

QUARTERLY CONNECT

July - September 2021

Issue 3

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#JeansRedesign

**Together we
can redesign
the future**

We are proud to be a part of the esteemed Ellen MacArthur Foundation Project - The Jeans Redesign.



FROM THE DESK OF CEO

Dear US Apparel & Textiles Family,

I sincerely hope all of you are in good spirits. It has been almost 2 years now that we are fighting the Corona Virus, all of us are exhausted due to the constant uncertainty and fear and it has caused stress also. I would urge all of you to stay positive and rest assured that we will beat this fatal virus. I am happy to share that 100% of our employees are vaccinated with the first dose and we are strictly following the SOPs at work. My heartfelt gratitude to all of you for your devotion to making this crisis a learning experience and an opportunity to push our limits and putting everyone's safety and honoring commitments to our customers at top priority. Against all odds, the resilient team of US Apparel & Textiles has managed to roll out our business expansion projects successfully. Our flagship project Unit 1R has achieved a capacity of 8000 pieces per day and I am confident that it will be a Leeds Certified amenity operating at 20,000 per day capacity by the end of 2022. Our Board has also approved the budget of 10 million

USD for the capacity increasing up to 10,000 pieces per day at Unit 5 (sBU USA).

Another diversification project, US & Dynamo has successfully dispatched its first export order and is ready to take on more. Our freight forwarding company, LEEDS Logistics is all set to redefine the industry with in-depth knowledge and competitive business strategy, ready to start operations in October 2021. Our newly setup function of Corporate Sourcing and Contracts is expected to add immense value through efficient sourcing and vendor management, improving the processes based on data-driven analytics. We took another step forward in our sustainability journey by increasing our solar power generation capacity from 4 MW to 7MW by the end of the first quarter of 2022.

All sub-business units have done well in all aspects of the business considering the prevailing circumstances. However, cotton & yarn prices availability will be a huge challenge. My piece of advice to all of you is that; together we have achieved great success but we should keep on striving for excellence.

The textile industry globally is disrupting and evolving at a fast pace. We must innovate and adapt as make no mistake, we are headed for even bigger accomplishments in the future.

Best Regards,
Asif Malik



HUMARI PEHCHAN SARSABZ PAKISTAN

As our beloved homeland turned a year older, all sBU(s) and Corporate office ensured full participation in both internal and social media campaigns based on the theme "Humari Pehchan Sarsabz Pakistan". It was nostalgic to hear our colleagues sharing their childhood memories on the eve of Independence Day. Our office(s) were beaming with illuminations, flags and it was heartening to see many colleagues dressed in Green & White accordingly.



What is your favorite 14th August memory?



ADOPT A PLANT

The Corporate Office led a seedling distribution activity "Adopt a Plant" followed by all sBU(s) and more than 500 seedlings were distributed amongst the employees to take it home and plant with their families and loved ones. This was our way of expanding the sustainability efforts out of office premises to our homes.

A glimpse of our "adopt a plant" activity at US Apparel and Textiles today.



US APPAREL & TEXTILES X PHA

A greener Pakistan is the only way forward for us. We have collaborated with PHA for the tree plantation drive. An MOU was signed between US Apparel & Textiles and PHA, represented by Chaudhry Abdul Rehman (Head of Compliance, US Apparel & Textiles) and Yasir Gillani (Chairman, PHA). Under this Miyawaki Jungle project, US Apparel & Textiles has donated 4500 trees.

"HAMARI PEHCHAN - SARSABZ PAKISTAN"



NET-ZERO COALITION



We are happy to share the mission of a green future with our peers in the textile industry and outside institutions dedicated to Net-Zero Emissions Goals. Federal Minister and Advisor to Prime Minister for Climate Change, Malik Amin Aslam Khan was the keynote speaker and joining him Asif Malik (CEO, US Apparel & Textiles) while sharing his vision during the CEO Roundtable discussion organized by Pakistan Environment Trust (PET) and British High Commission Pakistan, said that "We aim for success in this endeavor by being mindful of sustainability as this change in the mindset can ensure the success, the achievement of our objectives (Sustainability Challenge 2022) for now and later adoption of even more stretched targets."

