product Development & Jeff Shu, Product Development Technician, ILNA demonstrating the anatomy of a sock

Change is inevitable in all aspects of life and same goes for businesses too. It is important for the possessors to learn from the pros and cons of the changes in order to provide a satisfying experience to their customers, and come up with ideas to keep the ball rolling.

It is indeed high time for retailers to adapt their businesses since COVID-19 is hampering sales significantly. However, virtual sales are still doing better and keeping up the momentum to some level. If one could have access to a crystal ball, foretelling would have been easier, but it is still important to think about the future in our respective capacities.

On March 3, Keith Davis, ILNA Director of Product Development and Sourcing, led Sock College Virtual Training with 11 remote attendees from 'The Dollar Tree and Family Dollar' stores. Jeff Shu and Kristina Griggs assisted with technology and live demonstrations.

The presentation included a full agenda covering fibers, yarn formation systems, yarn numbering, knitting fundamentals, anatomy of a sock, dyeing, sock sizing and more. Participants enjoyed a variety of sources from live teaching by Keith to educational videos and actual National Association of Hosiery Manufacturers Board examples.

The virtual delivery prepared the ground for new team members from The Dollar Tree and Family Dollar to engage during these unprecedented times. Attendees included members from a variety of functional teams such as fit and technical design, global sourcing, merchandising, product management, planning and replenishment. We received a lot of positive feedback on the content and learning.

A year ago, the team conducted sessions of Sock College at The Dollar Tree and Family Dollar headquarters in Chesapeake, VA, led by Jeff Shu. At present, the office is closed and we are bound to adapt to the changing times.



Sock sizes displayed on-screen during the virtual workshop

In it to Win It



The HR Learning and Development (L&D) department conducted outdoor experience sessions of teamwork, learning, and engagement for Interloop Denim executives at Royal Palm Golf & Country Club, Lahore, and for Interloop Hosiery Sales & Merchandising 1 at Lyallpur Golf and Country Club, Faisalabad, in Feb 2021.

Funverks, an organizational skills & strategy development consulting firm in Karachi, known for its engaging interventions, was taken on board to design and facilitate the sessions. Zain Goplani and Arslan Sheikh engaged the participants in their customized and motivational team activities.

Each activity had a purpose and rationale behind it. The

decision-making capability of the participants was tantalized during the planning phase to help them make choices swiftly. Towards the end of each activity, Goplani reflected on the exercise while the participants shared their experiences. The objective was to ensure that teams maintain synergy and show high levels of engagement, which they did!

The top three teams of the day were announced, based on their scored points and fair play and were presented gift packs.

All participants were delighted to engage with peers and exchange fun and laughter while developing learning about management skills. The day ended with appreciation for participants from the consultant and a memorable group picture.



welcome aboard

New Hire at Interloop Limited



Mohammad Amir

Head of Creative Design, Interloop Limited

Mohammad Amir has joined Interloop Limited as Head of Creative Design in Feb 2021. Having 20+ years of experience in Sales, Research & Development, Apparel Sourcing and Design, Amir is a seasoned professional with experience in Denim and knitwear. He has exposure to European & USA market, work styles, lifestyle and fashion.

Before joining Interloop, his last professional venture was being the Head of Product and Business Development at Asmara Group.

Amir got his Fashion Design degree from Pakistan Institute of Fashion Design. He is a self-driven, motivated and energetic professional, who is passionate about digital transformation of Apparel industry and keen to promote usage of 3D technology.

New Hires at Interloop Denim

Rizwan Abbas

Deputy General Manager Quality Assurance, Interloop Denim

Rizwan Abbas has joined Interloop Denim as DGM Quality Assurance, in Jan 2021. Rizwan is a process focused individual with a flair for knowledge transfer, people training, and adapting to new ways of working. Over the past 28 years, Rizwan has worked with various manufacturing and multi-national organisations.

