

KONNECT

VOL - IX

April-21 to September-21



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Independence Day Celebration



Let's celebrate the freedom of nation with a dream of a better tomorrow. We stand united for the prosperity of our beloved nation.

Muhammad Imran Moten
CFO, Gadoon Textile Mills Limited



It was a great event. We had enjoyed a lot participating in activities and celebrated the day following all the SOPs of Covid-19

Sadaf Zaheer
Sr. Officer (Store Accounts)

سلام پاکستان

ہے یہ ایک پیغام
اس وطن کی مٹی کے نام
میرے پیارے پاکستان کے نام

ہر زرے میں تیرے بسی ہے خوشبو زندگی کی
ہر آنگن میں تیرے کھلی ہے کلیاں پھر خوشی کی
ہر انگ میں تیرے سچی ہے رونق پھر اس دن کی
جس روز ہمیں ملی تھی پھر آزادی بندگی کی

اے میرے پیارے وطن تیرے قرضدار ہیں ہم
پر رب سے تیری ہی بقا کہ طلبگار ہیں ہم
یوں تو تیرے گنہگار ہیں ہم، سیاہ کار ہیں ہم
پر اپنے کیے پہ آج شرمسار ہیں ہم

اے ارض پاکستان، اب کیا کروں بیان
جو کہے ہیں ہم پہ تو نے انگنت احسان
یہ سبز حلالی پرچم بنا میری پہچان
جس پہ ہے میری جان و مال قربان

خدایا شکر ہے جو تو نے دیا انعام
تحریر ہوا علی سے جو اب یہ کلام
اس وطن کی مٹی کے نام
میرے پیارے پاکستان کے نام

محمد علی سلیم

I am grateful to be a part of the 14th August celebration ceremony that was held abiding all the SOPs of COVID-19 with a patriotic zeal. Moreover, I appreciate the steps taken by our Company for the betterment of global environment by planting trees at Karachi Factory.

Malik Hammad
Intern (IT)

The event was well organized and a good combination of some interesting speakers and great blending opportunity amongst the employees. In last I hope that we will be celebrating the next independence day without any restrictions of COVID-19.

Syed Kashan Parvez
Deputy Manager (Financial Reporting & Analysis)

Employee Engagement

Creativity, Critical Thinking & Communication Skills Session

Training Conducted By: Raheel Ahmed



Summer Internhsip Program



The Guardian School Visit



Blood Donation Drive



COVID-19 Vaccination Drive



Tree Plantation Drive



Cricket Gala

2021

The much-awaited Cricket Gala-21 was held with great zeal, excitement, and a spirited atmosphere at the PIB cricket ground. In order to promote work-life balance GTML arranged this exciting & thrilling event to encourage employees to take part in extracurricular and healthy activities.



Desk Organizing Activity



It's a fact that employees get highly effected by their workplace environment. Therefore, a Desk Organizing Activity was undertaken to promote an idea of a clean and tidy work place.

Here, we are pleased to announce the winner of this activity, **Mr. Raheel Ahmed (Sr. Executive HR)**. Let's take a glimpse of his desk for some creative inspiration.

Financial Overlook

The Company delivered the Highest Ever quarterly profit after tax for the first quarter ended September 30, 2021.

Profit After Tax (PAT)

PKR 2.24 Billion

Earning Per Share

PKR 79.92 Per Share

Highlights of the key financial results of the Company for the first quarter ended September 30, 2021, are as follows:

Profit or Loss Summary	September	September	Percentage Favorable / Unfavorable
	30, 2021	30, 2020	
	------(Rupees '000)-----		
• Direct Export	3,929,922	1,187,613	230.9
• Indirect Export	4,369,542	4,051,228	7.9
• Local	4,665,319	3,625,392	28.7
• Sales (net)	12,964,783	8,864,233	46.3
• Gross Profit	2,553,934	455,733	460.4
• Distribution Cost	(278,206)	(122,562)	(127.0)
• Administrative Expenses	(81,555)	(71,850)	(13.5)
• Finance Cost	(73,424)	(186,953)	60.7
• Other Income	483,818	229,569	110.8
• Profit Before Taxation	2,455,344	281,225	773.1
• Profit Aer Taxation	2,240,231	192,247	1065.3
• Earnings Per Share (Rs.)	79.92	6.86	

Working Saturday!

The more we have honest conversations about work-life balance with our team managers, the more functional and better our work experiences will be. Without embracing flexible work arrangements the company can't attract top talent and retain future successors of every department.