IN CONVERSATION WITH VOICE OF AMERICA URDU



Sustainability is a change of mindset that we are passionate about. Being a responsible business, we are aware of the fact that the fashion industry is one of the major contributors in affecting the environmental burden adversely and we are dedicated to reducing the hazards by making fashion more sustainable. This mindset change comes from the top at US Apparel & Textiles. Asif Malik (CEO, US Apparel & Textiles) in conversation with Saman Khan for View 360 Voice of America, recounting our Sustainability Challenge 2022 and how we are creating an enabling environment for females.

Watch the full interview here:

https://www.linkedin.com/posts/us-apparel-and-textiles_ceo-us-apparel-textiles-in-conversation-activity-6828547121873063936-mwLZ

MEET THE CEO

We believe in open and inclusive work culture. The Executive Management ensures connecting with the employees at regular intervals making the culture more transparent. A virtual meet-up with the CEO for the new joiners was organized by the HR team(s). Asif Malik (CEO, US Apparel & Textiles) and Hassan Aftab (Director HR) welcomed the new members and encouraged them to exchange their thoughts on how can things be improved for making the work culture more enabling. The CEO, shared the company's agenda to promote careers not just employment, and how enabling the ability to learn can result in the ability to earn. These sessions are vital for building trust and delivering company messages and also offering an opportunity to provide employees with a valuable and accessible communications channel.



IN THE SPOTLIGHT



Irfan Nazir

MD, US Denim Mills

NEVER HAVE I EVER

Gotten into a physical fight.

TAKE ON SOCIAL MEDIA

Excellent & effective tool to reach out and express yourself as long as moral boundaries are not crossed.

FAVORITE POET

Allama Iqbal

KNOWN FOR

As a professional known for someone who has always believed in Trusting, Respecting and Delegating authority to teammates & subordinates. As a person, someone who has lot of patience.

LIFE CHANGING EXPERIENCE:

Around 25 years ago, I asked ALLAH for something and pledged to HIM to do certain act that would please HIM. ALLAH, did not grant me what I was desperately wishing for. And, that made me very upset with HIM. Later that day I asked HIM for HIS forgiveness and since then HE has blessed me lot more than what I have deserved. I learnt a big lesson that ALLAH would always test us, in some way or the other. Just try your best to obey & please him and make HIM a priority in your life. Rewards granted in return by ALLAH are great.



REDEFINING LOGISTICS

We are happy to share some glances from the handing over ceremony of our brand-new fleet of trucks ready to hit the roads by September 2021. We look forward to working with you and redefining logistics together.

EMPOWERED WOMEN. EMPOWERED NATION.

Rubina Jamal, from Insolito Associates (an HR and OD Consultancy firm) conducted an interactive training session for the females on "Women Empowerment". It helped them to understand the importance of self-care and decision making. The females were asked to share their thoughts on the concept of corporate dress code for men and women.



EXCHANGING POSITIVITY

Our distinguished guests Olivia Campbell (Deputy Director for Trade) and Rehan Shahid (Senior Trade Policy Advisor) Department for International Trade, British High Commission Islamabad, visited the Corporate Office of US Apparel & Textiles, exchanging positive thoughts and mutual interest in strengthening the diplomatic and promoting trade relations between Pakistan and the United Kingdom. It was great to share updates and achievements on our Sustainability Challenge 2022 and presenting the Sustainability Report 2020.

INTERVIEW DO'S AND DON'TS

Interviews are an important event for both candidates and interviewers. Managing time effectively and asking the correct questions with the right attitude and body language is an art. Hassan Aftab (Director Human Resources) led a successful workshop on "Conducting Effective Job Interviews" on September 30, 2021, arranged by sBU Denim Mills. General Managers and above cadre employees attended the workshop. Irfan Nazir (MD sBU Denim Mills) was also present in this interactive session.





WORKSHOP ON CONDUCTING EFFECTIVE JOB INTERVIEWS

BY HASSAN AFTAB
DIRECTOR HR US APPAREL & TEXTILES

- Workshop Agenda Points**
- Effective Interview Skills
 - Guidelines for Conducting Effective Job Interviews.
 - Discussion on Salary Maximums as per PMS guidelines.