He has been a certified Manager for Quality and Compliance for French Importers such as Monoprix, Galleries Lafayette, La-Redoute, and Carrefour France. His last position was Assistant QA Manager for Lahore Hub at Levi's & Strauss Pakistan. Rizwan has led various projects, trainings, and onboarding of vendors' teams related to Quality Assurance, New Vendor Startup, Formulation of Defect Manual, Application of SPC and SQC in Production and Manufacturing, Defect Reduction Project, Audit Free Project, and Process Controls to deliver first-time-right.

Rizwan holds a Bachelor's degree in Business from the University of Karachi and is a certified TQM technologist from Sundholm institute Sweden. His areas of interest include physical training, yoga, and painting. He considers himself a foodie and is fond of cooking.



Rehman Ali

Deputy General Manager Laundry, Interloop Denim

Rehman Ali has joined Interloop Denim as DGM Laundry, in Mar 2021, and is reporting to GM Denim Business Operations. Rehman is a process focused professional with the ability to effectively lead, coach & develop large work teams to accomplish operational objectives, setup health & safety audit procedures, improve safety efficiencies, launch UP Systems to save water consumption, use Eco Stone process for certain finishes to enhance overall production efficiency and develop Over Dye programs successfully. Over the past 20 years, Rehman has worked with various manufacturing and multi-national organisations.

He has previously worked as Sr. Manager / Vice President at US Apparel & Textiles and Production Manager at Crescent Bahuman Limited. His last position was as General Manager Operations for Artistic Milliners. Rehman has proven track record of achieving sustained improvements in quality, cost and delivery functions.

Rehman holds a Bachelor's degree in Textile Engineering (Textile Chemistry) from National Textile University, Faisalabad. He is passionate about travelling and going for long drives.

in the spotlight

Interview with Fahim Masood Khan, Head of Hosiery Plant 3

Brief introduction of yourself.

I am Fahim Masood Khan, Head of Hosiery Plant 3, and an Industrial Engineer from NED University Karachi. I have been associated with the Interloop family for the past 12 years. Previously, I have been heading Hosiery Plant 4 and have led Finishing, Lean and Quality departments as well.

In my personal time I like watching historical Turkish drama seasons, and I love to have fried daal chana with rice on my plate anytime.

What are the fundamentals of your work style?

Respect for everyone, loyalty towards the company & team, and integrity along with professionalism is how I like to work, and encourage my team to follow the same.

How interesting has been your journey with Interloop?

Interloop has had a far-reaching impression on my life. I was entrusted with multiple possibilities which polished my skills and trained me to turn challenges into opportunities. Interloop also played a positive role in my personal development, and carved me into a soft-spoken individual.

Which personality has inspired you the most in your life?

My beloved late father served the police department as an Inspector for almost three decades. His advice of hanging onto truthfulness and honesty regardless of any critical situation has always been my inspiration. Observing him practicing these values in his personal and professional life had tremendous influence on me and my outlook.

How do you manage your work-life balance?

My family understands my work requirements. They are very cooperative, understanding, and give me the space I need. I always spend quality family time on the weekends, and make sure that our bond grows healthier and stronger.



Operations Team with Fahim Masood Khan



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

My first day at Interloop was quite memorable and I still remember it like yesterday. My interest drove me to the production floor without filling in mandatory joining requirements. The HR team kept looking for me till I reported to them at 4 pm. It was an unforgettable as well as an interesting incident for me.

What has been the most incredible moment of your life?

When I was young I used to do grocery shopping with my mother. Once we were at a market where I put some pomegranate grains in my mouth from the cart, without seeking anyone's permission. My mother dealt with me strictly and said, 'first buy it and then eat it.' This incident taught me a great lesson for life.

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

The world is evolving at a fast pace, and so is the customer satisfaction level. To cope with challenging customer demands, we will have to focus more on agility. By implementing Lean principles at Plant 3, we will be rooting for process efficiency and customer excellence, which will keep us ahead of the curve.

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

Always strive to do better. Play your part with honesty and conviction, and leave the rest to Almighty Allah.

