

Embracing The Prosperity

Konnect

Vol. XI



Table of

Content



- **Contributors of Konnect**
- **From The Editorial Desk**
- **Employee Engagements**
- **Summer Internship Program-2022**
- **CSR (Corporate Social Responsibility)**
- **Sustainability at GTML**
- **Financials Overlook**
- **Notes of Inspiration**
- **Konnect Corner**
- **Beyond Testimonials**

Meet The Team



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(Lead Ideator)

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(Editor In-Chief)

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(Moderator)

Haiqa Raheem
(Designer & Writer)

From the Editorial Desk

Dear Readers,

We feel pride in publishing the eleventh edition of GTML's newsletter, Konnect. Through this newsletter, we plug you into the stories at Gadoon. This edition of newsletter focus more on our eco-friendly practices & sustainable transformation within the industry. Along with the CSR initiatives & multiple employee engagement activities, this newsletter is the front window of our company through which you may see the actual inside of our culture & excellence.

For us, feedback from our employees is of extreme value due to which every quarter, a survey form is circulated so, in this volume, considering the feedback, the team has made efforts to keep the content abridged.



Employee Engagement

Training & Development

Database Centralization



On the successful completion of the "Data Centre & Database Centralization" project at head office; employees of GTML were honored for their cordial support & commitment to a successful endeavor.

World Heart Day



To support the cause of World Heart Day, GTML collaborated with **Indus Hospital & Health Network** to provide awareness of the cardiovascular disease among employees & adopt healthy habits under work-life balance.

Basic Etiquettes Training



Undertaking good personal hygiene is the act of looking after and maintaining clean and presentable workplace. For this purpose a collaborative session with **Essa Laboratory** was organized at head office to provide vocational training for supporting staff mainly.

Corporate Training Program-2022

Diversity & Inclusion

GTML, in collaboration with **Pakistan Society for Training and Development** organized a 02 days training sessions on **Diversity & Inclusion** for mid-management staff. The program was conducted by Ms. Tazeen Mohsin (Clinical Psychologist - Diversity & Inclusion Facilitator).

This diversity and inclusion program aims to create a more harmonious workplace by increasing employees' knowledge and awareness of cultural, religious, or gender differences while delivering information about how a person can change their behavior to be more inclusive.



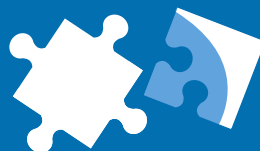
Smile

With a belief that tough times don't last, tough people do, GTML, in collaboration with **Amwaj** presented and arranged an interactive session **"SMILE"**. This 02 days long wellness experience designed for the participants to pause, reflect and understand the importance of self-management and social management in one's life enabling them to nurture personal growth in alignment with the collective organizational growth.

Training



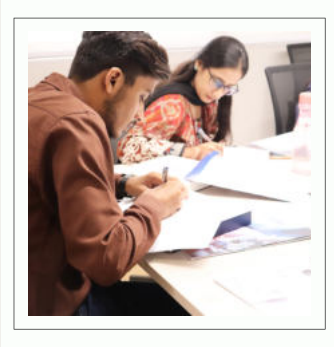
Skills



Knowledge



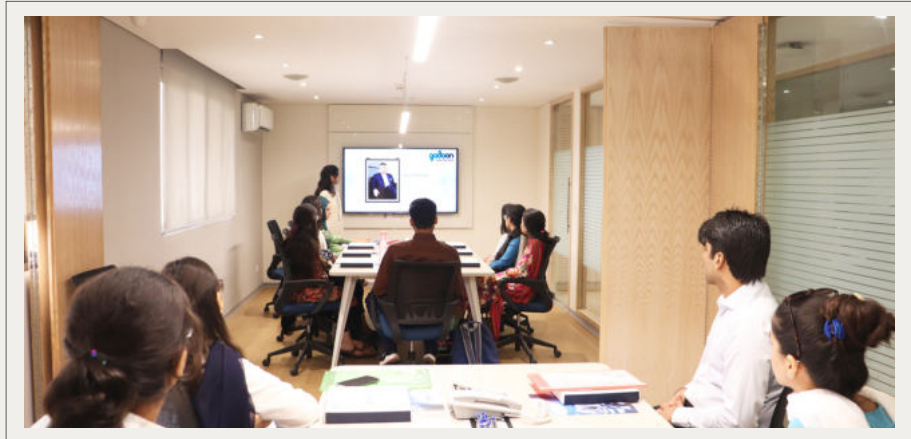
Summer Internship - 22



Being an equal opportunity provider, GTML under its **Summer Internship Program 2022** provided a career-oriented platform with an aim of continuous learning & development for the potential students to contribute towards the goal of sustainable society. .

