



INTERNATIONAL
TEXTILE LIMITED



THE VANGUARD

Thriving Together:
People, Planet and Progress

EDITION 3RD

July to Dec 2024



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EDITORS' NOTE

Dear Readers,

As we unveil the 3rd edition of The Vanguard, I take pride in reflecting on our journey of sustainability, growth, and collective progress. This newsletter is a testament to our unwavering commitment to the United Nations Sustainable Development Goals (SDGs), a symbol of how International Textile Limited is contributing through environmental initiatives, employee empowerment, and responsible business practices.

Our efforts toward a greener future are evident in our continued investment in renewable energy and environmental conservation. But beyond sustainability, this edition explores the human side of progress, how we empower our employees, nurture innovation, and cultivate an inclusive culture that fosters long-term growth.

Through the stories within, we invite you to witness the impact we are creating, not just within our company, but for people and the planet. Every milestone we achieve is a step forward in driving meaningful change. At ITL, we believe in thriving together, where sustainability is not just a goal but a way of life.

Happy Reading!

Afsheen Rizwan

Deputy Manager Sustainability and CSR



CEO MESSAGE



CEO MESSAGE



ADNAN KHAN CEO AT INTERNATIONAL TEXTILE LIMITED

At International Textile Limited, we take immense pride in being a trusted leader in manufacturing premium-quality towels and textile products. Integrity is the foundation of our business, and we are deeply committed to uplifting the communities we serve. Aligned with the UN Sustainable Development Goals, we actively drive initiatives that combat inequality and address climate change, ensuring a more sustainable and equitable future.

As we move forward, sustainability remains at the core of our operations. We are dedicated to minimizing our environmental footprint through energy efficiency, cutting-edge renewable technologies, and strengthened carbon offset initiatives. Our approach goes beyond compliance, we strive to foster a culture of responsibility that empowers our teams and drives lasting positive change.

Our commitment extends to embedding responsible practices across our business, from advancing green initiatives and prioritizing workplace safety to investing in innovation and employees for operational excellence.

I am confident that we are shaping International Textile Limited into a future-ready, sustainable enterprise. I sincerely appreciate my team's dedication and passion in turning this vision into reality. Together, we are building a legacy of responsibility, innovation, and progress.



SENIOR MANAGEMENT MESSAGE

CONVERSATION WITH MANAGEMENT



MUHAMMAD
ATIF ISMAIL
CHIEF OF ENGINEERING

Q1. Can you briefly share your journey in the textile industry and what led you to your current role as the Chief of Engineering?

My journey in the textile industry spans over 24 years, during which I have gained extensive hands-on experience in engineering, utilities management, textile machinery maintenance, energy conservation, and process optimization. I started as a Mechanical Engineer, gradually advancing into leadership roles that focused on power generation, utility infrastructure, and sustainability-driven projects.

Currently, as Chief of Engineering, I oversee utility optimization, advanced maintenance strategies, and sustainability-driven projects. My focus remains on integrating renewable energy, AI-driven maintenance solutions, and cutting-edge automation into textile engineering, ensuring efficiency and long-term sustainability.

This interview reflects my journey, expertise, and vision for the textile industry. By integrating predictive maintenance, AI-driven process automation, and renewable energy, we can revolutionize Pakistan's textile sector and create a more sustainable, efficient, and globally competitive industry.

Q2. Throughout your career, what are some significant challenges you've faced, and how did you overcome them?

I have faced numerous challenges, but some stand out as defining experiences in my career.

▪ Revamping a five-year-old inactive textile processing unit.

A phased overhaul restored the deteriorated processing and utility infrastructure while maintaining uninterrupted production.

▪ Overhauling a 10 MW Gas Turbine and Steam Turbine Wheel Replacement

The overhaul, driven by high HFO costs, was completed in record time, minimizing downtime and achieving major cost savings.

▪ Implementing Advanced Predictive & Preventive Maintenance Techniques

Implementing IoT sensors, AI-based fault detection, and real-time monitoring replaced traditional maintenance, reducing downtime and optimizing performance.

▪ Revamping Water and Steam Distribution Networks.

Redesigning and reconfiguring the steam and water distribution system eliminated inefficiencies, reducing energy losses and optimizing costs.

These challenges strengthened my leadership, resource management, and innovation skills, ensuring sustainability and energy efficiency.

