

# IN THE LOOP

OCT - DEC 2020

## LEADING INTO THE FUTURE

INTERLOOP DENIM LEED® PLATINUM CERTIFIED



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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

<b>INTEGRITY</b> Act with Integrity	<b>I</b>
<b>CARE</b> Nurturing a Caring Culture	<b>C</b>
<b>ACCOUNTABILITY</b> Accept Responsibility, Be Accountable	<b>A</b>
<b>RESPECT</b> Respect for Environment, Respect for the People	<b>R</b>
<b>EXCELLENCE</b> Achieving the Highest Standards	<b>E</b>

## INTERLOOP LIMITED;

Multi Category, Full Family Clothing Company & One of the world's largest Hosiery manufacturers with a network spread across 3 continents through affiliates

- Annual Turnover to the tune of US\$ 300 million
- Pakistan's 6<sup>th</sup> largest exporting firm
- 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 21,000 people from 15 nationalities
- Dedicated Vertical Sampling and R&I Centres for customized solutions
- Recognized 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 5.4 million garments/month

### Seamless

- Current capacity of 110,000 garments/month and planned production capacity of 345,000 garments/month by Jan 2022

### Yarns

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



### INTERLOOP LIMITED

Al-Sadiq Plaza, P-157, Railway Road, Faisalabad, Pakistan.  
Ph: +92 41 4360 400 | F: +92 41 4361 068 | www.interloop-pk.com



# cover story

## LEEDING INTO THE FUTURE; Interloop Denim gets LEED Platinum Certified



50% Reduction in Potable Water Usage

Pushing forward our commitment to be a regional model of responsible manufacturing whilst maintaining globally recognized standards of operational efficiency, we are pleased to announce that Interloop's Denim Plant has been awarded the prestigious LEED® Platinum Certification – the highest standard for any structure assigned by the US Green Building Council. This is a major milestone for which our teams have worked tirelessly over the past couple of years, building upon the success of Interloop's Hosiery Plant 4 as the first socks facility in South Asia to receive LEED® Gold.

Interloop Denim was built and operationalized from ground up to meet LEED (Leadership in Energy and Environmental Design) standards – a globally recognized symbol of sustainability, innovation, and efficiency. Our denim plant is now one of the largest apparel manufacturing facilities globally to attain LEED® v4 Platinum, with a monthly production capacity of 1 million garments. This is an incredible achievement by our engineering and operational teams to have the entire facility of 600,000 sq ft. from raw materials to finished goods store be certified under v4; the most advanced and transparent version so far. Interloop Denim is now one of the only 12 apparel manufacturing facilities in the world to be certified under this standard.

The denim plant has incorporated various innovative measures to improve its water efficiency, reduce carbon emissions, save energy, and reduce waste throughout the manufacturing process



53% Savings in Energy Consumption

while ensuring a safe and healthy environment for its workers. This includes continuous air quality and temperature regulation throughout the building. Along with a modern day care facility available to all employees, the plant includes carefully designed green spaces in and around the building that further enhance worker comfort and well-being.

### Sustainability Impacts:

- 53% Savings in Energy Consumption
- 50% Reduction in Potable Water Usage
- 30% Overall Carbon Footprint Reduction
- 30% Enhanced Fresh Air Intake for Better Occupant Comfort



Monthly Capacity of 1 Million Garments

Interloop's highly advanced LEED® Platinum certified Denim Plant is yet another demonstration of our commitment to sustainability and is truly reflective of our core values focused on People, Planet, and Prosperity. Passionate about the products we make while being responsible stewards of our resources, Interloop continues to create dynamic work environments that are innovative, resource efficient, and safe for its workers. Interloop – True to Nature, True to You!



30% Enhanced Fresh Air Intake for Better Occupant Comfort



# back story

## 3 New TCF-Interloop Primary Schools



Primary class students working on an urdu assignment

As per the statistics recorded on Sep, 2020 by World Bank, Pakistan has a 59% literacy rate; the lowest among its neighboring countries. UNICEF states that more than 40% of Pakistan's school-age children don't attend school, the second-highest rate in the world, and even for those who do attend school, literacy rates suggest that many are not learning. Child education is the most vital element for the success and development of any nation. In Pakistan, greater attention to the education sector and improvements are needed to help the economy prosper and communities to be financially more stable.

Interloop strongly believes that access to basic education is the right of every individual. Pursuing our mission of bringing about a positive change in the community, Interloop is focusing on transforming lives by helping break the socio-economic divide through provision of affordable quality education for the less privileged. In Apr 2020, Interloop established 3 new TCF Primary Schools (Interloop Campuses XIV, XV & XVI) at 104 RB Pandianwala, 105 GB Wange and 60 GB Gobind Garh, Faisalabad, respectively.

The spacious school buildings house modern classrooms for Kindergarten to grade V. The schools are equipped to provide all essential facilities to students with a stimulating learning environment such as sufficiently stocked libraries with subscriptions to national and international publications, art rooms, administrative blocks, canteens, and spacious playgrounds for extracurricular activities. The well-trained staff



A primary grader during her science class



A keen young learner of grade 2 filling out a worksheet

teaches the curriculum having a children-centered approach with emphasis on hands-on activities that help children learn, question, and enjoy the learning process.



A group of grade 4 students ready to start their day

Back in May 2009, Interloop Welfare Trust partnered with The Citizens Foundation (TCF), the largest non-profit organization in Pakistan providing quality education to the disadvantaged. So far, Interloop has established 27 schools (14 primary, 9 secondary, and 1 higher secondary; separate campuses for boys and girls) in the rural areas around Faisalabad city. These schools are managed by female staff and provide quality education to approx. 3,700 less privileged children, 45% girls.



TCF - Interloop Campus XIV



# feature news

## Annual General Meeting



Board of Directors, Interloop Limited at the Annual General Meeting 2020

The 28<sup>th</sup> Annual General Meeting of Interloop Limited was held on Thursday, Oct 15, 2020 at Interloop Industrial Park, Faisalabad. Musadaq Zulqarnain, Chairman Board of Directors; Navid Fazil, CEO; Muhammad Maqsood, Executive Director & Group CFO; Jahan Zeb Khan Banth, Non - Executive Director; and Tariq Iqbal Khan & Saeed Ahmad Jabal, Independent Directors, were present at the meeting. Eight resolutions were unanimously passed by the shareholders.