Schedule
Date & Day: 30 Sep - Thursday
Time: 3:00 PM to 4:30 PM
Venue: Marketing Conference Room

Participants DGM & above cadre employees

Human Resources Department
US Denim Mills

CHANGING MINDSETS

Sustainability is an ongoing mission for everyone at US Apparel & Textiles. We all now think towards making changes big and small, around us to keep the environment clean. sBU USA is now including electric vehicles to the fleet which require minimum maintenance and are environment friendly.



WAGES INCREMENT

We received an overwhelming response and witnessed some jubilant faces during the announcement of the increase in minimum wage & attendance allowance in an(internal) communication. The anticipated joy was overwhelming as a result of such a prompt increase.



INDUSTRIAL LINKAGES



Our Director Corporate Administration & IR, Chaudhry Abdul Rehman welcomed the newly appointed GM Operations LESCO, Shahid Haider, on assuming his office.



so far. There are now many females working in the company cross functions and grades but today we are going to introduce you all to Tasleem Bibi who is the epitome of true women empowerment.

A female Gardner, why not? Our very own "Khatoon Baghban" who is busy making the lush lawns of US Apparel & Textiles more picturesque with sheer hard work and aesthetics.

NEW

SAY HELLO TO A NEW COLLEAGUE

Zoa Zahid
Manager Digital Content

PROUD TO BE A PART OF THIS INFLUENTIAL GROUP WHERE INTEGRITY IS THE CARDINAL PRINCIPLE READY TO EXPLORE THE NEW AVENUES & CHALLENGES!

BREAKING BARRIERS

Merit-based gender parity has been a challenge for us but it is encouraging to see that we are now around 9% total female population in the workforce. It was never just the numbers or percentage that we wanted to change, but providing a conducive environment and equal employment opportunities to the females. It took a lot of unlearning and relearning of behaviors and policies to make this progress

NEW

by **Ayesha Zaman**
(Graduate Recruit,
Corporate Communications)



IN MY OPINION

Pakistan's unpredictable 'White Gold'

Due to a surge in inflation, Pakistan's cotton prices have climbed 51% from last year, to Rs13500/maund (Source: Gulf News). In August, the government set the cotton intervention price at Rs.5000 per 40kg, to encourage local production of cotton, which had taken a hit in recent years. It had plunged 34% from the previous year and drastically declined to 7.02 million bales, in the year 2020-21 – which is the lowest it has been in 30 years (Source: The Nation). Due to the shortage and pressure from the textile sector, Pakistan imported 5.04 million bales to support its domestic industry and lost valuable foreign exchange in the import of the crop.

The Pakistan Cotton Ginners Association has been pressurizing the government to subsidize and facilitate the cotton sector, as the country suffers from a direct and indirect loss, over 10 billion USD per year (Source: Global Village Space). They proposed that cotton seed price should be supported to prevent mass unemployment in the rural sector, and economically uplift the industry. Thus, the federal cabinet approved a cotton intervention price and stated that the Trading Corporation of Pakistan (TCP) will procure 200,000 bales of cotton, should the prices fall from a stark increase in the incentivized, production quantity this year.

Federal Minister for National Food Security and Research, Syed Fakhar Imam, also previously stated that the government is working on a cotton revival program which will modernize cotton ginning technology and standardize local cotton quality, with the international market, to enhance the export value. Moreover, China and Korea will collaborate with Pakistan to provide research and development for the technological advancement of cotton seed.

Furthermore, the textile industry has suffered direly from the increase in prices, as local cotton is already expensive for local textile manufacturers, and the quality of cotton seed is substandard and prone to pests and diseases. While the world has shifted to transgenic technology, GMO seeds and increased its yield per acre, Pakistan still faces inferior seed quality and needs to facilitate the entry of international seed companies, into the local market.

To promote greater export value, and diversify the risk from the cotton sector, the textile industry should invest in organic and sustainable natural fibers. This includes recycled cotton made from the post-consumer cotton waste, and offers a reliable, sustainable solution to the energy and water-intensive crop.

Hemp is one of the oldest, most versatile fibers in the world. A natural fertilizer, hemp is hardy and requires negligible amounts of water and pesticides, making it a suitable substitute for cotton fabric. Linen is naturally biodegradable, and anti-bacterial, as well as resistant to high temperatures. Thus, it's a fitting option for apparel industries to adopt as a sustainable solution for their cotton worries. The US-based brand Eileen Fisher, specializes in a combination of organic cotton, blended with organic linen to make denim and other high-end sustainable apparel.