A Glimpse of Ice Breaking Orientation Session

GTML aims to identify potential future talent at an early stage and is on the lookout for young, where not only they have been a part of our family but have also gained some valuable experience that shall open the door of opportunities for them in future.



Intern Testimonial



As a supply chain intern in the import department and as a female candidate, I must express my gratitude to Gadoon Textile for giving me an umbrella with a secure atmosphere.

Fortunately, at GTML I have got an exposure of SCM process and had the opportunity to work closely with all team members, who were very helpful and humble during my internship period. My daily tasks involved LC and shipping documentation, clearing processes, and communication skills.

Lastly, I'd like to thank my team members & sub-coordinates for their constant support & cooperation.

Madiha Shams
Intern-SCM (Imports)

Independence Day-2022

"Pakistan not only means freedom and independence but the Muslim Ideology which has to be preserved, which has come to us as a precious gift and treasure and which, we hope others will share with us."

~**Muhammad Ali Jinnah**





GTML celebrated the 75th Independence Day of beloved Pakistan with great zeal & patriotism at head office, in Karachi.

We celebrated our day with an interactive and fun-filled session in which giveaways and outdoor plants were distributed among employees for a sustainable nation.

منزل سے آگے بڑھ کر منزل تلاش کر
مل جائے تجھکو دریا تو سمندر تلاش کر

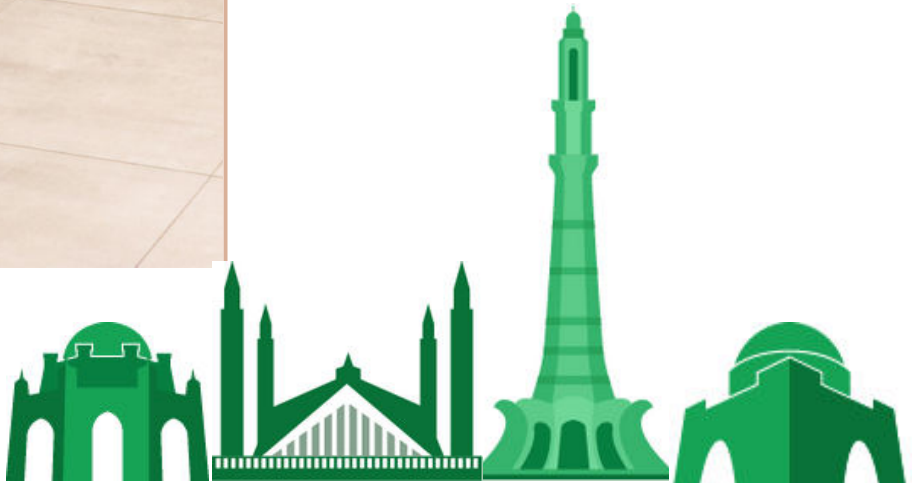
بر شیشہ ٹوٹ جاتا ہے پتھر کی چوٹ سے
پتھر ہی ٹوٹ جائے وہ شیشہ تلاش کر

سجدوں سے تیرے کیا ہوا صدیاں گزر گئیں
دنیا تیری بدل دے وہ سجدہ تلاش کر

ایمان تیرا لٹ گیا ربنز کے ہاتھوں سے
ایمان تیری بدل دے وہ سجدہ تلاش کر

بر شخص جل رہا ہے عداوت کی آگ میں
اس آگ کو بجھا دے وہ پانی تلاش کر

کرے سوار اونٹ پہ اپنے غلام کو
پیدل خود چلے جو وہ آقا تلاش کر



We Care

The Company has been determined in investing in the sustainable projects and has remained focused in returning back to the society and environment. To maintain the spin of this legacy of serving humanity, the Company has undertaken following CSR activities during the period.



Gills Shelter & Old Age Home



Our summer internship batch spent a day with the elderly citizens at **Gills Shelter & Old Age Home** Karachi, to see the plight and the problems faced by the elderlies of the society.