Hosiery Plant 3 at a Glance



Fahim Masood Khan with Heads of all Departments

Following the acquisition of Hosiery manufacturing unit of Kohinoor Millis Limited in 2011, Interloop redesigned the plant into a modern, vertically integrated Hosiery manufacturing facility based on Lean principles. Before its acquisition, the facility had an installed capacity of 420 knitting machines. Today, Plant 3 has 1,100 knitting and 69 stitching machines, with production capacity of 43,000 Dozen pieces per day.

The manufacturing facility has multiple processing machines including German-made tunnel machines having shorter cycle time and washing/bleaching capacity of 12,000 Kg per day, and E-Flow Nano Bubble technology machines producing zero discharge. Boarding is done on Steam Rotary, Electrical and Ghibli Plants.

The facility has a fully operational effluent treatment plant to manage an eco-friendly environment.

Employee health and well-being are of utmost importance for Interloop which is why there is an on-site sports club and a spacious playground for their entertainment and sports. A beautiful mosque has also been built for offering prayers.

The majority of staff at the plant belongs to remote areas. To facilitate them, good quality hostel accommodation with ample capacity has been provided. Plant 3 has a motivated, competent and enthusiastic team of professionals working in all departments including, Product Development, Sourcing, IE Lean, Processing, EHS, Merchandising, HR, Quality Assurance, Engineering, and Finance.



Engineering team with Plant Head



A snapshot of the Knitting Floor



E-flow technology in Processing reduces water consumption by 95%

health & happiness

Benefits of Coconut Water

Low in calories, naturally free of fat and cholesterol, more potassium than four bananas, and super hydrating -- these are just a few of the many benefits ascribed to coconut water. It promises to hydrate the body and helps with a whole host of conditions, from cancer to kidney stones.

What Is Coconut Water? Coconut Water is a clear liquid in the fruit's center, tapped from young, green coconuts. Naturally refreshing, coconut water has a sweet, nutty taste and contains easily digestible carbohydrates in the form of sugar and electrolytes. If you enjoy the taste then coconut water is a nutritious and relatively low-calorie way to add potassium to your diet and keep you well hydrated.

Better Than Some Sugary Drinks:

Coconut water has less sugar than many sports drinks and much less sugar than sodas and some fruit juices. Plain coconut water could be a better choice for adults and kids looking for a less sweet beverage. But don't overdo it, says Lilian Cheung, DSc, of Harvard School of Public Health. "One 11-ounce

container has 60 calories, and if you drink several in one day, the calories can add up quickly," she says.

Diabetic Friendly:

Coconut water is a low-calorie natural sweet drink, making it a treat especially for type 2 diabetic patients.

Full of Antioxidants & Nutritive Properties:

Coconut water helps in easily flushing out body toxins making it a suitable and healthy hydrant for all age groups. It is rich in iron, magnesium, fiber, protein, vitamin C, manganese, sodium, etc. Fiber helps to keep our digestive system clean while vitamin C is good for our skin, hair, and body.

Healthy for Cardiovascular Condition:

Coconut water helps in lowering the cholesterol level of the body promoting good cholesterol in our system. It also helps to reduce the triglyceride levels of the body. Therefore, coconut water helps to lower heart-related ailments and healthy circulation of blood.

i-read

Think Again: The Power of Knowing What You Don't Know

by Adam Grant

Intelligence is usually seen as the ability to think and learn, but in a rapidly changing world, there's another set of cognitive skills that might matter more: the ability to rethink and unlearn. In our daily lives, too many of us favor the comfort of conviction over the discomfort of doubt. We listen to opinions that make us feel good, instead of ideas that make us think hard. We see disagreement as a threat to our egos, rather than an opportunity to learn. We surround ourselves with people who agree with our conclusions, when we should be gravitating toward those who challenge our thought process. The result is that our beliefs get brittle long before our bones.