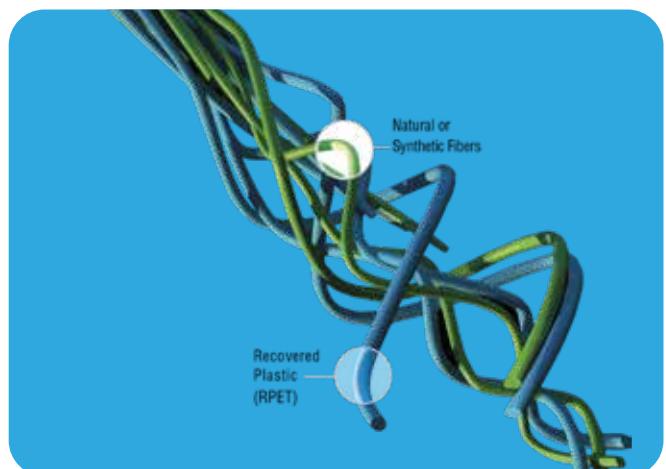


Tencel is a unique, innovative fabric that is created by dissolving wood pulp treating it with chemicals in a closed-loop system. Since it is more absorbent than cotton, its manufacturing process requires less water and energy. Furthermore, its anti-bacterial and moisture-resistant properties make it the best fabric for denim and activewear. As seen by the American Denim brand DL 1961, which is

successfully producing water-efficient, in-house production of denim using Tencel.



Bionic yarn is a fiber constructed from recovered plastic (RPET) from the ocean, that is recycled and blended with natural and synthetic fibers to form customizable fabric with a diverse range of application uses for denim production. It is currently used by G-Star Raw, in their sustainable denim line.



As it is now clearly proven – Pakistan's textile industry cannot rely solely on cotton as its primary source material, when its prices fluctuate drastically, as does quality, productivity, production quantity and import/export volumes. Moreover, the labor-intensive nature of the industry, makes it all the more exceedingly important for a stable and structured growth in the global trade market. Thus, value-addition in textile and apparel is an absolute must. This includes modernizing the business environment, by stimulating industries to conduct innovative R&D to adopt sustainable fabric and enhance productivity. In order to shift the burden from cotton, onto synthetic fibers and complex materials, the apparel industry will have to upgrade their process technologies and diversify their manufacturing base.

SUSTAINABILITY STARS 2021

An interactive review session was arranged at sBU UK/EU to go over the progress of Sustainability Challenge 2022. The Management recognized top 5 performers and awarded them with "Sustainability Stars" souvenirs to acknowledge their zeal and zest.



M. Imran
Sustainability Star
Water Management



Zahid Zafar
Sustainability Star



Badar ul Islam
Sustainability Star
Energy Management



Farhan Rafique
Sustainability Star
Data Management



Mosin Fiaz
Sustainability Star
Waste Management

ANTI COVID DENIM



US Denim Mills has developed an Anti-Covid denim fabric. This Anti-bacterial, Anti-viral, Anti-odor fabric comes with specialized yarn to achieve long-lasting results by using Silverbac technology from ICI-Pakistan. The fabric is designed to give the wearer confidence that there is no skin harm or health hazard as a result of bacterial or viral invaders. All this is accomplished without disrupting the aesthetics or properties like color, touch, etc. This article is not only passed at Raw/un-wash level but also passed after 10 Home Laundries which are being tested by third-party lab.

INTERNATIONAL OBSERVANCES

sBU Denim Mills always keeps pace with the International remembrance days and runs activities and internal communication to create awareness amongst employees. World Plastic Free Day, Hepatitis Day, and First-Aid Day were observed on July 3, July 28, and September 14, 2021 respectively.





WE GOT FEATURED

We got featured in Sourcing Journal. Read the expert opinion of Hafiz Mustanser Ahmed (Managing Director, sBU-UK/EU) here <https://bit.ly/3iT0c2t> as he sheds light on the trending Small Runs, Virtual Samples, and Sustainability Costs. Enjoy and let us know your take on the topic in the comments section.