CONVERSATION WITH MANAGEMENT

Q3. How do you perceive the textile industry today, and what do you see as its key challenges and opportunities?

Pakistan's textile industry is resource-rich and strategically positioned, with abundant raw materials and skilled labor. With innovation and expertise, it has the potential to become a global leader.

However, the industry faces several critical challenges:

- Energy Crisis & Fossil Fuel Dependency
- Weak and Unstable Government Policies
- Sustainability and Environmental Concerns

Opportunities:

- Investment in Renewable Energy
- Automation & AI-Based Maintenance
- Export Market Growth - With strategic governmental support and industry-driven reforms, Pakistan can position itself as a global textile hub, leveraging its skilled workforce and cost-competitive production capabilities.

Q4. Can you share your vision for the future of the textile industry and how your efforts contribute to that vision?

My vision for the textile industry is one that is sustainable, technologically advanced, and globally competitive.

To achieve this, we must focus on:

- Green Energy & Net-Zero Carbon Footprint
- Predictive Maintenance & Smart Manufacturing
- Circular Economy & Waste Reduction

Through my role, I am actively contributing to this vision by:

- Leading AI-based predictive maintenance initiatives to reduce production downtime.

- Implementing cost-effective, energy-efficient utility solutions.
- Driving sustainability-driven projects that align with net-zero and green energy goals.

If these strategies are embraced industry-wide, Pakistan's textile sector can emerge as a global leader in sustainable and net-zero manufacturing.

Q5. What advice or insights would you offer to young professionals aspiring to pursue a career in Utilities, especially in the context of the textile industry?

The textile industry in Pakistan holds immense potential for young engineers and professionals in the utilities sector. Here's my advice:

▪ Focus on Renewable Energy & Sustainability:

The future is in solar, biomass, and AI-driven energy solutions, requiring engineers to master automation and efficiency techniques.

▪ Embrace Innovation & R&D:

Staying ahead in Industry 4.0, AI-driven maintenance, and digital twins, along with innovations in recycling, water conservation, and emission control, is crucial.

▪ Adaptability & Continuous Learning:

Adaptability is key amid policy shifts, and engineers should engage in industry forums, sustainability initiatives, and certifications like LEED and Six Sigma.

▪ Stay Positive & Solution-Oriented:

Pakistan offers opportunities in textiles despite challenges, and a solution-driven mindset, strategic thinking, and perseverance ensure professional success.

By mastering these areas, future engineers can drive Pakistan's textile industry toward global competitiveness and environmental responsibility.

CONVERSATION WITH MANAGEMENT



MUHAMMAD
IRFAN MINHAS
SENIOR GENERAL MANAGER
OPERATIONS

Q1. Can you share your journey in the textile industry and what inspired you to take on this role at ITL?

I started my textile industry journey in 1993 as a Quality Controller, quickly advancing to Production Manager by optimizing operations and leading teams. Over the years, I have held key leadership roles, overseeing production, planning, and process optimization, gaining deep industry insights.

With 32 years of experience, I have transitioned from production management to strategic leadership, driven by a passion for textiles and innovation. I hold master's degrees in Business Administration and Economics, complemented by training in Lean Manufacturing, Six Sigma, and ISO 9000 Quality Management. Running my own export business further honed my expertise in marketing, global trade, cost control, and quality assurance.

Excellence is a habit. Every step, decision, and innovation leads to greatness. Lead with precision, work with passion, and success will follow.

Q2. Having recently joined the company, what key improvements or strategies have you introduced to enhance operations?

Central Planning Department

Strategic planning is key to driving growth and efficiency. A clear roadmap helps navigate industry complexities effectively.

Teamwork

Success thrives on collaboration. I prioritize clear communication and teamwork to align efforts toward shared goals.

Efficiency Improvement

Refining processes is essential for competitiveness. I focus on making operations more effective and productive.

Training and Development

Empowering employees with the right skills is crucial for industry growth, ensuring a skilled and adaptable workforce.

Capacity Utilization & Production Enhancement

Maximizing production within the existing setup is a priority. I focus on cost-effective strategies, workflow improvements, and process enhancements.

Operational Excellence

Balancing quality with cost-effectiveness is vital. I promote continuous improvement, strategic planning, and employee growth for long-term success.