Shareholders voting on a resolution at the AGM

The Chairman stated that the last financial year had been a very challenging one for the entire global economy due to COVID-19 pandemic and Pakistan was no different. Like all other enterprises, Interloop also experienced unprecedented circumstances due to local & global lockdowns. He appreciated Management's response for transforming the business practices and taking adequate measures to combat COVID-19, safeguarding the interest & well-being of its 21,000+ employees. To protect their



A shareholder asking a question on company's business operations

livelihoods, the company did not retrench any employee despite the fact that the business had come to a standstill. The Chairman extended his profound gratitude to the shareholders for their confidence in the company and to all stakeholders for their encouragement and support. He also appreciated the Management and People working at Interloop for their commitment, hard work and dedication, especially during testing times due to the pandemic, and pledged that the company would



Musadaq Zulqarnain, Chairman Interloop Limited extending his profound gratitude to the shareholders

continue to work diligently, with ethics & integrity, and assured that it was better equipped to face any upcoming challenges because of the expected 2<sup>nd</sup> wave of COVID-19.

Navid Fazil, CEO Interloop Limited updated the shareholders about the progress of the Denim & Seamless Apparel plants. He admired the hard work put in by the people at Interloop and looked forward to the shareholders for their prayers for the company.



Navid Fazil, CEO Interloop Limited updating the shareholders about the progress of different business categories

# We care

## New Batch of IL Scholars at GCWUF

Continuing our legacy of supporting education of bright deserving scholars, Interloop invested in 52 scholarships this year increasing the number from 30 for the new batch of class 2024 joining in fall 2020. With this induction, 161 female scholars now receive free education for multiple Bachelor Degree programs at Government College Women University Faisalabad (GCWUF).

To ensure that this support reaches the most worthy, the Interloop CSR Team was directly involved in the analysis and verification of personal data submitted by the applicants. The Vice Chancellor GCWUF, Prof. Dr. Rubina Farooq appreciated Interloop's compassionate gesture supporting women empowerment through higher education.

Interloop collaborated with GCWUF back in 2015, by instituting 120 scholarships for deserving and meritorious female students, for 4 years' degree program.



Bachelor Degree students during an engineering class (Pre-COVID)

## Breast Cancer Awareness Sessions



Dr. Rakshanda Saleh giving an overview of the disease

The ongoing pandemic has impacted people globally, as well as in Pakistan. Many of those people who are affected are already suffering due to pre-existing conditions. The Pandemic can be especially lethal to the breast cancer patients and can increase the mortality rate of such patients in the coming years.

Interloop Limited organized various Breast Cancer Awareness Sessions throughout October at all its Hosiery Plants to highlight the importance of early detection through screening as this can lead to a cure and save a women's life. The sessions were aimed to educate women about the significance of annual screening & self-examination. The session included presentations on different important topics regarding breast cancer, all of which were presented by Dr. Rakshanda Saleh, Chief Medical Officer at Interloop Limited, Plant 1, 2, 3

& 4. She gave an overview of the disease followed by the screening methods and diagnostic tools and the treatment options that are available to combat breast cancer. Quiz competition was arranged at the end of session to challenge their knowledge on the disease and a chance to win a gift.

In a nutshell self-examination should be practiced as a life style. It should be talked about so we can help maximum individuals who are deprived of the basic information and medical facilities. All women over the age of 40 years without any risk factors should get themselves checked by a doctor for a clinical breast examination and a mammogram every year.



Audience keenly listening to the doctor emphasizing on the importance of self-examination



## Interloop Partners with Organic Cotton Accelerator



Interloop is always endeavoring to build a sustainable world through positive change for its stakeholders which also includes supplying sustainable textile Apparel to the customers, by utilizing sustainable raw materials and manufacturing processes.

Pursuing this cause, Interloop partnered with the Organic Cotton Accelerator (OCA), following our undertaking to develop a viable supply chain of sustainable raw materials including organic cotton which is mostly imported and expensive. By joining OCA conventional cotton cultivation, Interloop expects to develop a consistent supply of economical & sustainable raw material, to produce sustainable products and make a contribution towards a greener planet at one end, and to educate farmers about better farming techniques on the other, and support their health needs, especially of female cotton pickers, to make a positive social impact in the society.

Organic Cotton Accelerator (OCA) is a multi-stakeholder organization fully dedicated to organic cotton. As a global platform, OCA is committed to bringing integrity, supply security and measurable social and environmental impact to organic cotton. OCA envisions a future where every time a farmer switches to organic cotton, there is a ripple effect of positivity; farmers earn more, their families and communities flourish, and their land and soils get fertile for future generations.

The OCA Management welcomed Interloop to its global platform during the engagement call and appreciated its

strong commitment to bringing greater sustainability to raw material sourcing as a means of bringing positive change to the planet, and the society at large.

Talking about Interloop being part of this great initiative, Humayun Khan, Head of Corporate Communication Interloop Limited said “We are a business for purpose with people, the planet and progress at the core of our business strategy. We are passionate about the products we make, while being responsible stewards of the resources we use. Almost 50% of our raw materials are derived from sustainable sources and we have increased the use of organic cotton by around 400% since 2016. Social responsibility and sustainability are embedded in our corporate culture and we are integrating this approach



through our supply chain. By partnering with OCA, we expect to develop a viable and consistent supply chain of organic cotton and support farmers improve their livelihoods”.





## Interloop Bags 1<sup>st</sup> Prize at the 15<sup>th</sup> EFP-OSHE Awards

Health & Safety at the workplace is about promoting well-being and preventing injury & illness. At Interloop, we take pride in being a People-Friendly Organization with a special focus on the health & safety of our employees, by providing them a conducive and secure work environment. This year, due to the global pandemic, the 'International Day for Safety & Health at Work' was celebrated in Oct instead of April, by the Employers Federation of Pakistan, in collaboration with the International Labor Organization. Interloop was awarded the 1<sup>st</sup> prize in the Textile sector across the country, in recognition of its best practices in Safety, Health & Environment. Employee Health Monitoring, Emergency Preparedness, Quality of EHS Management, Leadership Commitment, Staff Participation, Training Program, Incident Reporting & Analysis, and Performance Monitoring were the aspects and domains considered for evaluating the contesting companies.



## ILNA Agents of Positive Change

Interloop North America (ILNA) ended the business year better than expected and decided to give back to its local communities in a way it had never done before.



Daniel Garner, ILNA, presenting a donation to Winston-Salem based Organization. The funds will support to build community & end homelessness

ILNA identified 14 different charitable organizations which have been working hard to provide food / shelter, education, and racial equity in a year when all seemed to be scarce. These organizations were nominated by employees and received cash gifts from ILNA to continue the work they are doing in our neighborhoods.