LET'S CELEBRATE HALF YEARLY PERFORMANCE



In continuation of Performance-based Reward and Recognition at sBU UK/EU celebrating half-yearly business achievements over a grand dinner. Buck-up notes by the senior management encouraged the teams to further excel in their performance by year-end.

THEME COMPETITION – CELEBRATING PAKISTAN



Umair Ali and Arslan Arif secured 3rd position by projecting 10 facts of Pakistan on denim jeans.

HUMARI PEHCHAN SARSABZ PAKISTAN CELEBRATING PAKISTAN

Aligned with the centralized theme for Independence Day this year; Humari Pehchan – Sarsabz Pakistan, an internal employee engagement activity - a theme competition comprising of 14 groups, pairing employees from different departments were asked to portray their vision of Pakistan.



*1st Prize:
Tayyaba Iqbal, Maryum Saleem & Mahnoor Irfan were declared winners for their model displaying diversity that included famous food, places, people, monuments.*

*2nd prize:
was awarded to Asra Naeem & Sameen Anwar who developed a video clip including employees from all levels who expressed their feelings for Pakistan.*



WORKWEAR COLLECTION UNVEILING

sBU UK/EU upcoming "Work Wear" project's portfolio was presented to Board of Directors on Sep 22, 2021. Kashif Chaudhry (GM R&D) along with Hafiz Mustanser Ahmed (MD sBU UK / EU) and Saad Noor (Director Marketing) briefed the BODs on the variety of prototypes and special fabrics like flame radiant, fire retardant, high visibility, water repellent, oil & soil repellent were used in the development.



EMPLOYEE RECOGNITION OWNERSHIP CHAMP

Under the "Recognition Champion Program", Rana Nazar Hussain (Manager Administration) was recognized as "OWNERSHIP CHAMPION" for his dedication and efforts to monitor and execute the cleaning of exit sewage drains and construction of new manholes at Ferozpur Road.



PEHCHAN PAKISTAN QUIZ ACTIVITY

Engaging the non-management employees in Independence Day activities, a quiz was conducted on the production floors of units 3&4 and 1R. PEHCHAN PAKISTAN quiz competition not only enabled the audience to get familiar with diverse facts on the history of Pakistan but also brought joy to the faces of employees who received sweets and chocolates on giving correct answers.

GROUND BREAKING CEREMONY – NEW WAREHOUSE



The groundbreaking ceremony for the construction of a new warehouse in sBU UK/EU - Unit 4 was held on August 20, 2021.

NON-MANAGEMENT - INCREMENT COMMUNICATION SESSIONS

HR team alongside Production Leads of respective departments, visited the floors to communicate the good news of their incremental increase and share the jubilant moments with all workers.



NEW OFFICE BLOCK – VMD (US 3/4)

A new office block is ready for the VMD team. This new space is modern and more comfortable for the team. There is a new common room for the females also in this block.



PAKISTAN ZINDABAD!



BEATING THE ODDS; FEMALE INCLUSION

sBU USA - Unit 5 achieved a gender parity milestone, as females now make 10% of the workforce, which was the yearly objective set by the organization.

Target 2021
10% Female Ratio

Baseline Dec 2020
Female HC - 44
Male HC - 2694
Female Ratio 1.6%



Sep 2021
Female HC - 285
Male HC - 2556
Female Ratio 10%

Yearly Target of 10%
female population
achieved.

MENTEE TO MENTOR

Last year, sBU-USA embarked on an educational endeavor through the initiation of the Harvard Manage Mentor Program, and it was a lucrative success. The employees are now ready to pass on their knowledge and expertise to their fellow workforce, through the launch of the "Mentee to Mentor" program. The first session was led by Imran Malik (Managing Director, sBU USA) on "Leading People" on September 15, 2021.



