

2nd EDITION



INTERNATIONAL
TEXTILE LIMITED



THE VANGUARD

DRIVING GROWTH, TOGETHER

JAN-JUN '2024

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EDITORS' NOTE

Welcome to this edition of our corporate newsletter, themed “Driving Growth, Together.” We reflect on our journey and highlight the collective efforts that have propelled us forward.

Our recent achievements showcase our commitment to excellence and innovation. From expanding our market reach to enhancing our product offerings, each milestone reflects the dedication and hard work of our talented team.

Environmental stewardship is central to our ethos. We proudly share updates on our sustainability initiatives and green certifications, demonstrating our commitment to reducing our ecological footprint. Our efforts in environmental, social, and governance (ESG) go beyond compliance, aiming to create a lasting positive impact on the communities we serve.

This newsletter features inspiring stories of our social initiatives, illustrating our impact through various engagements. Our evolving governance practices ensure transparency, accountability, and ethical conduct across our operations.

Thank you for being part of this journey. We look forward to continued growth and success, together.

Warm regards,



Deputy Manager Sustainability and CSR

CEO MESSAGE



ADNAN KHAN

CEO at International Textile Limited

At International Textile Limited, we are esteemed as a dependable manufacturer of premium-quality towels and textile products. Our business foundation is built on trust, and we are dedicated to supporting the communities where we operate. We align our practices with the UN Sustainable Development Goals, actively contributing to efforts aimed at eradicating inequality and addressing climate change.

Sustainability is our foremost priority. To establish ourselves as the most trusted global partner, we are setting both short- and long-term objectives to transform our commitments into innovative solutions. Our focus includes optimizing resource use, investing in renewable energy, conserving energy, and offsetting carbon emissions by planting climate-resilient trees that benefit the community.

Our green certification underscores our dedication to rigorous Health, Safety, and Environment (HSE) standards. We invest in personnel and technology to create a safe workplace. Additionally, in collaboration with the International Labor Organization, we implement Sustainable Capacity Development programs to enhance operational efficiency. Our commitment extends to addressing environmental, social, and corporate challenges, fostering inclusivity, and translating our commitments into innovative solutions, positioning us to drive the company towards long-term viability.

I firmly believe that we are on the path to leading International Textile Limited toward a more responsible future, and I would like to express my gratitude to my team for their continued support on this journey.

COO MESSAGE



ASGHAR ALI KHAN

COO at International Textile Limited

In our organization, we prioritize cultivating a culture of empowerment by giving our employees ownership of their work. This approach not only sparks innovation but also ensures that each team member feels valued and integral to our collective success. We are deeply committed to creating a safe and secure environment, with a focus on the well-being of every employee.

To attract and retain top-tier talent, we have implemented forward-thinking policies that address the diverse needs of our workforce. These policies include paternity leave, gym facilities, and well-being sessions. These initiatives are not just perks but essential elements of our commitment to fostering a supportive and inclusive workplace. By investing in our employees' health and well-being, we are building a stronger, more resilient organization.

Moreover, we have diligently pursued various certifications that are essential for exports and reflect our commitment to quality and sustainability. As a conscientious company, we understand the importance of sustainability not only for our overseas customers but also for our mission to protect and heal the environment. Our certifications underscore our dedication to maintaining the highest standards and ensuring our operations are environmentally responsible.

Together, we will continue to drive growth and innovation, ensuring that our company remains a place where every individual can thrive and contribute to our shared success.

BUILDING TRUST OF OUR CUSTOMERS



ACHIEVEMENT IN LABORATORY TESTING:

Inter-Laboratory Comparison (ILC) Program 2024

We are proud to announce the successful completion of the Inter-Laboratory Comparison (ILC) Testing Program 2024 for Woven Fabric, held in January and April. This initiative by the International Textile Limited (ITL) Laboratory aims to enhance the technical competence of lab personnel across leading textile companies. We extend our heartfelt gratitude to all the ISO/IEC 17025 Accredited Textile Laboratories for their valuable participation, which made this program a significant success.





16th CORPORATE SOCIAL RESPONSIBILITY AWARDS

BY NFEH (NATIONAL FORUM OF ENVIRONMENT AND HEALTH)

We are thrilled to announce that we have been recognized at the 16th CSR Awards 2024 in Karachi, hosted by the National Forum for Environment and Health (NFEH). We are honored to receive the award in the 'Social Impact & Sustainability' category, which underscores our steadfast commitment to Corporate Social Responsibility (CSR). This prestigious award highlights our dedication to initiatives that extend beyond our business objectives, focusing on creating a positive impact on both the environment and society. Our efforts are particularly directed towards making a meaningful difference in the lives of underprivileged communities. Through sustainable practices and social initiatives, we strive to contribute to the well-being of those in need, ensuring that our contributions lead to long-lasting and beneficial changes.