About 20% of the funds donated were dollars that would have been spent on the ILNA Christmas Party. Due to the risks of gathering associated with COVID, ILNA employees voted to cancel the annual Christmas party, and instead, use the budget to support those in need in our communities. (You are aware that we had a virtual party.)

In addition, we donated 2500 pairs of socks to 6 organizations that care for the sick, needy, and homeless. Socks are among the most needed items in shelters for the homeless.



Kristina Griggs, delivers ILNA's monthly donation of fresh fruit to Konnoak Elementary School



Emily Cunningham, ILNA Director Design & Sharon Miller loading donations of fresh fruit for Konnoak Elementary School



Dayna Carr, Director of Glenwood Tutoring smiles upon receiving ILNA's donation



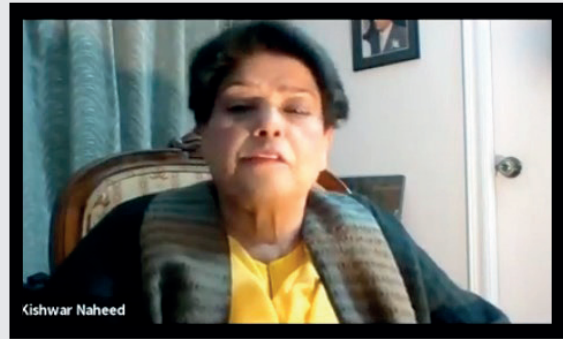
## 7th Faisalabad Literary Festival



The seventh edition of the annual Faisalabad Literary Festival (FLF) commenced on Friday, Nov 27, 2020, Online. The three-day event, culminating on Sunday, Nov 29, 2020, continued its tradition of hosting eminent writers, historians, artists, and opinion makers from across Pakistan. This year also, Interloop sponsored the event, and organized it in collaboration with the Lyallpur Literary Council (LLC).

The event commenced with Dr. Asghar Nadeem Syed, Musadaq Zulqarnain, Chairman Interloop Limited and Chairperson LLC and Sarah Hayat, Vice Chairperson LLC sharing their thoughts about the 7-year journey of the Faisalabad Literary Festival and the importance of literature. Following that, Saleema Hashmi, Dr. Arifa Syeda Zahra, Haris Khaliq and Dr. Asghar Nadeem Syed held a discussion on the topic 'Creative Mind in Close-street'.

The day ended with Khawaja Najam ul Hasaan; a veteran PTV producer who has been in the media for over 4 decades, sharing his interesting memories and delightful experiences at PTV. On the 2<sup>nd</sup> day, Masood Ashar, Dr. Nasir Abbas Nayyer and Syed



Naqvi talked about 'Fiction Key Zamany' and 'Shahrazad Say Ajj Tak', while Ghazi Salah uddin, Dr. Asghar Nadeem Syed, and Dr. Sheeba Alam expressed their views on 'International Cinema and Society'. Mehr Hussain and Saeed Sarfraz Sheikh shared their thoughts about 'Guftgoo on the Book' and 'Pakistan a Fashionable History'.

On the final day, Sheeba Alam moderated the session 'Manto ki Nai Tabeerain' in which Nusrat Manto, daughter of Saadat Hasan Manto; a colonial Indian and Pakistani writer, playwright & author, and Muhammad Hameed Shahid and Mobeen Mirza highlighted the life story of Manto that became a subject of intense discussion and introspection.

On this occasion, Musadaq Zulqarnain, Chairman Lyallpur Literary Council said that due to COVID-19, this year's festival was being organized online, adding that although the coronavirus pandemic stopped us from gatherings but couldn't stop us from holding literary activities. "The show must go on!"





## Interloop Sponsors Corona Cruncher



In light of increasing COVID-19 cases and the onset of the second wave, it had become extremely necessary to reinforce the precautionary measures among the young and old, especially children. To teach the young ones about prevention measures against COVID-19 and minimize the spread of virus, Interloop collaborated with an education startup, Storykit; known for its storykit boxes and interactive storytelling sessions, and sponsored the launch of an online educational game - Corona Cruncher ([coronacruncher.com](http://coronacruncher.com)).

On the occasion of the launch, Storykit founder Musharraf Ali Farooqi said, "As the world enters the second wave of



COVID-19, exhausted and increasingly forgetful of the risks to human health posed by the Corona Virus, it is good to be reminded again of the basic precautions we still need to observe to minimize the risk to ourselves and others, by washing hands, wearing masks, maintaining safe distance from other people, and avoiding crowded places".

The online version offers a multi-player networked game experience for 2-4 player teams, and it is also available as a board game from Storykit.

## Interloop Golf Tournament 2020

The 6<sup>th</sup> All Pakistan Interloop Open Golf Championship was held at the Lyallpur Golf & Country Club from Nov 14 - 15, 2020. The 2-day tournament between 35 professional and 64 amateur golfers from Lahore, Islamabad, Faisalabad, Sialkot, Gujranwala, Rawalpindi & Mardan was a professional extravaganza as all competed for the Interloop Cup. Jahan Zeb Banth, Director Interloop Limited and Kalbe Habib, President Lyallpur Golf Club presented the Championship

trophy to Sameer Riaz for the Best Net Score. Top scoring golfers were awarded cash prizes as per PGF (Pakistan Golf Federation) regulations.

Interloop sponsors the golf tournament annually to promote healthy sporting activities in the society and to support talent to the next level.



A senior professional golfer hitting a tee off



Jahan Zeb Banth, Director Interloop Limited presenting champions trophy to Sameer Riaz



Golfers & spectators enjoying prize distribution at the closing ceremony of the tournament



# inside the loop

## Digitizing Interloop's Supply Chain

Interloop is a future focused apparel manufacturing company progressing towards achieving Industry 4.0, with a roadmap encompassing speed, efficiency, flexibility, quality and security.

Like many other large scale manufacturers, Interloop has a widespread network of factories producing quality products while continuously improving the production practices. When the pandemic struck in 2020, Interloop quickly discovered the requirement for enhanced implementation and oversight of standard operating procedures by digitizing its supply chain. Interloop collaborated with Inspectorio and commissioned RISE; an award-winning factory compliance monitoring



platform, enabling Interloop to maintain hi-res visibility over its supply chain during the COVID-19 pandemic, and transform the business practices in its Environment, Health, and Safety (EHS) initiatives.