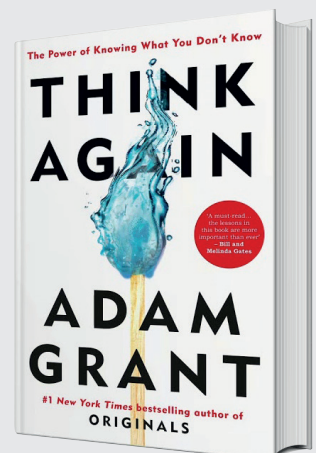
We think too much like preachers defending our sacred beliefs, prosecutors proving the other side wrong, and politicians campaigning for approval - and too little like scientists searching for truth.

Intelligence is no cure, and it can even be a curse: being good at thinking can make us worse at rethinking. The brighter we are, the blinder to our own limitations we can become.

Organisational psychologist Adam Grant is an expert on opening other people's minds - and our own. As Wharton's top-rated professor and the best-selling author of *Originals* and *Give and Take*, he makes it one of his guiding principles to argue like he's

right but listen like he's wrong. With bold ideas and rigorous evidence, he investigates how we can embrace the joy of being wrong, bring nuance to charged conversations, and build schools, workplaces, and communities of lifelong learners. You'll learn how an international debate champion wins arguments, a Black musician persuades White supremacists to abandon hate, a vaccine whisperer convinces concerned parents to immunize their children, and Adam has coaxed Yankees fans to root for the Red Sox.

Think Again reveals that we don't have to believe everything we think or internalize everything we feel. It's an invitation to let go of views that are no longer serving us well and prize mental flexibility over foolish consistency. If knowledge is power, knowing what we don't know is wisdom.



about Pakistan

The Lost City of Mohenjo-daro

Mounds and ruins of Mohenjo-daro, is the lost city from the Indus civilization, found near the right bank of Indus River, north of Sindh province, southern Pakistan. It lies on the flat alluvial plain of the Indus, about 50 miles southwest of Sukkur. The site contains the remnants of one of two main centres of the ancient Indus civilization (c. 2500–1700 BCE), the other one being Harappa, some 400 miles to the northwest in Pakistan's Punjab province.

The archaeological importance of the site was first recognized in 1922, one year after the discovery of Harappa. Subsequent excavations revealed that the mounds contain the remains of what was once the largest city of the Indus civilization. Because of the city's size—about 3 miles in circuit—and the comparative richness of its monuments and their contents, it has been generally regarded as a capital of an extensive state. Its relationship with Harappa, however, is uncertain—i.e., Mohenjo-daro was designated a UNESCO World Heritage site in 1980.



Great Bath at Mohenjo-daro

The city of Mohenjo-daro, now 2 miles from the Indus, from which it seems to have been protected, in antiquity as today, by artificial barriers, was laid out with remarkable regularity into something like a dozen blocks, or "islands," each about 1,260 feet from north to south and 750 feet from east to west, subdivided by straight or doglegged lanes.

The central block on the western side was built up artificially to a dominating height of 20 to 40 feet with mud and mud brick and was fortified to an unascertained extent by square towers of baked brick. Buildings on the high summit included an elaborate bath or tank surrounded by a veranda, a large residential structure, a massive granary, and at least two aisled halls of assembly. It is clear that the citadel (for such it evidently was) carried the religious and ceremonial headquarters of the site. In the lower town were substantial courtyard houses indicating a considerable middle class.

Most houses had small bathrooms and, like the streets, were well-provided with drains and sanitation. Brick stairs indicate at least an upper story or a flat habitable roof. The walls were originally plastered with mud, no doubt to reduce the deleterious effect of the salts that are contained by the bricks and react destructively to varying heat and humidity.