We believe that CSR not only creates a positive working environment, but also supports retention and recruitment of top-tier talents who are eager to make a difference in the society.

Flood Relief Drive



GTML, was also a frontrunner in helping and supporting the flood affected people and collaborated with its group companies in organizing a flood relief drive whereby providing the logistics and man-power support to the flood-affected areas near KPK.

The areas covered during the CSR were swat, kalam, & mingora.



Sustainability at GTML



Tree Plantation Drive

Planting a tree is like planting hope for the future. As a responsible employer of sustainability, GTML initiated a chain of tree plantation on this Independence Day towards a greener Pakistan.

Trees are cost-effective solutions to combat the adverse effects of climate change, such as extreme heat, droughts, and floods. Trees are the only piece of infrastructure that gains value over time!

Multiple saplings were distributed among the employees to support the cause of sustainability & environment friendly practices. This tree plantation drive will help to remove and store carbon from the atmosphere, slow heavy rain and so reduce the risk of flooding, enhance air quality and improve the urban heat effect by reflecting sunlight and providing shade.



Green Office Initiative (WWF)

Green Office Program is a practical and simple Environmental Management System specifically for office conditions to reduce overall carbon emissions. GTML will be collaborating with WWF Pakistan to reduce their environmental foot print and educating employees to be better and responsible citizens and understand their civic and environmental responsibilities.

Making Living Sustainable

(Performance based upon reporting period)

- **0.4 million** pages saved through digitalization.
- **8.2 million** units of electricity saved quarterly through the WHRSG plant, low voltage led lights installation, and the unique infrastructure of the manufacturing area.
- Intensified the overall consumption of sustainable fibers including BCI Cotton, GOTS, and GRS.
- **1.2 million** gallons of water saved through RO plants by ensuring 100% renovation and timely maintenance..
- Made **20 MT** of cardboard paper from animal waste through installed ETP (Effluent Treatment Plant) at dairy sector.



Financial Outlook

The company has delivered profit after tax for the quarter ended September 30, 2022

Profit After Tax (PAT)

PKR 1.25 Billion

Earnings Per Share (EPS)

PKR 44.42 Per Share

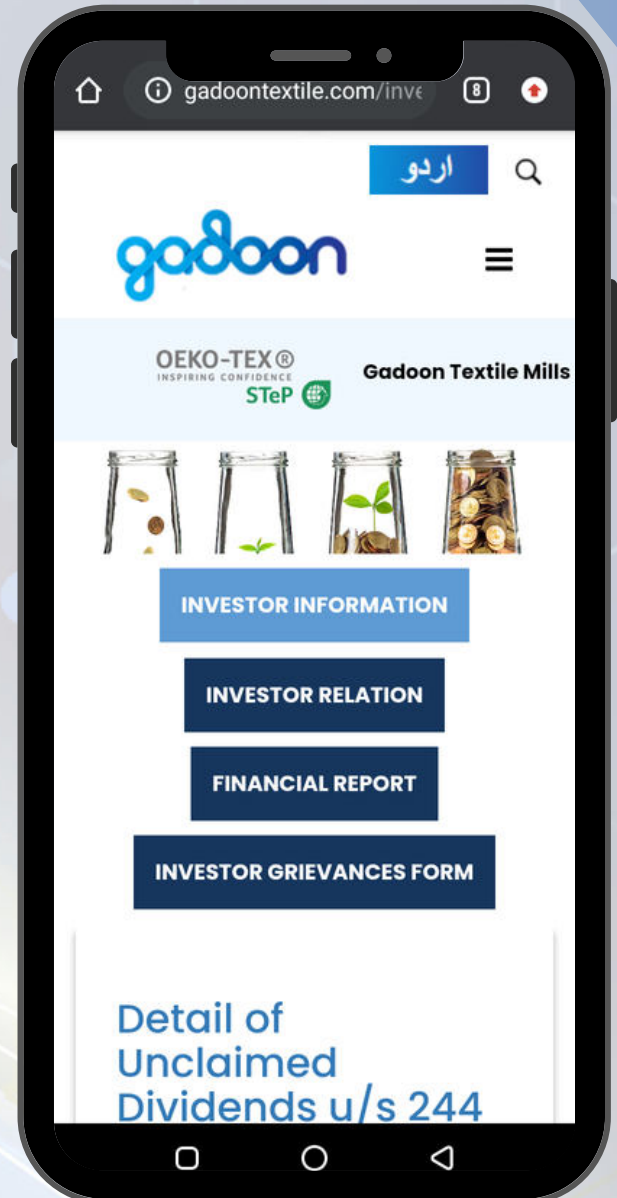
The Company has delivered Highest Ever Profit after Tax for the Year Ended June 30, 2022