RISE is a valuable platform being used by our EHS teams across our manufacturing facilities, allowing them to evaluate and assess the implementation and results of the standard operating procedures. This novel capability quickly allowed the company to protect its workers and supply chain partners from contamination during the COVID-19 pandemic. By standardizing the evaluation process across all manufacturing facilities, RISE ensured that the safety precautions are in place at all plants/facilities across our supply chain, with greater focus on reducing, reporting, and addressing any divergence.

With health and safety regulations in place and with real-time visibility over continued compliance, the other benefits of this platform came into play. Formerly, time-consuming manual



processes became trivial, including expensive in-person audits being largely replaced by factory self-assessments. Since the commencement of this program, Interloop has undergone three months of self-assessment cycles across all its manufacturing plants.

The benefits of self-assessments extend beyond saving time. Interloop was able to promote active collaboration between brands and retailers, vendors, and factories across the spectrum of facility-level audits. Audit fatigue, which remains a leading problem within the compliance industry, stems from vendors having to perform repetitive audits for different clients, all for the same results. Shifting to this software allowed Interloop to leverage verified data from their facilities to avoid this expensive and time-consuming process, all while improving the actionability of the data collected.

At Interloop, these self-assessments have generated reports that have helped ensure that the safety guidelines are being followed 100% across its ecosystem. The pandemic also proved this platform's ability to facilitate guideline implementation through groundbreaking visibility and transparency. For Interloop, this has meant ensuring safe working conditions at all its facilities by prevention and control during the pandemic, and the ability to upload protocols and have them followed and implemented across all our plants, by monitoring the procedures and activities, and consequently, taking corrective actions for continuous improvement in real-time. As Interloop continues to grow on the other side of the pandemic, swift and transparent guideline implementation will be crucial for remaining agile and resilient against future disruptions.

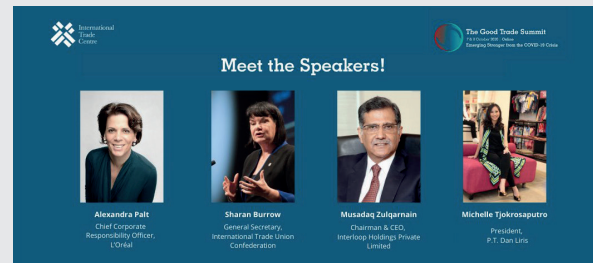


## Building Back Better: Social and Economic Sustainability for Resilience

In the midst of this year's COVID-19 crisis, International Trade Center (ITC) held a two-day virtual Good Trade Summit Oct 7-8, 2020, to spotlight sustainability and inclusiveness as key elements in accelerating and sustaining the economic recovery. The Summit showcased different examples, best practices and solutions of how "Good Trade" creates positive and inclusive economic, environmental and social impact. Moreover, it provided a platform for over 1000 participants from around the globe, including hundreds of SME owners to network, learn and, share.

The event, opened by ITC's new Executive Director Pamela Coke Hamilton, featured more than thirty distinguished speakers from over twenty countries, including Amina J. Mohammed, Deputy Secretary General of the United Nations, Inger Andersen, UNEP Executive Director, H.E. Ellen Johnson Sirleaf, former President of Liberia and Nobel Laureate, as well as Dr. Bertrand Piccard, Explorer and Chairman of the Solar Impulse Foundation and Musadaq Zulqarnain, Chairman Interloop Limited.

Musadaq spoke as part of the Panel entitled "Building Back Better: Social and Economic Sustainability for Resilience." He echoed other panellists' call for collective efforts, stating, "let's share our prosperity". He stressed upon regulation and the importance of providing social safety nets for workers and producers. He also emphasized on the role of consumers in pushing for responsible production. Musadaq highlighted that the problem lies with some shareholders' approach to "profits above all", which is why Interloop Limited tries to lead in a different direction. The panel fostered productive discussions on how to promote social and economic sustainability in different spheres, including the textile and agricultural sectors.



## Inspiring Stories for Budding Entrepreneurs – TiE Global Summit 2020

TiE Global Summit (TGS) 2020; a virtual conference of world leaders, entrepreneurs, investors & mentors held from Dec 8-10, 2020 unleashed a wave of positive optimism across the entrepreneurial community, globally. This year, TGS was hosted by the Hyderabad Chapter, India, and attended by Global Industry Leaders, Entrepreneurs, Thought Leaders, Policy Makers and TiE Members from Global Chapters.

During a one-hour online session 'Inspiring stories for Budding Entrepreneurs,' three top business leaders of Pakistan shared their entrepreneurial journey for coaching new entrepreneurs. Syed Baber Ali, Entrepreneur Extraordinaire & Visionary and Founder TiE Lahore talked about his passion for education which started when he went to study at the Harvard School of Business. He founded the Lahore University of Management Sciences (LUMS) in Pakistan which is now ranked among the top educational institutions of Pakistan. He spoke about the National Outreach Program at LUMS which extends the benefits of world-class education to the talented less-privileged students who require full financial assistance. Of the 1200 NOP students inducted at LUMS to-date, 600 graduates are pursuing their dreams nationally and internationally, and supporting their families and communities.

Dr. Amjad Saqib, Founder and CEO, Akhuwat Foundation; a donation-based micro-finance institution, talked about Akhuwat's journey which began in 2001 when a woman approached him for a loan of PKR 10,000. She bought a sewing machine from that loan and started producing finished garments and was soon able to not only repay her loan but donate to help other struggling women in her area. This experience gave Dr. Saqib the idea of an interest-free microloan and thereby Akhuwat was born. He acknowledged Akhuwat's positive impact on the society that has earned immense appreciation across the world and said that success lies in the process of borrowers becoming donors.

The last talk of the session was by Musadaq Zulqarnain, Chairman Interloop Limited who narrated the success story of Interloop; starting in 1992 with around \$360,000 and 10 knitting machines and growing into one of the world's largest Hosiery manufacturers and a full-family clothing company manufacturing Socks, Denim, Knitwear and Seamless Active wear Apparel. Dedicated to innovation and manufacturing excellence, and a pioneer in environmental consciousness and social change, Interloop is the largest listed textile company on Pakistan Stock Exchange, by market capitalization. Musadaq also mentioned about Interloop Holdings; an associated company with diversified business interests including Dairy Milk Production, Dairy Products, Logistics, Packaging, Healthcare and Digital.

Musadaq highlighted Interloop's pursuit for Building a Sustainable World by transforming lives, improving well-being and building a diverse and empowered workforce through multiple People, Planet and Prosperity focused initiatives. Towards the end, he talked about Interloop's sustainability strategy that delivers shared value for all stakeholders, guided by the company's Mission, 'to be an agent of positive change for the stakeholders and community by pursuing an ethical and sustainable business.'