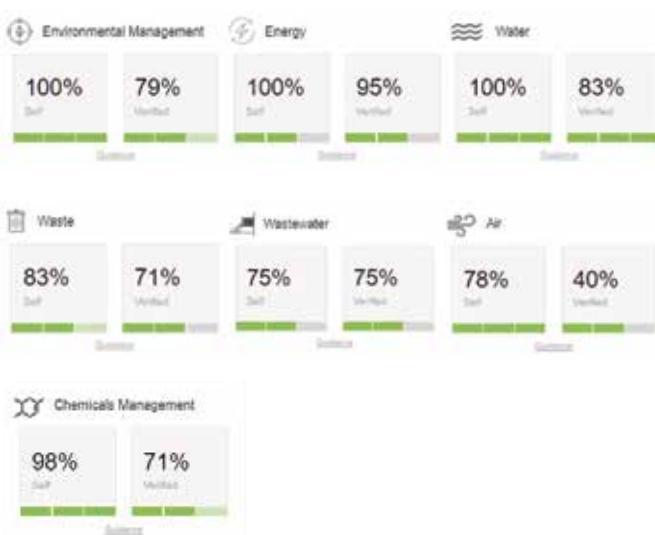
INAUGURATION OF VMD-R&D FLOOR AT SBU USA

Mian Omar Ahsan, inaugurated the new VMD-R&D floor. It has given the department a sleek, modernistic look, and revitalized the building and workforce alike.



HIGG FEM 3.0 VERIFICATION

US Denim Mills successfully completed the Higg FEM 3.0 (Third Party Verification) with 73.4 % score conducted by ELEVATE Pakistan. The Higg Facility Environmental Module is a sustainability assessment tool that standardizes how facilities evaluate their environmental performance. In this assessment, Legal Permits, Environmental Management System, GHG Emissions, Waste Water, Waste and Chemical Management were verified.



WELCOME ABOARD!

sBU USA is proud to include Kontoor Brands and Ariat to its vast range of customers. Kontoor Brands is an American clothing company. It was a spin-off from the VF Corporation in May 2019 and markets some of the world's most iconic denim brands like Lee, Wrangler, and Rock & Republic.





YOUR VOTE. YOUR VOICE.



The Committee Elections (2021-2023) were held in units US-2 & 5 for reformation of different Committees such as Worker Management Council), FT Workers Welfare Society, Canteen Committee, and Shop Stewardship under the supervision of Ch. Abdul Rehman, Ihsan Qadeer Malik, Mian Muneeb and Riaz Ahmed.



GUIDE TO FEMALE WELLBEING & ROAD SAFETY

sBU UK/EU partnered with National Highway & Motorway Police for conducting awareness session for the female employees, to make them aware of the safety hazards and empower them to deal with any unforeseen event with confidence.

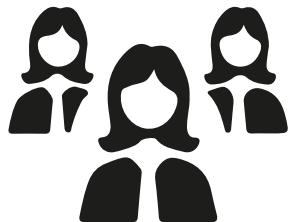


DID SOMEONE SAY PHYGITAL?

Product innovation and upgrading is a constant at US Apparel & Textiles. Our distinguished Board Members joined the unveiling of the PHYGITAL collection (AW 22/23) by sBU Denim Mills and appreciated the advancement of products in terms of quality and sustainability.



TARGET ACHIEVED!



US-3 achieved their target of 2021 for Gender Diversity by inducting 10% female employees as of Sep 08, 2021. The Leadership team is committed to achieve Sustainability Challenge 2022 target of 20% in the coming year.





"LEARNING HUB" is a tailor-made learning & development platform divided into 3 different levels (Growth, Development & Foundation) through need-based tools like Learning Need Analysis (LNA). The first session on Time Management was conducted by Muhammad Abdullah, (DGM Merchandizing) that focused on various aspects of managing time that helps in Defeating Distractions, Overcoming Time Pressure, enabling individual to Take Charge of their Productivity by identifying their Peak Productive Hours and Regaining Energy by adopting appropriate breaks.

MADE MINDFULLY

We are proud to share that sBU UK/EU has earned the "MADE MINDFULLY" supplier award for US Apparel & Textiles in July 2021, from one of its' leading client TESCO. This award affirms that we care about the environment.