Profit After Tax (PAT)

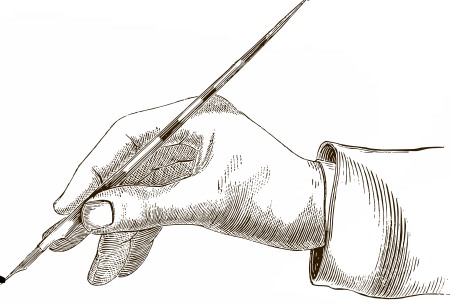
PKR 5.71 Billion

Earnings Per Share (EPS)

PKR 203.84 Per Share



Notes of Inspiration



Muhammad Suleman Joya



Q: Tell us about yourself

I was born in the beautiful valley of Quetta in 1971. After primary education from St. Francis Grammar School Quetta, I achieved a scholarship in Sadiq Public School in grade 7 as a boarding student. After completing my intermediate, it was a proud moment for me to successfully get admission in the National College of Textile Engineering Faisalabad which was the only institute for textile engineering with top merit in Pakistan back then. I then became a member of The Textile Institute Manchester and became a Chartered Associate of the Textile Institute Manchester, UK.

Q: Can you take us on the journey of your career path at GTML?

I joined Fazal Textile Mills Limited Karachi in the year 2002 as a Technical Manager in unit no. 4. This was very a challenging job for me as different blend of fancy yarn was running but due to motivation and support given by my seniors, I got the strength to cope up with all the issues.

By the passage of time, I learned a lot, technically doing different experiments to improve quality of yarn. In the meantime, Fazal Textile Mills Limited moved to a new premise with new challenges there. However, due to dedicated team work, we achieved the best quality with optimum production.

Q: How would you define the culture and diversity at GTML?

I found the best practice of Culture and Diversity in GTML in term of new ideas, where each worker brings an exclusive knowledge to the table allowing team members to generate different ideas covering a more extensive series of choices and resolutions.

Q: What is your most memorable and proud moments at GTML?

This is a really difficult question to answer because during 20 years of my career with GTML, I have many memorable and proud moments which boosted my energy and further motivated me.

Q: What is your recipe for success?

For me success is a basket of discipline, dedication, team work, integrity and above all- trust in Allah.

Q: How do you deal with doubt and challenges at work?

I always take challenges as opportunities and about doubts, William Shakespeare once said, "Our doubts are traitors, and make us lose the good we often might win, by fearing to attempt", and I find this quote to be very motivating. This precisely means that means doubt makes us quit. So, I don't give space for doubts in my work.

Q: What was the last good book you read, & your favorite quote?

The last book I read was Namesake by Jhumpa Lahiri and my favorite quote was,

"That's the thing about books. They let you travel without moving your feet."

Q: If you had one piece of advice for our new generation, what would it be?

I'd encourage young people to remain focused on their goals and try to explore new ideas because new ideas are always welcome in a workplace and it is the only way to success in the future.

Konnect Corner

Diversity & Inclusion

Omar Lakhani

Assistant Manager (Internal Audit)

What is Diversity & Inclusion?

Diversity and inclusion are two interconnected concepts that refer to the variety of unique individuals that make up a group of people and an environment that allows them to work together as equally valued contributors. Workplaces that prioritize diversity and inclusion efforts have been statistically proven to be safer, happier and more productive work environments.

My intern, confides in me how she feels out of place sometimes in different scenarios - her words, **"On practical grounds woman usually experience more unconscious biases as compared to man"**

After this statement I was forced to ask myself, "Why does females usually feel out of place?"

Meanwhile, I received my invite for a full day session on **"DIVERSITY & INCLUSION (BETTER TOGETHER)"** at PSTD in collaboration with GTML.

Where I got an exposure about the value & differences between the diversity & inclusion. **Ms. Tazeen Mohsin** (Clinical Psychologist- and my facilitator) entertained my queries across the workshop & demystified the topic in a manner that one of the missing cogs is inclusion.