## Women on Board & in Business Leadership

On Oct 29, 2020, Centre of Excellence in Responsible Business (CERB); an outreach initiative of Pakistan Business Council, and the Pakistan Institute of Corporate Governance held a webinar on 'Women on Boards and in Business Leadership – Addressing barriers for women in senior leadership'. The online discussion featured Interloop's Faryal Sadiq, VP Sales & Marketing alongside Sadia Khan, Commissioner, SECP; Tahira Raza, Independent Board Member & Former CEO First Women Bank Limited; Abrar Hasan, CEO National Foods Limited; Ahsan Jamil, CEO, Pakistan Institute of Corporate Governance (PICG); and Ehsan Malik, CEO Pakistan Business Council.

Ahsan Jamil in his opening note, spoke about the importance of gender in terms of economics and equality. The discussion, moderated by Khadija Hashimi, Head of Corporate Affairs and Brand & Marketing, began with Sadia Khan and Loty Salazar sharing current statistics related to women on boards and in top positions in Pakistan and at a global level, highlighting that there is a clear difference in return of assets when there are women in top management positions.

When speaking on the situation that exists even if there is a business case for inclusivity, Tahira Raza highlighted that the resistance is due to cultural and social challenges and must be addressed in a number of ways beginning from school curriculums

and a larger emphasis by media to ensure that women rise to the top. The organizational perspective was given by both Abrar Hasan and Faryal Sadiq, about the gender related policies in their organization. As the male ally in the discussion, Abrar Hasan spoke of his learning related to increasing the numbers of women in the workplace in his time as CEO, hence highlighting the tone that needs to come from the top.

Faryal shared a similar perspective about the right tone at the top, as an important first step which has to match the right policies and practices, including family friendly policies and training women to be leaders in the organization. She echoed that at Interloop, women in visible leadership roles serve as role models in a more diverse workforce. In terms of management positions, Faryal highlighted that Interloop has in the last two years increased the number of women in the Management committee, a visible change has been seen in initiatives and policies in which women are involved, and added 'Women are heard as experts and not just representation of gender'.

The webinar highlighted the links between gender diversity and company performance. It also highlighted the barriers which need to be focused on, in the society and in the organization. This, combined with policies and company targets are the way to achieve gender parity.

**PICG** Pakistan Institute of Corporate Governance

**CERB** Centre of Excellence in Responsible Business

### WOMEN ON BOARDS AND IN BUSINESS LEADERSHIP

Thursday, 29th October, 5pm PKT

 <b>SADIA KHAN</b> Commissioner, SECP	 <b>LOTY SALAZAR</b> Lead IFC's Women on Boards and In Business Leadership Program	 <b>ABRAR HASAN</b> CEO, National Foods Limited	 <b>TAHIRA RAZA</b> Director, PPL, HMBL & GSM	 <b>FARYAL SADIQ</b> Vice President Sales & Marketing, Interloop Limited	 <b>Moderator</b> <b>KHADIJA HASHIMI</b> Head Corporate Affairs & Brand and Marketing, Standard Chartered Bank (Pakistan) Limited
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## Corporate Briefing Session

"Interloop is a business for purpose! We always plan in advance and take medium to long term decisions in the best interest of the company & all stakeholders", said Musadaq Zulqarnain, Chairman Interloop Limited, at the Corporate Briefing, held on Nov 19, 2020, online due to the COVID-19 situation.

Institutional investors, analysts & shareholders took keen interest in the briefing as the Management shared company's

performance during FY20 and Q1,21, showing remarkable improvement after the first wave of COVID-19. The new Denim Plant & Hosiery Plant 5 are also recording significant progress and expected to add to sales & profit upon completion. With healthy order books and increasing sales, the future prospects are encouraging, as the management keeps a watchful eye on the second wave of the COVID pandemic.



Musadaq Zulqarnain, Chairman Board of Directors; Navid Fazil, CEO; and Muhammad Maqsood Group CFO, Interloop Limited at the Corporate Briefing Session

## Diversity and Inclusion at Workplace Training

Interloop's Learning and Development team recently launched a training program on Diversity and Inclusion (D&I) at the Workplace, for the executives. The first awareness session was organized in Sep 2020, at Lahore for 54 Front Line Managers from our Hosiery Plant 3 and the Denim Apparel Plant. Remaining 4 sessions of E4 & above employees of Plant 1, 2 & 4 were held at the Executive Sports Club, Interloop Industrial Park, Faisalabad in Oct & Nov, 2020.

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

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



Saira Khan, SGM HR talking about the importance of D&I Training

Suleman Ansar Khan, a skilled trainer in the field of People Development and D&I was engaged as the facilitator. Suleman's experience spans across the Middle East, South Asia, and Southeast Asia. He was also part of the World Bank study on



Zain Sadiq, VP Operations appreciating L&D team for organizing D&I Trainings

Gender Challenges at the Workplace, findings of which were published and used to drive legislation on Harassment and Women's Rights at the Workplace in Pakistan.



Corporate Trainer, Suleman Ansar Khan explaining the background of D&I needs at workplace

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



Participants presenting a case at one of the sessions



Suleman Ansar presenting workshop certificate to Arslan Majeed, Manager MIS



## Interloop Denim Participates in Denims&Jeans Virtual Show

DenimsandJeans virtual show is a platform providing the global denim industry a digital alternative to a trade show. Denims and Jeans 2<sup>nd</sup> edition show was held on Oct 14-15, 2020, where many international denim fabric and apparel producers showcased their latest collections and innovations to buyers from all across the globe. Exhibitors had virtual booths with their collections on display, meeting rooms for one-on-one interactions with buyers and suppliers, along with networking opportunities through larger virtual halls to interact with other industry peers. Simultaneously, there were seminars, and running talks from leading designers, trend forecasters, wash experts, etc.

This virtual show was a good platform for Interloop Denim to launch its new 'True to Nature' collection, especially in times

when clothing is all the more centered around wellness, conscious consumption, and sustainability. Our collection was carefully designed to keep our products and processes green and safe for the environment, including our dedicated community of workers and our end buyers. Fabrics chosen were made with eco-friendly fibers and blends like Organic Cotton, Hemp, Tencel, and Recycled Polyester.

With uncertain travel plans, border controls, and remote working, this show provided a great opportunity for the global denim industry to stay connected and adapt to new ways of working through digital platforms.