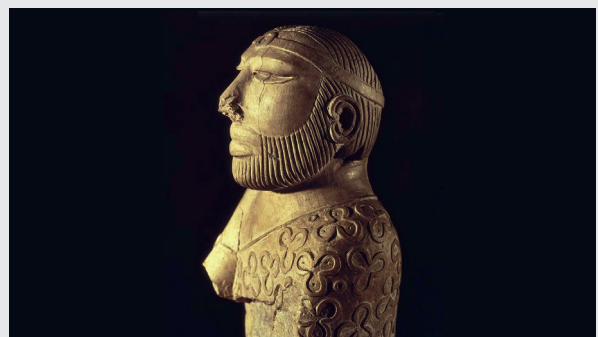
Remains of Tower at Mohenjo-daro

Stone sculpture, too, is scarce; some fragments, however, include the competent head and shoulders of a bearded man with a low forehead, narrowed and somewhat supercilious eyes, a fillet round the brow, and across the left shoulder a cloak carved in relief with trefoils formerly filled with red paste. Aesthetically, the most notable work of figurative art from the city is a famous bronze of a young dancing girl. Among innumerable terra-cottas, the most expressive are small but vigorous representations of bulls and buffalo.



Jewellery ornaments extracted from Mohenjo-daro site

The evidence suggests that Mohenjo-daro suffered more than once from devastating floods of abnormal depth and duration, owing not merely to the encroaching Indus but possibly also to a ponding back of the Indus drainage by tectonic uplifts between Mohenjo-daro and the sea.



So-called Priest King statue found at the Mohenjo-daro site

employees corner | گوشہ کارکنان

ہاں میں با اختیار ہوں

میرا نام گلناز ہے۔ میں 2013 سے انٹرویو میں بطور ہیملپرفیشننگ ڈیپارٹمنٹ میں کام کر رہی ہوں۔ بچپن میں ہاتھ جلنے کی وجہ سے میرے دائیں ہاتھ کی انگلیاں ضائع ہو گئیں۔ والد صاحب بیپا ٹائٹنس کے مریض ہیں سو زیادہ کام نہیں کر پائے۔ گھر کے اخراجات پورے کرنے کے لئے میں نے اپنے پیروں پر کھڑا ہونے کو ترجیح دی۔ ہم 6 ماہن بھائی ہیں۔ مجھے خوشی ہے کہ میں انکو تعلیم دلوانے میں کامیاب رہی اور ساتھ ہی ساتھ اپنی بہن کی شادی بھی کروائی۔



گلناز
ہیملپرفیشننگ ڈیپارٹمنٹ

تین سال پہلے میری بھی شادی ہو گئی اور اب میں ایک بیٹے کی ماں بھی ہوں۔ میرے شوہر ایک ٹانگ سے معذور ہیں مگر میں اللہ کی مشکور ہوں کہ پہلے اپنے ماں باپ اور اب اپنے شوہر کا سہارا بن رہی ہوں۔ میں انٹرویو کی شکرگزار ہوں جس نے ہر موقع پر میرا ساتھ دیا اور میری دعا ہے کہ انٹرویو کے کاروبار میں ترقی ہو، ہمارے روزگار چلتے رہیں اور یہ کمپنی دن دوگنی رات چوگنی ترقی کرے۔



خالہ ستار
سینئر آفیسر سیلز اینڈ مارکیٹنگ

میرا نام خالدہ ستار ہے۔ میں نے 2008 میں انٹرویو کو بطور جونیئر سپروائزر جوائن کیا۔ میری سلیکشن S&M ڈیپارٹمنٹ میں ہوئی، اس وقت میری تعلیم بی کام تھی۔ کام کے ساتھ ساتھ میں نے اپنی پڑھائی کو جاری رکھا اور اچھے گریڈ کے ساتھ ایم بی اے مارکیٹنگ کی ڈگری حاصل کی۔ اس دورانے میں انٹرویو اور میری ٹیم نے میری بہت زیادہ مدد کی۔ ڈگری ملنے کے بعد میں ایگزیکٹو بی اور انٹرویو کے بڑے کسٹمرز کے ساتھ کام کرنے کا موقع ملا۔ ابھی میں بطور سینئر آفیسر Target کسٹمر کی ٹیم میں اپنی خدمات سرانجام دے رہی ہوں۔ انٹرویو نے میری شخصیت کو نکھارنے میں میرا بھرپور ساتھ دیا میں بہت خوش ہوں کہ میں نے انٹرویو جیسا ادارہ جوائن کیا جس نے مجھے میرے کام اور ذاتی زندگی میں توازن فراہم کیا۔ میں دعا گو ہوں کہ انٹرویو ہمیشہ ترقی کی منازل پہ گامزن رہے۔