Muhammad Obaidullah Khan
(DGM - Local Sales)

The alternate Saturday off is a great initiative, and this has given wonderful support in balancing work and other commitments. Many chores are manageable. I'm getting an opportunity to spend more quality time with family and friends.

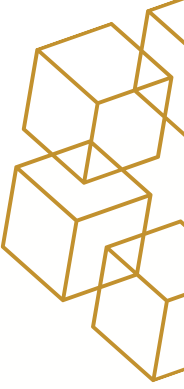
Danish Musani
(GM Marketing - Exports)

It's nice when alternate Saturday off comes around because now I can give more time to my MBA studies. I am giving more time to personal and professional development. I have started reading books and started giving some time to sketching, which I like most. There is always a task which I am unable to do during working days but now many tasks are manageable on these off Saturdays.

Sara Ahmed
(MTO - HR)

Maintaining a healthy work-life balance is not only important for health and relationships, but it can also improve employee's productivity and ultimate performance. The recent talk of the GTML regarding alternate Saturdays is a great initiative by the management since they know vacations are not a luxury, they are a necessity. A break from work will provide a great opportunity to recuperate and recharge.

Tayyaba Ubaid
(Finance Executive)



Notes of Inspiration

From the desk of Mr. Muhammad Faheem Ullah
(G.M Accounts)



Q1: How has been your journey at GTML so far?

I had initially joined Fazal Textile Mills Limited (FTML) in 1989 as a finance officer. Time went by, and with my persistence and dedication, I grew professionally and was given the responsibility to lead the Accounts & Finance Department of FTML. In 2014, FTML was merged with Gadoon Textile Mills Limited (GTML), to become Pakistan's largest spinning Company. And even in that challenging time, the sponsors had their trust in me, and so I was given the responsibility to head the Accounts Department of GTML.

Now taking a look back at my journey so far, it's a whole era of changes & innovation. Transforming from conventional mode to digitalization, and I was found to be among the first movers to adopt and implement this change. From the desk of an officer, I am here today leading the whole accounts department with the same mindset of excellence & continuous learning.

Q2: How GTML supports your decisions & ideas to work with?

I believe, that when it comes to making any decision, the role of leadership is put to test. I have been here for the past 32 years due to the support & appreciation from the management and sponsors. However, during my journey, I have experienced one thing that:

"It's never you only, It's always a team"

This is what I have learned and experienced because every decision that I have taken till now was taken collectively by my team to bring out the best result.

Q3: How would you define the effects of culture & diversity at GTML?

The culture of GTML is no doubt dynamic and friendly, which brings people together & keeps them motivated for work. In my career so far at GTML, I have observed many positive changes regarding the overall culture of the organization including discipline, workforce ethics, adoption of formal rules & regulations. However, the most appreciated factor at GTML is that there is no change in the intrinsic values i.e. internal bonding, workforce communication, relationship building, and supportive environment. In short, I can proudly say that there have been many positive changes at GTML, but there is no change in the bond we have shared over the years.

Q4: What was your biggest achievement or contribution to GTML that you are most proud of, and why?

My biggest achievement, which I believe, has been to pursue digitalization and successfully implement systems under my supervision. I am proud of this achievement as the management trusted me and my abilities to lead the accounts & finance department. Likewise, it was an achievement to successfully translate their vision into reality.

Meanwhile, I believe, my contribution to GTML has been to transmit my knowledge which I have gained over the years to my subordinates. During my time so far, I have interacted with many young professionals who seek to learn and excel in their life and as a senior, I have always tried to transfer the knowledge, while sharing a bond of confidence and trust with them to enable continuous learning and mutual growth.

Q5: What is success/inspiration for you?

In my opinion, success is an ongoing process. If you are satisfied with your work at the end of the day, then you are successful. And as a person, I am Alhamdulillah satisfied in all aspects of my life, may it be as a professional or an individual.

Q6: What do you think are the secrets behind getting to where you are today?

Nothing comes easy. One has to constantly struggle and face the challenges that come by, keeping in mind the values that have been taught. Likewise, I have always tried to follow the basic principles of life and share the values. I have always tried to maintain patience level and enhance my listening power when talking with subordinates. I have always forced myself for a continuous learning approach and acceptance of the change. These aspects are somehow the reason for where I am today.

Q7: What advice would you like to share with the readers to be successful in their professional life?

Here, I would like to share some virtues which I believe are the key to success, with the readers:

- Keep your expectations low and efforts high;
- Always try to do your best no matter whatever the circumstances are; and
- Remember that consistency & excellence always pays off at the end of the day.