"Diversity is being invited to the party; inclusion is being asked to dance." - Verna Myers - Author

If I conclude in my words then inclusion is consciously acknowledging diversity. Embracing individuals' traits and including them in ways that synergies & support their performance at workplace. It's about empowering people by respecting and appreciating what makes them different, in terms of age, gender, ethnicity, religion, disability, sexual orientation, education, and national origin.

Konnect Corner

Suggestions for Annual Day-2022

An idea doesn't cost anything

Aqeel Godil

(Internal Audit)

Engaging your employees and creating experience for them is a very important task for building an awesome annual day event. Following are some of the respective ideas to consider for upcoming Annual Day-2022.

- Arena
- Port Grand
- Adventure Land- Bahria town

Haroon Moten

(Local Sales)

No doubt, I enjoyed a lot in last Annual day-21 at Onederland (LuckyOne Mall). However, if we talk about other options to change the whole experience of family day then in my opinion, Port Grand is the best option in town. The variety of food, and entertainment make it perfect family hangout destination.

Ali Shaban

(Accounts & Finance)

To celebrate upcoming Annual Day-2022, I would definitely go with Onederland without preferring any other option or suggestion. As Onederland is a family-friendly hangout place, & an escape from all worldly affairs. It provides the perfect blend of arcade gaming and entertainment for all age group at single platform.

Raheel Ahmed

(Human Resource Management)

Annual day recognize the achievements of employees and creates opportunities to celebrate the team spirits. What better then to celebrate this in much stylish and gala way, here are my options to make it more interesting this year.

- Arena
- Movie Day (The Place Mall)
- Cruise Family Dinner (Savor)

Hammad Javed

(IT)

Luckyone is very suitable option in my opinion for kids and adults as there are various options for restaurants and Onederland has rides for kids and adults too and location is near to center in Karachi.

Beyond Testimonial

GTML, is a company that inspires me. It's forward-thinking workplace that always stay ahead. For me, this is more than a job. I'm investing my time, my knowledge and experience in a company that is investing in me."

Junaid Khan

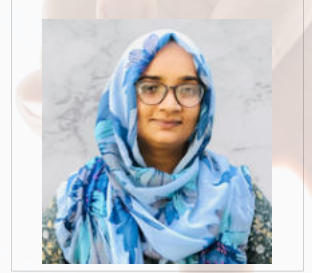
Manager, Taxation & Corporate Affairs



GTML provides a great work environment. My supervisors provide work-life balance and friendly atmosphere to promote positive culture at workplace. What I value most about this company is the open lines of communication between the management team and employees.

Fatima Hussain

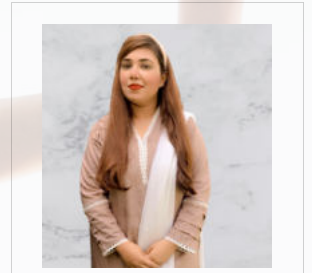
MTO, IT Compliance



During my internship, I was able to develop professionally as well as personally. My department team was very supportive & helped me tackle real-time problems, which kept me motivated. However, being promoted to MTO is like a token of appreciation for me & this experience would be a great opportunity for my career growth.

Munazza Mehmood

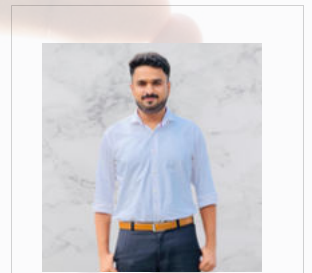
MTO, Internal Audit



I was heard and trusted from day 1st and I am grateful for all the support from my team that helped me to grow my professional skills at work. My position always challenges me and stretches me into different areas, but my supervisors encourages and empowers me to do my best with great work environment and team spirit.

Usman Haider

MTO, Purchase



Feedback Section

In order to exchange your feedback or reviews on this edition of (**Konnect Vol. XI**) feel free to contact us.

All you need to do is to double click the given link to send us an email along with your name and suggestions at:



bccd@gadoontextile.com

Your Participation

If you are willing to share your favorite article or participate in upcoming (**Konnect Corner Vol. XII**). Then Make sure to reach us out through above mentioned email address.

For more updates visit us now:



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www.gadoontextile.com

W E L C O M E

2023

"May you all have a prosperous New Year"