ACHIEVING HALAL CERTIFICATION: Strengthening Our Commitment to Quality and Ethics

We are proud to announce our dedication to achieving Halal certification. The certification assures product quality, ethical production, and compliance with religious and local regulations, enhancing consumer trust and simplifying our export processes. It also promotes sustainability and fair labor practices, aligning with our commitment to eco-conscious operations.

With Halal certification, we will differentiate our brand in the competitive market, foster consumer loyalty, and enhance our brand image. This milestone will not only enable premium pricing but also increase our market presence, sales, and revenue.

We are excited about this journey and look forward to sharing more updates as we progress towards achieving Halal certification, further strengthening our reputation in the industry.



Cert. No. HAL / 313

www.ri-ca.org



BUILDING TRUST THROUGH RESPONSIBLE PRACTICES

We are thrilled to share a significant accomplishment in our journey towards excellence – International Textile has successfully attained both GRS (Global Recycled Standard) and RCS (Recycled Claim Standard) certifications.

Global Recycled Standard (GRS)

Our commitment to sustainability and responsible practices is now globally recognized. GRS certification signifies our dedication to meeting high standards for the use of recycled materials in our products, contributing to a more sustainable and circular economy.

Recycled Claim Standard (RCS)

Sustainability is embedded in our ethos, and the RCS certification underscores our commitment to incorporating recycled content into our products. This standard verifies our responsible use of recycled materials, furthering our commitment to environmental stewardship.

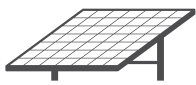


ESG JOURNEY





GREEN INITIATIVES: Shaping a Better Tomorrow Together



Our **renewable energy** efforts reduce Carbon emissions by **700,000 kg CO₂** annually.



Our efficient **power generation** infrastructure additionally reduce annual GHG emissions **819,000 Kg CO₂**.



Our **energy conservation** initiatives have annually boosted GHG reductions **550,500 Kg CO₂** through optimization.



We're set to triple our tree planting, scaling up from **5000 to 15000** trees.





EXPLORING SUSTAINABILITY:

Understanding and Advancing the SDGs

Our recent top management session delved into the United Nations Sustainable Development Goals (UNSDGs) and fundamental sustainability principles, aiming to align our department heads with these critical objectives.

Holistic Sustainability Approach:

Sustainability goes beyond environmental considerations; it permeates every aspect of our organization, from hiring practices to product lifecycle management. Embracing sustainable practices at every stage is vital for enhancing efficiency and ensuring long-term viability. The PPP framework—People, Planet, and Profit—was underscored as essential for balancing social responsibility, environmental stewardship, and economic success.

Addressing Global Challenges:

Urgent action on global warming and climate change is imperative. We emphasized the need to align our missions with UNSDGs and Environmental, Social, and Governance (ESG) criteria to lead in sustainability efforts.

Net-Zero Emissions Commitment:

Achieving net-zero greenhouse gas emissions is critical. This involves adopting energy-efficient practices, reducing waste, and supporting sustainable initiatives across our value chain. Understanding GHG emissions scopes 1, 2, and 3 guides our strategies for emission reduction.

Empowering Informed Leadership:

Raising awareness among our leadership about these sustainability issues empowers informed decision-making. This not only benefits our environment but also strengthens our organizational resilience and reputation.

By embracing sustainable practices, we are driving positive change and securing a sustainable future for generations to come. Together, let's continue to integrate these principles into our operations and lead by example in sustainability.