Design team working on a denim apparel sample



A merchandiser inspecting denim jean

**INTERLOOP**  
DENIM

VISIT US AT  
2ND DENIMSANDJEANS VIRTUAL SHOW  
**REGISTRATION LINK**  
[www.virtual.denimsandjeans.com/virtual](http://www.virtual.denimsandjeans.com/virtual)

**dj DENIMS and JEANS VIRTUAL**

**CLOUD SOURCING** 

**OCTOBER 14-15, 2020**  
FOR USA, SOUTH AMERICA AND EUROPE TIME ZONES



Conscious Rebel Sleeveless Jacket



Native Whizz Jogg Jeans

## Christmas 2020

### Interloop North America

Ho! Ho! Ho! The Interloop North America (ILNA) team did not let the pandemic dampen their holiday fun this year. They gathered on an online call to play games and celebrate the season. Festivities included 'Christmas Movie Trivia' and a 'Scavenger Hunt' around the house where team members had 5 minutes to locate specific holiday items.

They shared stories of favorite holiday ornaments and smiled for a virtual team photo to capture this special event. One lucky winner guessed the number of candies in a Candy Jar and was the recipient of the delicious pieces of candy.



Shelley Rider, President ILNA delivered a special Christmas address to the team, recognizing milestones for several of the ILNA team this past year. Those milestones in 2020 included Emily Cunningham's 10-year work anniversary, Catherine Joyce Philips' marriage, Deanna Webb's wedding engagement and new household pet additions for a couple of team members.

There was plenty of laughter and fun for this very special celebration. Happy New Year from everyone at ILNA!



### Interloop Limited

On Dec 23, 2020, Interloop Limited Plant 1 celebrated Christmas while strictly following the COVID-19 Protocols. The hall was decorated with beautiful Christmas banner and balloons. Navid Fazil, CEO Interloop Limited was the chief guest along with Adeel Tahir, Head of Plant 1. On this occasion, the CEO wished everyone a safe & healthy Christmas and New Year. He stressed that while celebrating, people should rigorously follow the preventive SOPs by limiting interaction and maintaining social distance, to minimize the spread of the novel coronavirus.



# welcome aboard

## New Hire at Interloop Limited



**Muhammad Imran Riaz**  
*Sr. Manager Strategic HR Dept.*

Muhammad Imran Riaz has joined Interloop Limited as Senior Manager in the Strategic HR Department. Imran holds a MBA degree in HR & Marketing and is a seasoned professional with over 15 years' experience in aligning & leading HR Strategy, HR Business Partnering, Organization Development (OD), and Talent Management with various organizations.

He has previously worked with PTCL as Sr. Manager & HRBP before joining Interloop. He has also worked at Interloop from 2006-2013 as Assistant Manager OD. Imran will be reporting to SGM Strategic HR and will look after Interloop Way People / L&D functions.

Imran loves to play badminton and has a passion for traveling, hiking, cycling, and reading. He is happily married and blessed with two kids; a son and a daughter.



# in the spotlight

## Interview with Faryal Sadiq, VP Sales & Marketing

### Brief introduction of yourself.

Four years in and doing my second role at Interloop heading, sales and marketing, product development, quality assurance, corporate communication and sustainability. Prior to Interloop, I worked as a management consultant with leading professional services companies, focusing on the consumer goods and the retail sector. Besides a full time career, I have two spirited boys keeping me on my toes and an incredibly close knit family that has enabled me to be ambitious whilst living a fulfilling life.

### What are the fundamentals of your work style?

I am strong proponent of leading from the front and building a team that shines through hard work, commitment and adopting continuous improvement. Although there is no magic number but the 10,000 hours rule generally works. I believe being real and genuine inspires commitment and expect excellence balanced with compassion.

### How interesting has been your journey with Interloop?

Interesting would be an understatement, I would say the last four years have been uber-interesting. The magnitude of my work increased multi-fold and the purpose it brought to my life has been incredible. With so many livelihoods, communities and our environment being connected to Interloop – the difference I and all of us can make is huge. We have an exceptional mix of talent, commitment, focus and the desire to do better here at Interloop. I am glad to have learnt a great deal from my teams whilst also bringing better structure and professionalism to how we work.

### Which personality has inspired you the most in your life?

I wouldn't say there is a single personality that has inspired me but a host of people and more importantly my experiences in life that have inspired me the most. From a young age, my grandmother and mother instilled discipline and hard work. My family's strong emphasis on a good, sound education led me to experience new cultures, independence and empowerment. My mentors at Deloitte and EY instilled structured and professional ways of working whilst I learnt from my father that there will always be a question that one won't be able to answer so always be prepared for the worst while hoping for the best.



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

I won't deny I do love working and thoroughly enjoy my work. As a mother there is always a guilt of not spending enough time with one's kids but I love the fact that we are breaking gender stereotypes at home and my kids are growing up believing in equity. I do balance my work with holidays which are almost sacrosanct for my family and I make sure I take time out for these precious moments.

### What has been the most incredible moment of your life?

I wouldn't say it was a moment but certainly having children has been incredible but it is even more incredible because of all the other opportunities I have had in life. I am thankful for an incredible life which is safe, healthy and happy and hope I can give back as much as I have gotten.

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

The next five years are going to be incredibly important as we pivot to become a multi-category manufacturer of apparel goods and find new avenues for growth amidst such profound changes happening in the market. This would require a strong team that is agile, committed and ready to grasp new opportunities.



Product Development Team



Sustainability Cell

## S&M 1&2, PD, QA, Corp Comm & Sustainability Cell at a Glance



Sales & Merchandising 1 & 2 Teams

Faryal Sadiq, VP Sales & Marketing works with diverse teams and heads the Sales & Merchandising 1&2, Product Development, Quality Assurance, Corporate Communication, Marketing Communication, New Business Development, and Sustainability functions.

### Sales & Merchandising

Understanding the constantly changing consumer demands and to manage customer satisfaction effectively, S&M has been diversified into multiple subdivisions handling customers from different geographies. S&M 1&2 are working with some of the largest clothing brands & retailers in the North American & European regions and Japan. While managing hosiery sales by executing contracts with existing customers and generating new business, S&M 1&2 also work on new product development and innovation. Their main focus remains on partnering with the customers and providing them with end to end solutions, and managing cordial relationships with internal stakeholders for effective and efficient business execution.