Konnect Corner



From the desk of

Sumayya Azmat

(Manager Human Resource)

"Work-Life Balance"

Work-life balance will mean different things to different people as we all have different life commitments. In today's dynamic world, balance is a very personal thing, and only you can decide the lifestyle that suits you best.

Google's CEO **Sundar Pichai** said in his speech of 60 seconds:

"Imagine life is a game of 5 balls that you manipulate in the air trying not to fall these balls. One of them is rubber, and the rest is glass.

The five balls are:

Work, family, health, friends, soul.

It will not be long before you realize that (work) is a rubber ball. Whenever you fall, you will jump again, while the other balls are made of glass.

If one of them falls, it will not return to its previous form. It will either be damaged, bruised, cracked or even scattered"

The work-life subtleties after COVID-19 especially have changed globally and it has created lots of challenges for employees, managing work-life balance is one of them. Considering the situation, the human resource management of GTML is working keenly to implement work-life balance policies which focus to minimize stress and add to a healthier and safer work environment. One of the initiatives was to decrease the working hours by allowing employees alternate OFF Saturdays. The results have been associated with greater job satisfaction, quality time with families, physical & mental health, and building strong employee commitment towards the organization.

Konnect Corner



From the desk of

Raheel Ahmed

(Senior Executive Human Resource)

"The Psychology of Dressing Well"

The persistent well-dressing will not only help you in boosting your confidence. A well-dressed person procures a feeling of accomplishment and satisfaction. Fine-tuning of dressing not only includes wearing the trend but also includes color selection, properly ironed dress, size, and selection of dress as per the event.

The selection of dull colors indicates the introverted side of an individual. However, the bright color shows a happy state of mind.

Similar to the concept of making your bed, start your day with a coordinated outfit.

"You can have anything you want in life if you dress for it" Edith Head

There are many unexpected benefits of dressing well, few are as follows:

- It's a gesture of self-care and self-love which results in a healthy life.
- Intentional good dressing helps you to remain focused and disciplined.
- It creates a positive impression.
- Good dressing increases the consistency & confidence.

In my opinion, dress proclaims a personality, so dress smartly.

Awards & Excellence

Top Line Exporters Award

Gadoon Textile Mills Limited has achieved another milestone of the year after being listed among the Top Line Exporters of 2020 at the "Exporters Recognition Award Ceremony"

Mr. Imroz Iqbal (COO Knitting/Director of Export Sales & Marketing) received the award by **Dr. Arif Alvi** (Honorable President of Pakistan).



Best Corporate Report Award

By the grace of Almighty Allah, Gadoon Textile Mills Limited has achieved another milestone by maintaining **2nd position** in the Textile Sector of Best Corporate Report 2020 Awards.

This award was jointly presented by the Institute of Chartered Accountants of Pakistan (ICAP) & the Institute of Cost and Management Accountants of Pakistan (ICMAP).



The Art of Stitching

(Gadoon Knits Division)

Stitching itself is an art for which we are known beyond the industry. Our reliable product quality & diversified portfolio keep us moving ahead towards the summit.

We continuously innovate our processes and invest in state-of-the-art technology to uplift the overall standard of our production & operational activities.

Therefore, under the context of responsible consumption & production. We always put our belief in **reduce, reuse & recycle**.

Product Portfolio

Our diversified product portfolio includes:

- Grey and Dyed Fabrics
- Knitted Fitted Sheets
- Institutional Sheets
- Nursery Kids Sheets
- Pillowcases
- Mattress Covers
- Sheet Sets with Fitted
- Duvet Cover Sets
- Comforters



More Than A Testimonial



I'm very satisfied with my job and It's a good learning experience for me. Everyone is very cooperative and helpful to me and I do intend to work for this organization for my future growth.

Fariha Zehra
MTO (Administration)

It's my immense pleasure to become a part of the Younus Brother Group. Working here in GTML has boosted my career by providing several learning opportunities under the guidance of a professional workforce.

Adeel Hussain
MTO (Accounts & Finance)

At Gadoon, I have learned so many new things from its Management & leaders. I will always be thankful to the people who believed in me and allowed me to grow. Gadoon has provided me with the opportunities for continuous improvements which is essential for my ongoing success. The experience I have gained here is irreplaceable & valuable for my career growth. Joining GTML has turned out to be a great decision.

M. Raheel Koba
Sr. Manager (SCM - Imports)

Your Reviews



In order to exchange your feedback or reviews on this edition of (**Konnect Vol. IX**) 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. X**). Then Make sure to reach us out through above mentioned email address.

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