انٹرویو میں میری اتنی طویل ملازمت کے پیچھے ایک بڑی وجہ یہ رہی ہے کہ یہاں کا ماحول خواتین کی ملازمت کے لئے انتہائی سازگار ہے۔ میں اس سلسلے میں ہائر مینجمنٹ کی تہد سے مشکور ہوں کہ انہوں نے خواتین کے لئے ایسا ماحول بنایا جہاں ان کو بے حد عزت و تکریم دی جاتی ہے۔ میں بہت خوش ہوں کہ اس ملازمت کی وجہ سے میں اپنی فیملی کو سپورٹ کر رہی ہوں اور آج میں اپنے پیروں پر کھڑی ہوں اور خود مختار ہوں۔

قرآنی آیات | quranic verses

بِسْمِ اللّٰهِ الرَّحْمٰنِ الرَّحِیْمِ

وَذَكِّرْ فَإِنَّ الذِّكْرَ يُتَنَفَعُ الْمُؤْمِنِينَ ﴿۵۵﴾ ﴿سورة الذاریات﴾

ترجمہ:

اور نصیحت کرتے رہو کہ نصیحت مومنوں کو نفع دیتی ہے۔ ﴿55﴾ ﴿سورة الذاریات﴾

TRANSLATION:

And warn, for warning profiteth believers. ﴿55﴾ (Surah Azaryaat)

نعت رسول مقبول

نظر آئے مجھے فکر و نظر میں رنگ سپرت کا
مری نعتوں سے پیدا ہونا جذبہ اطاعت کا
رسول اللہؐ کی ہے ہر ادا میں رنگ بیکٹائی
زمانے ہیں وہی ہے آخری شہکار قدرت کا
گناہوں کی سبھی تاریکیاں کا نور ہو جائیں
حضورؐ میں مہنسر ہوا اگر اک لمحہ قربت کا
شفاعت سے نوازیں گے جناب سرور عالم
بروز حشر ہوگا ہم پہ سایہ ابر رحمت کا
الہی مدحت سرکار زادِ راہ عقبی ہو
رہے پیش نظر میرے سدا منظر قیامت کا
مرا ہر شعر میری نعت کی پہچان ہو جائے
عطا مجھ کو ہوا ایسا منفرد انداز مدحت کا
بروز حشر بخشش کا وسیلہ ہو گیا حافظ
بڑا ہی قیمتی نکلا ہر اک آنسو ندامت کا

حافظ لدھیانوی

حمد باری تعالیٰ

اے خدا مجھ کو تیری رضا چاہیے
جس سے تو خوش ہو ایسی ادا چاہیے
ہو تیری حمد ہر دم زباں پر مری
ہر گھڑی اب یہ تیری ثنا چاہیے
مقصد زندگی ہے تیری ہی طلب
کچھ نہیں مجھ کو تیرے سوا چاہیے
کوئی سنگھی نہ ہو، کوئی ساتھی نہ ہو
ساتھ تیرا مجھے اے خدا چاہیے
ایک تیرا ہی در ہے مرا آسر
بس یہی اک مجھے آسر چاہیے
عاقبت کی رہے فکر شام و سحر
دل میں ہر لمحہ خوف خدا چاہیے
حمد گوئی پہ ما مور تجھ کو کیا
تجھ کو حافظ بھلا اور کیا چاہیے

حافظ لدھیانوی



Tackling Childcare Pakistan

Creating Family Friendly Workplaces