### Product Development

Vertical Sampling Facility is a vertically integrated state of the art product development setup, comprising a digital design studio, a yarn library, a color development lab, 28 sample yarn dyeing machines, 8 socks dyeing machines, 120 diversified Knitting machines, hand linking, digital printing, sublimation print, heat transfer, label/lace application, anti-skid facility and tights development, all under one roof. VSF digital design studio is being equipped with 3D sampling and a dedicated design team. Business growth with key accounts and breakthrough with new US retailers are significant achievements of PD.

### Quality Assurance

The department looks after Quality Control, Quality Testing Labs & Quality Management System. The Quality Policy refers to the working processes to produce quality products and deliver excellent services to our valued customers. With ISO/IEC 17025:2005 & ISO/IEC – 17043 accreditations, Interloop is the First Textile Company in Pakistan to provide Local Proficiency Testing (PT).



Quality Assurance Department

### Corporate Communication

Corporate Communication works towards building up the corporate brand image and reputation through engagement and communications with external stakeholders. It utilizes modern communication styles & tools to promote organizational initiatives and represent the company on digital and conventional media. Regularly publishing newsletters, reports, business profiles, videos, developing case studies, and managing sponsorships, website, intranet & social media are a few of the many applications that are part of Corporate Communication's portfolio. This direct and indirect communication approach helps the company in building deeper relationships with customers and other stakeholders.

### Sustainability Cell

Interloop has a centralized Sustainability Cell which works tirelessly towards making the business sustainable, ensuring the protection of communities, restoring and conserving ecosystems, and creating competitive profit. It sets sustainability targets for all business units, monitors the performance, and tracks the impacts of company's environmental, social, community, and prosperity initiatives. It facilitates in managing customer requirements regarding sustainability, and also develops new policies & actions, recommending the best course of action for future.



Corporate Communication, New Business Development & Marketing Communication Teams



# health & happiness

## Benefits of Century Old Flaxseeds

Flaxseeds: are small gold or brown seeds that come from flax plants. Some call Flaxseed as the most powerful plant foods on the planet. There is some evidence that it may help reduce your risk of heart disease, cancer, stroke, and diabetes. That's quite a tall order for a tiny seed that's been around for centuries. Here are some reasons why you should be eating flaxseeds:

- 1. Loaded With Nutrients:** Grown since the beginning of civilization, flax seeds are one of the oldest crops. Both brown and golden seeds are equally nutritious. A typical serving size for ground flaxseeds is 1 tablespoon (7 grams). Just one tablespoon provides a good amount of protein, fiber and omega-3 fatty acids, in addition to being a rich source of some vitamins and minerals.
- 2. High in Fiber:** Flaxseeds have insoluble and soluble fiber, both of which are important for maintaining overall health. One tablespoon of ground flaxseed has about 2 grams of fiber. Insoluble fiber can help regulate bowel movements and prevent constipation while soluble fiber dissolves in water to form a gel which slows digestion
- 3. May improve cholesterol levels:** Flaxseeds may help lower total cholesterol and LDL cholesterol levels. Lowering LDL cholesterol, or 'bad cholesterol,' level can reduce your risk of heart disease.

**4. Rich Source of Lignans:** Lignans are plant compounds that have antioxidant and estrogen properties, both of which can help lower the risk of cancer and improve health.

- 5. Can Be a Versatile Ingredient to your meals:** Flaxseeds or flaxseed oil can be added to many common foods like:
- Adding them to water and drinking it as part of your daily fluid intake
  - Drizzling flaxseed oil as a dressing on salad
  - Sprinkling ground flax seeds over your hot or cold breakfast cereal
  - Mixing them into your favorite yogurt
  - Adding them into cookie, muffin, bread or other batters
  - Mixing them into smoothies to thicken up the consistency
  - Adding them to water as an egg substitute
  - Incorporating them into meat patties



# I-read

## Lobster on a Cheese Plate

by Mark Harari

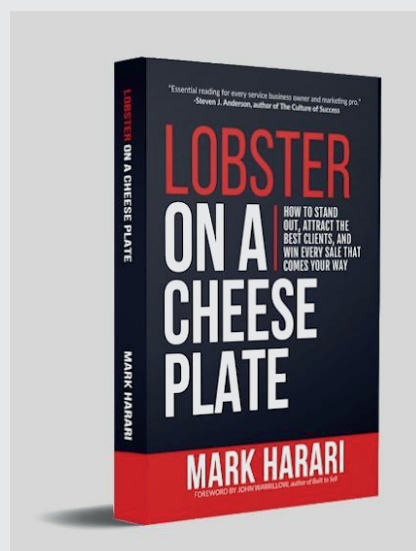
What makes you stand out? In a world filled-with good choices, why should your prospective clients choose you over the competition? In short, it comes down to answering one question: "why should I choose you?" The best answer wins. But there's a catch: prospects start answering that question on your behalf from the moment they become aware of your existence.

This book will show you how to establish yourself as that "best choice" from the onset, dramatically shortening your sales cycle and virtually guaranteeing the sale every time.

In this practical, step-by-step guide, author Mark Harari tackles the intimidating subject of market differentiation with great approachability, a sense of fun, and a uniqueness that helps you hone and focus your business for maximum potential.

Whether you compete in a market saturated with similar service companies, or with franchises and corporations thousands of times your size, Lobster on a Cheese Plate will give the tools you need to take them on... and win.

Through the author's real-world examples, interactive exercises, and free resources available for download, you will come away with actionable knowledge and a firm plan for dominating your market.



# about pakistan

## Rawalakot – Azad Kashmir

Rawalakot (in Poonch district), also known as ‘Pearl Valley’ is generally recognized as Mini Kashmir and owes its name to the city of Rawalakot that was the headquarter of the Raja of Poonch before 1947. Rawalakot is a hilly area with an average altitude of about 2000 meters above the sea level. The mountains in the district belong to the Pir Panjal range, with Tolipir as the highest peak in the eastern mountain regions. The Jhelum River flows from north to south and also borders on the west. The Rawalakot River making its way from Pir Panjal range in Indian-administered Kashmir flows along the south-eastern boundary.

Kehan nalla, Ranger nalla, and Hajira nalla are prominent streams which are actually flood streams. North-eastern Rawalakot is very cold, but the lower valleys experience cold winter and hot summer. The temperature in summers varies from 16°C to 35°C, in winter the entire place is covered in snow, and the monsoon season runs from April to June.



A view of Rawalakot City

### Banjosa

Located 12 miles from Rawalakot, in the middle of Kail woods is a hill resort. Banjosa Lake is beautiful for boating, but also cozy with a night-time bonfire. Situated at an elevation of 6000 ft. above sea level, this beautiful resort is perfect for relaxing.