CONVERSATION WITH MANAGEMENT

Q3. What, in your opinion, are the biggest challenges facing the textile industry today, and how can companies navigate them?

Sustainability

The demand for eco-friendly practices is rising, with consumers and regulators pushing for reduced environmental impact. Companies must adopt sustainable methods, including using recycled materials, cutting water and energy use, and minimizing waste.

Digitalization

Technological advancements like AI, IoT, and data analytics can transform production and supply chains. However, many companies struggle with the cost and complexity of implementation.

Shifting Consumer Demands

Consumers now expect high-quality, ethically made products at competitive prices. Companies must stay agile and responsive while ensuring profitability.

To overcome these challenges, firms must embrace innovation, invest in technology, and focus on customer needs. Collaboration and strategic partnerships will be key to sustainable growth.

Q4. What is your vision for the future of the textile sector, and how do you plan to drive innovation and efficiency within ITL?

I envision a textile industry where innovation, sustainability, and efficiency are seamlessly integrated. The future lies in a circular economy, minimizing waste, maximizing resource efficiency, and designing durable products. Digitalization will be key in enabling smarter production, optimized resource management, and improved customer engagement.

At ITL, I aim to drive progress by:

Embracing Sustainability: Prioritizing eco-friendly materials and reducing our carbon footprint to align with global goals.

Leveraging Technology:

Investing in AI and data analytics to enhance decision-making, streamline operations, and boost productivity.

Fostering Innovation:

Encouraging creativity and experimentation to develop groundbreaking solutions.

Strengthening Partnerships:

Collaborating with stakeholders to stay ahead of industry trends and drive collective progress. By focusing on these areas, ITL can lead the industry in innovation and sustainability, shaping a forward-thinking and successful future.



STRENGTHENING OUR COMMITMENT TO QUALITY AND ETHICS

STRENGTHENING OUR COMMITMENT TO QUALITY AND ETHICS

EXCELLENCE IN QUALITY ASSURANCE

International Textile Limited excels in customer focus and competitiveness, serving clients worldwide.

We are proud to announce that our QA Lab is accredited with ISO/IEC 17025: 2017 by the Pakistan National Accreditation Council (PNAC), a signatory to APLAC/ILAC, solidifying our position as a trusted leader in the industry.

Since 2012, our QA Lab has been globally recognized by American Association of Textile Chemists and Colorists (AATCC) and American Society for Testing and Materials (ASTM) for its testing excellence. This milestone reaffirms our commitment to quality and competency.

Our lab ensures quality across Spinning, Weaving, and Dyeing, adhering to strict company and global standards.

With state-of-the-art equipment and meticulously designed labs, we are committed to achieving optimal results and maintaining the highest level of quality in every product we deliver.



STRENGTHENING OUR COMMITMENT TO QUALITY AND ETHICS

ETHICAL BUSINESS PRACTICES



ESG JOURNEY





ADVANCING SUSTAINABILITY WITH SOLAR ENERGY

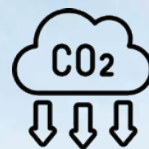
With the installation of an additional 500kW solar power system, we are taking another step toward a greener and more sustainable future.

This initiative strengthens our commitment to environmental responsibility, helping us reduce our carbon footprint while embracing clean energy solutions

Annual Solar Energy Generation:
0.82 - 0.84 Million kWh



Annual CO2 Reduction:
430 - 450 Tons



HOUSEKEEPING AUDIT SUCCESS AT INTERNATIONAL TEXTILE LIMITED

We are pleased to announce the successful completion of a comprehensive housekeeping audit conducted by our HSE team across five key zones at International Textile Limited, covering both operational and non-operational areas. The audit identified areas of excellence and opportunities for improvement, helping us enhance workplace safety, hygiene standards, employee morale, and overall operational efficiency. A special thanks to our HSE team for their dedication to driving positive change. Together, we remain committed to maintaining a safe, healthy, and organized work environment.