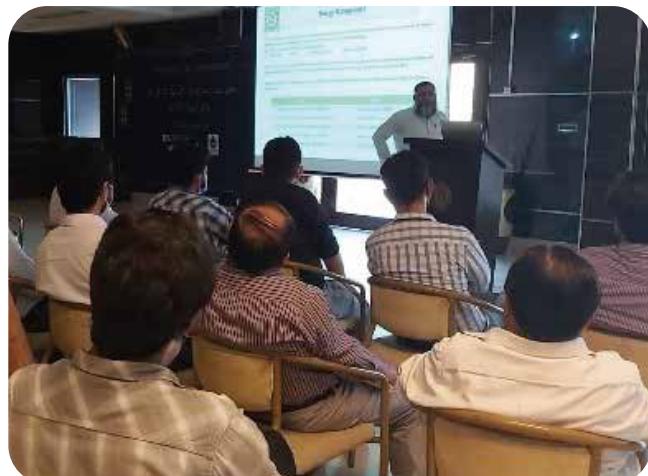
HIGHEST BOOKING & NEW CUSTOMER ADDITION

sBU UK/EU has successfully onboarded new customers and some new categories with existing customers including Sainsbury's, Next (men), Asda (ladies), BOOHOO, and Primark (Ladies & Kids)



GROUND BREAKING CEREMONY – UNIT- MOSQUE

A ground-breaking ceremony initiated the construction of Unit-5 Mosque.



IMPARTING KNOWLEDGE!

To preserve the focus on our sustainability challenge 2022, Riaz Ahmed (VP Compliance) led a Sustainability Awareness training, which trained over 223 participants and covered 398 training hours

Allahdad (HR Manager, unit 5) led a Supervisory Skills Training for Line Managers and Supervisors, which trained 383 participants, and covered 592 training hours.



Muhammad Muneer Khan (GM Marketing & Supply Chain) delivering a training session on "Decision Making".

HEALTH CARE MADE BETTER

The medical dispensary at Unit 5 has been upgraded for the ease and convenience of our workers.

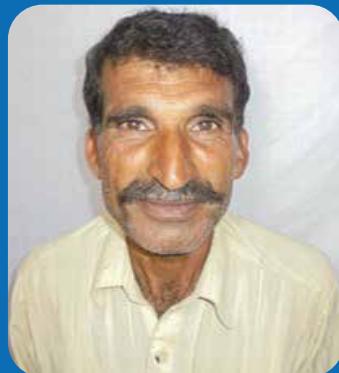


MAKING PAKISTAN "SARSABZ"

sBU USA held its SAR SABZ Pakistan Campaign, to distribute plants to the workforce, and promote a Greener Pakistan. Imran Malik, MD sBU USA, led the distribution ceremony.



MUSINGS OF A VETERAN



Muhammad Nazir Ahmed, working with us for the past 25 years. He joined the company in 1996 and has been a devoted team member since then. We salute his dedication and hard work.

YOUTH - THE HOPE OF OUR FUTURE

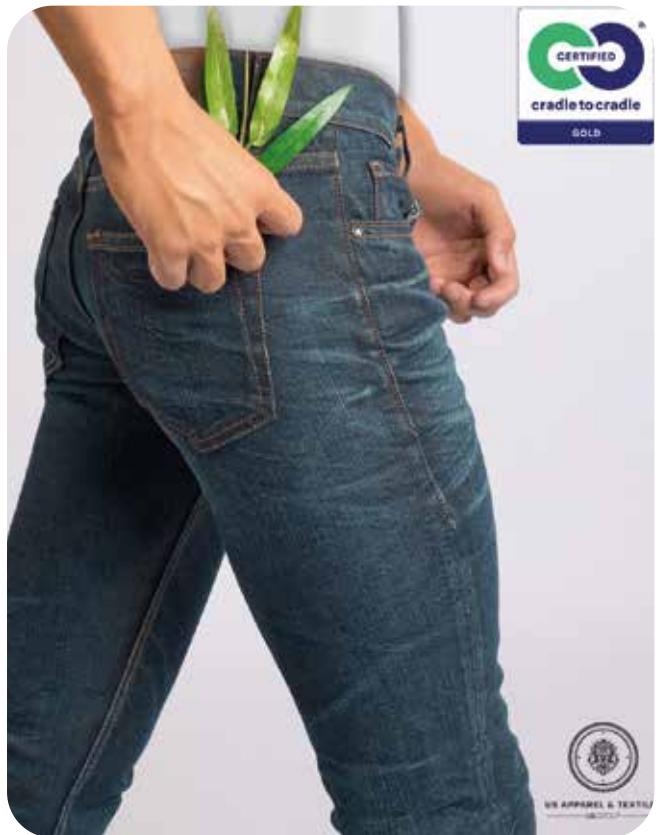


On August 12, 2021, US Denim Mills celebrated International Youth Day. Sajjad Qureshi (Director-Operations) opened the event and talked about the importance of young potential. Employees from HR, Procurement & Washing departments shared their thoughts on the impact of the COVID-19 pandemic on human health, the environment, and food systems as per themes defined by the United Nations. A tree plantation activity was also carried out by employees.