Banjosa Lake

### Tolipir

The highest peak in Rawalakot, Tolipir is of 7500 ft. above the sea level with a picturesque view of the surrounding area and a view of this river from the top. Its a 45 min drive from Rawalakot on a narrow road. The place has beautiful plains amidst mountains. There are also remains of an old Mazaar at the top of Tolipir.



Tolipir

### Tatta Pani

Located 45km from Rawalakot city on Hajira Road, Tatta Pani has Hot Water Springs coming out of the ground and flowing into the Poonch River. These are sulfur water springs with water temperatures approximately 86°C in summers and 65°C in the winters.



Tatta Pani



## باغبان

15 سال ہو گئے مجھے اس کمپنی میں بطور مالی کام کرتے ہوئے۔ کتنی بہاریں میں نے اس کی مٹی گداز کرتے ہوئے اور پودوں کو اپنے ہاتھوں سے سینچتے گزاری ہیں۔ میں نے ہر قدم پہ اسے اپنا دوست اور اپنا ساتھی پایا۔ کچھ عرصہ پہلے کام کرتے ہوئے میں سیڑھی سے گرا اور میری ٹانگ بڑی طرح زخمی ہو گئی، گھر کا اکیلا کفیل اور 12 لوگوں کی معاشی ذمہ داری کا سوچ کر ہی پریشانی بڑھ جاتی تھی۔ ایک سال میں بستر سے لگا رہا اور اس عرصے میں انٹرویو نے میرا ساتھ خوب نبھایا۔ نہ صرف مجھے تنخواہ وقت پر ملتی رہی بلکہ اس کمپنی نے میرے ساتھ ساتھ میری بیٹی کو بھی آگے بڑھنے میں اور معاشی خوشحالی میں اپنا حصہ ڈالنے کا موقع فراہم کیا۔ میں دعا کرتا ہوں کہ یہ ساتھ ہمیشہ بنا رہے، لوگوں کا روزگار لگا رہے اور یہ کمپنی یونہی ترقی کرتی رہے



گلزار مسیح

## ہاں میں باختیار ہوں

میں انٹرویو میں پانچ سال سے بطور ہیملر کام کر رہی ہوں۔ مجھے پڑھنے لکھنے اور اپنے پیروں پر کھڑے ہونے کا بہت شوق تھا پر کم عمری میں شادی کی وجہ سے کرنہ سکی۔ کچھ سال پہلے مجھے انٹرویو کا پتہ چلا کہ یہاں عورتوں کا خاص خیال رکھا جاتا ہے اور تحفظ ملازمت فراہم کیا جاتا ہے۔ اب میں پانچ سال سے محنت کر کے اپنے بچوں کو اچھے سکول میں تعلیم دلوا کر اپنے شوق کو تقویت دے رہی ہوں انٹرویو میں اب مجھے فینز ٹریڈ پروگرام کی جنرل سیکریٹری مقرر کر دیا گیا ہے اور اب وہ لڑکی جو پہلے اپنے مسائل حل نہیں کر پاتی تھی آج انٹرویو کی بدولت اتنی با اعتماد ہو گئی ہے کہ لوگوں کے مسائل سنتی اور حل کرتی ہے۔ انٹرویو نے میری زندگی میں بہت اہم کردار ادا کیا ہے اور میری دعا ہے کہ یہ کمپنی ہمیشہ ترقی کی طرف گامزن رہے کیوں کہ اسی ترقی اور خوشحالی سے لوگوں کی خوشحالی جڑی ہوئی ہے



شمینہ کوثر

# قرآنی آیات | quranic verses

بِسْمِ اللّٰهِ الرَّحْمٰنِ الرَّحِیْمِ

﴿سورة النحل﴾ ﴿53﴾ وَمَا بِكُمْ مِنْ نِعْمَةٍ فَمِنَ اللّٰهِ

ترجمہ:

اور تمہارے پاس جو نعمت ہے سب اللہ کی طرف سے ہے۔ ﴿سورة النحل﴾ ﴿53﴾

TRANSLATION:

Whatever blessings you have are from Allah ﴿53﴾ (Surah An-nahal)

## نعت رسول مقبول

ہر گام پہ دیکھے ہیں سکوں بخش نظارے  
ذرے ہیں ترے شہر کے تابندہ ستارے  
ہے تیرے ہر اک قول میں اخلاق کی تعلیم  
سیرت میں نظر آتے ہیں قرآن کے پارے  
وابستہ تری ذات سے اُمیدِ کرم ہے  
ہے کونسا درد جہاں جہاں درد کے مارے  
بارانِ کرم ہوتی ہے ہر آنِ حرم میں  
ہر سمت نظر آتے ہیں رحمت کے اشارے  
جائے وہ کہا چھوڑ کے تیرا درِ اقدس  
جو تیرا ہو وہ تیرے سوا کس کو پکارے  
ہوں حشر کے میدان میں بخشش کا وسیلہ  
مقبول ہوں درگاہ میں نعمات ہمارے  
ہیں باعثِ تقلید صحابہ کی ادائیں  
سب تیرے فدا کار ہیں رخشندہ ستارے  
پیرائید اظہار عطا تو نے کیا ہے  
شاکستہ مدحت ہیں کہاں لفظ ہمارے  
حافظ کہ جو ہیں سنتِ سرکار پہ عامل  
اللہ کے محبوب ہیں خالق کے ہیں پیارے

حافظ لدھیانوی

## حمد باری تعالیٰ

ذرہ ذرہ ہے آشا تیرا  
ذکر ہر لب پہ ہے خُدا تیرا  
حلقہ لطف میں ہے زینتِ مری  
مجھ کو کافی ہے آسرا تیرا  
اسکو کیا فکر جس کا تو ہو جائے  
اسے کیا غم جو ہو گیا تیرا  
تُو نے تہائیاں سجائی ہیں  
ذکر کیسا ہے کیفِ زاتیرا  
تُو مرے ساتھ ساتھ رہتا ہے  
کب تصور ہوا خدا تیرا  
دل ہر ذرہ میں ہے یاد تری  
ذکر ہوتا ہے جا بجا تیرا  
میرے الفاظ میں مہک ہے تری  
حسن شعروں میں ہے بسا تیرا  
دل کی دھڑکن ہے تیری حمد سرا  
اشک میرا ہے نعمہ زاتیرا  
لطف بے حد ہے تیرا حافظ پر  
نام لیتا ہے جو سدا تیرا

حافظ لدھیانوی





## 3 NEW TCF-INTERLOOP PRIMARY SCHOOLS