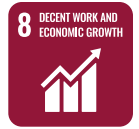




ITL PROMOTES SAFETY AND EDUCATION AT THE CITIZENS FOUNDATION

At International Textile Limited, we believe our responsibility extends beyond our factory walls, it's about empowering communities and shaping a better future. As part of our commitment to social responsibility, we organized a Safety Training Session at our adopted school, The Citizens Foundation, covering essential topics like fire extinguisher usage, basic first aid, and preventing unsafe behaviors. Aligned with the United Nations Sustainable Development Goals (SDGs), this initiative promotes health, education, and safer communities. To conclude the session, we distributed towels to the children, leaving them excited and informed. Through such efforts, we continue to make a lasting impact, fostering a safer and more sustainable future.





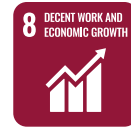
ITL HOSTS AGA KHAN UNIVERSITY HOSPITAL STUDENTS FOR AN HSE LEARNING EXPERIENCE



International Textile Limited recently had the pleasure of welcoming a group of students from The Aga Khan University Hospital for an insightful tour focused on our Health, Safety, and Environment (HSE) practices. During their visit, students had the opportunity to observe real-time safety protocols, including firefighting procedures, fire extinguisher usage, HSE training modules, and the proper utilization of Personal Protective Equipment (PPE).

The tour also included a comprehensive walkthrough of our factory floors, providing students with firsthand exposure to how safety measures are seamlessly integrated into daily operations. At ITL, we remain committed to fostering a culture of safety and operational excellence, and we were delighted to share our best practices with the next generation of industry professionals.





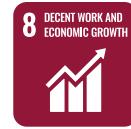
PROMOTING A SAFE AND INCLUSIVE WORKPLACE AT INTERNATIONAL TEXTILE LIMITED

We recently hosted a session with representatives from the Federal Ombudsperson Secretariat for Protection Against Harassment at the Workplace (FOSPAH) to discuss the critical role of the Protection Against Harassment of Women at the Workplace Act (2010). The session highlighted how this law serves as a safeguard for women, addressing workplace harassment, a barrier to their full inclusion in the corporate world.

To enhance learning, participants were presented with real-life scenarios, providing practical insights on how to navigate difficult situations effectively. The session also covered the steps employees can take to report harassment, ensuring they are aware of the channels available if justice is not adequately served within the workplace.

As a responsible business we ensure to maintain a safe, respectful, and inclusive environment where every employee can grow and succeed.





ITL PARTNERS WITH THE HUNAR FOUNDATION TO EMPOWER YOUTH THROUGH VOCATIONAL TRAINING



International Textile Limited (ITL) has joined hands with The Hunar Foundation (THF) to equip Pakistan's youth with essential vocational skills for the textile industry. This strategic partnership, formalized through an MoU signed by ITL's Chief Operating Officer, Mr. Asghar Alikhan, and THF's Chief Executive Officer, Mr. Tahir Jawaidd, reinforces our commitment to bridging the gap between education and employment. By fostering skill development and empowerment, this collaboration paves the way for a more skilled workforce, driving industry growth and long-term sustainability. Together, we are shaping a brighter future for the next generation.



CELEBRATING INDEPENDENCE DAY: A TRIBUTE TO UNITY AND PATRIOTISM



With patriotic spirit and national pride, we joyfully celebrated Independence Day, a day filled with unity, reflection, and gratitude. The occasion began with the heartfelt singing of the national anthem and the raising of our flag, followed by activities that fostered a strong sense of togetherness among our team.

The day's speeches inspired us to reflect on the sacrifices made for our freedom and reminded us of the importance of working together to continue building a prosperous and proud nation. As we look ahead, let us remain united in our values, dedicating ourselves to the progress and success of our country.





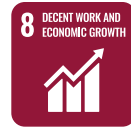
EMBRACING THE JOY OF DIWALI AT ITL



Embracing the spirit of togetherness, we celebrated Diwali with enthusiasm, unity, and festive joy. The workplace was adorned with vibrant decorations, and our team came together to partake in traditional rituals and a delightful potluck feast, fostering a sense of togetherness and cultural appreciation. It was a joyous occasion filled with laughter, shared moments, and festive cheer.

As we celebrate this special festival, we extend our warmest wishes for prosperity, happiness, and light in both our personal and professional lives. Wishing everyone a bright and joyful Diwali.





ITL ENGAGES FUTURE LEADERS AT NED UNIVERSITY JOB FAIR

International Textile Limited was proud to participate in the NED University Job Fair, where we had the opportunity to connect with talented and ambitious students eager to build their careers in the textile industry. Our team shared valuable insights on career pathways, innovation, and sustainability, highlighting the evolving landscape of the sector. It was inspiring to engage with the next generation of professionals, and we look forward to welcoming fresh talent to our global team as we continue to drive industry excellence and sustainable growth.