CRADLE TO CRADLE GOLD CERTIFICATION

We are ecstatic to announce that we are now C2C Gold Certified (Cradle to Cradle Certified®). C2C is a globally recognized and preferred product certification by leading brands, organizations, and most importantly sustainability standards for a circular economy. "Dexterous Range" is an exclusive denim fabric range made with organic cotton and designed by US Denim Mills specially to develop circular pair of fashion jeans.

Check out the "Dexterous Range" details on the link below:
<https://bit.ly/3khMrLD>



GENDER DIVERSITY & INCLUSION – WAY FORWARD



The HR department of US Denim Mills organized an awareness session on Gender Diversity & Inclusion, led by Ayesha Sheikh (Manager HR). Participants were briefed on different types of stereotypes, gender discrimination and harassment at the workplace, and how to develop a culture of inclusivity at the workplace.

Furthermore, US Denim Mills collaborated with Technical Training Institute for Women Township to induct skilled female employees in non-management cadre.





FEMALE HEALTH ADVOCACY

A health & well-being session was organized in collaboration with IGI Health insurance focusing on Mental, Psychological, Social, Spiritual, Environmental, and Workplace Well-Being. Dr. Ayesha Mamoon, the guest speaker from IGI highlighted how these aspects play a pivotal role in improving females' health.

ASSESSMENT CENTER & INTERVIEWS

US Denim Mills administered Assessment Center & Interviews in collaboration with National Textile University for MTO(s) hiring & TTIW for female trainees in Inspection and Quality Assurance department. Adeel Akram (GM Operations), Waseem Afzal (DGM QA), Ghulam Farid (Senior Manager Inspection), Ameer Saeed (GM HR), and Ayesha Sheikh (Manager HR & Diversity) participated as panelists, followed by interviews taken by Sajjad Qureshi (Director Ops & Projects). In the first phase total 10 female trainees & 3 MTO(s) were selected and will be joining from October 1, 2021.



STAY WELL. STAY HEALTHY.

US Denim Mills celebrated Health & Wellness Week from September 6-9, 2021. CIWCE- Labor Department, National Highway & Motorway Police, and Dr. Ali Asad (Assistant Professor of KEMU/Mayo Hospital), led this lecture on the significance of issues like road safety, accidents prevention, ergonomics, and physical stress; the key focus was; how to maintain a healthy lifestyle.



US DENIM MILLS X NTU

NTU team visited US Denim Mills on August 12, 2021, to discuss different opportunities for new product development under the umbrella of Knowtex.

KIABI CODE OF CONDUCT ANNUAL ASSESSMENT AUDIT

sBU Denim Mills has successfully cleared KIABI Annual Assessment conducted by KIABI local team from September 21-23, 2021. In this assessment social, health & Safety and environmental requirements as per KIABO CoC have been verified.

HEALTH TIPS

HOW TO AVOID BURNOUT

It is no doubt that the pandemic has caused everyone severe distress, and emotional fatigue. These unprecedented times have taken a toll on our mental health, which can lead to burnout or exhaustion, at the workplace. Here are some steps you can take to avoid burnout:

- Be sure to take out time in your day for exercise and physical activity. Enjoy a breath of fresh air on your lunch break, by taking a walk outside and stretching out.
- This one's well-heard, but sleep plays a significant part in promoting good health and wellbeing. Remember to switch off your screens an hour before bed, to unwind for a restful night.
- Are you finding it harder and harder to manage your time? Make a list of your personal goals so that the next time you are bored on a weekend, instead of scrolling on social media, you can achieve your hobbies.



➤ Always remember, that the next time you're struggling to balance work and personal life, talking is key to solving your problems. Reach out to friends, family, and HR, and tell them how you feel. Together, we can raise each other up.