ITL PARTNERS WITH FATMID FOUNDATION FOR A LIFE-SAVING BLOOD DONATION DRIVE

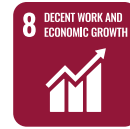
We believe in the power of collective action to make a meaningful impact. In collaboration with FATMID Foundation, we organized a Blood Donation Camp, dedicated to providing life-saving blood to underprivileged patients in urgent need of medical care. By donating, our employees are actively contributing to a vital humanitarian cause, demonstrating the spirit of compassion and social responsibility. Their generosity not only saves lives but also strengthens our commitment to building a healthier and more supportive community.



ITL SUPPORTS BREAST CANCER AWARENESS AND WOMEN'S HEALTH

We are committed to promoting health and well-being within our community. In collaboration with Aga Khan University Hospital, we recently hosted an insightful Breast Cancer Awareness session, empowering our female employees with crucial knowledge on early detection, routine check-ups, and preventive care. This initiative reflects our dedication to fostering a supportive and informed workplace, where health remains a priority. By raising awareness and encouraging proactive health measures, we stand in solidarity with those affected by breast cancer. Together, we can contribute to minimizing breast cancer risks by spreading awareness, enabling individuals to seek timely help with complete professional guidance.





SUSTAINABLE CAPACITY DEVELOPMENT PROGRAM (SCDP) WITH ILO AND KAIZEN INSTITUTE

We are proud to have participated in the Sustainable Capacity Development Program (SCDP), led by the Kaizen Institute Global for the International Labour Organization (ILO), from August 2023 to September 2024. This transformative program has been crucial in empowering our teams through intensive classroom training and expert consulting from both local and international Kaizen consultants. Throughout this journey, we've strengthened our focus on productivity & quality, social & labor standards, occupational safety and health & environmental protection. By engaging our teams with practical tools such as Daily Kaizen boards, we have successfully implemented 5S, RCA techniques, line balancing, and value stream mapping across departments. Additionally, the program has sparked impactful social initiatives, from gender sensitization to community empowerment efforts.

We are confident that the knowledge and tools gained from this program will continue to drive sustainable improvement for years to come. A special thank you to Ngwe Nyunt Shin (Shin Lay), Sohail Muftan, and Dilawar Khan Tanoli for their expert guidance and unwavering support throughout this transformative journey.





ITL CELEBRATES THE SUCCESSFUL COMPLETION OF THE SUSTAINABLE CAPACITY DEVELOPMENT PROGRAM



International Textile Limited proudly celebrates the successful completion of the year-long Sustainable Capacity Development Program, which has equipped our teams with key skills in 5S implementation, Daily Kaizen Boards, line balancing, RCA techniques, and value stream mapping. Initially piloted in the Terry and Garments divisions, these methodologies are now set for expansion across all departments to foster continuous improvement and operational excellence. The commitment of our senior management

has been vital in ensuring these practices are integrated throughout the organization, paving the way for long-term success. To honor the dedication and contributions of our Manufacturing Excellence Department, Terry Division, Garments Division, and Quality teams, certificates were distributed during an internal event, recognizing their invaluable role in enhancing processes and driving a culture of sustainable improvement. We are grateful for their hard work and look forward to the continued growth and impact of these practices across ITL.



This four-month continuous Design Thinking Training Program was conducted at our company to enhance both individual capabilities and overall organizational growth. Design Thinking is a structured, human-centered approach that drives innovation, optimizes processes, and fosters strategic problem-solving. It enables organizations to identify inefficiencies, streamline workflows, and develop solutions that are both scalable and sustainable. By engaging stakeholders at every level - from leadership to frontline teams - it uncovers deep operational insights, ensuring that solutions address root causes rather than surface-level symptoms.

Through Empathy Mapping, Ideation, Prototyping, and Iterative Testing, Design Thinking moves beyond conventional approaches, enabling businesses to anticipate challenges, enhance customer experiences, and create new value propositions. The objective is to build agile, future-ready organizations that continuously adapt, innovate, and lead in an ever-evolving market.





INTERNATIONAL
TEXTILE LIMITED