15 LIFE ON LAND

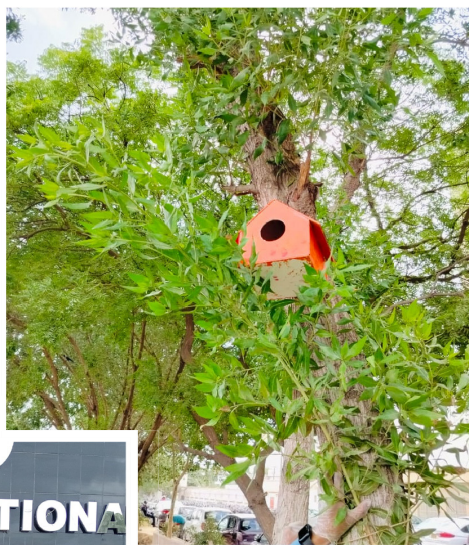


13 CLIMATE ACTION



ENVIRONMENT DAY

Embracing the 3R Methodology for a Greener Future Day



On World Environment Day, we proudly implemented concrete measures to promote sustainability and environmental conservation. We are excited to announce that we have adopted the 3R methodology - Reduce, Reuse, Recycle - in our operations. Plastic bottles have been creatively repurposed, tin cans have been given new life, and discarded sheets have been transformed into birdhouses, providing shelter for wildlife while reducing waste. Our dedication to sustainability extends further. We also participated in tree planting activities, enhancing the greenery of our surroundings and mitigating our carbon footprint.



COMPREHENSIVE EMERGENCY RESPONSE TRAINING SESSION



We are committed to continuously improving our safety standards and ensuring the wellbeing of our workforce. In collaboration with Sindh Emergency Rescue Service, our HSE team organized a comprehensive training session on first aid, firefighting, and emergency response for our diverse employee base. This training was facilitated by professionals who provided live demonstrations of various emergency scenarios, which were then replicated by the participants through role-playing exercises.

The training session was designed to be highly interactive, providing a comprehensive guide on how to respond effectively in emergency situations. Key topics covered included Cardiopulmonary Resuscitation (CPR), procedures for choking incidents, managing serious injuries and bleeding, as well as responding to cardiac attacks, cardiac arrests, and fire drills, including the proper use of fire extinguishers.

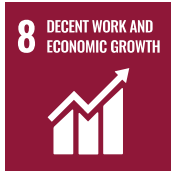


SUCCESSFUL EMERGENCY DRILLS FOR A SAFER WORKPLACE



Our HSE team organized comprehensive emergency drills to bolster our commitment to health, safety, and environmental goals. These exercises aimed to improve team coordination and educate our staff on critical emergency procedures. By conducting evacuation simulations, we ensure everyone is well-prepared and familiar with safety protocols. These proactive steps are vital for prompt responses, minimizing risks, and maintaining a safe environment for all.



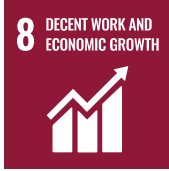


FOSTERING SAFETY TOGETHER: Safety Slogan Competition



Excited to have our Safety Slogan Competition at International Textile Limited, led by our HSE team. We're cultivating a safety-centric culture by engaging all employees, emphasizing inclusivity and responsibility. Each voice is valued, we are empowering individuals to contribute meaningfully to our safety initiatives. This initiative not only promotes safety but also fosters a sense of belonging among our team. We prioritize creating an environment where every employee feels heard and appreciated.

To make it engaging, we have introduced a voting mechanism where every employee can cast their vote for the best safety slogans. The top 3 slogans will be awarded while the best one will become our safety slogans for the year 2024.



SHAPING ITL'S INITIATIVES FOR WORLD HEALTH SAFETY DAY 2024



This World Health Safety Day 2024, ITL proudly unveils proactive initiatives to redefine safety standards and promote health globally. Through quizzes, guest speakers, and team-building, we cultivate a culture of safety excellence. Emphasizing safety's role in health amid climate change, we celebrate effective measures with awards and enhance well-being with dedicated road safety sessions. Let's prioritize health and safety as integral to our workplace ethos.

EXTENDING OUR COMMITMENT BEYOND WORKPLACE WALLS

At ITL, safety is more than a priority; it's a commitment that extends beyond our premises. Recently, as part of our Health, Safety, and Environment (HSE) initiative, we provided helmets to our employees for their protection outside work. This reflects our belief that safety goes beyond physical boundaries. Alongside road safety programs and defensive driving sessions, we are ensuring our team's well-being wherever they go. We take pride in prioritizing their safety every day, fostering a culture that values safety in all environments.





EMPOWER, EDUCATE, ERADICATE

PCOS Awareness and Free Medical Checkups with Chughtai Lab

Polycystic Ovary Syndrome (PCOS) is a common endocrine disorder affecting women of reproductive age, with limited healthcare access and awareness leaving many undiagnosed. Raising awareness is crucial, as early detection allows for better treatment and empowers women to take control of their health, effectively pursuing personal and professional goals. In collaboration with Chughtai Lab, we hosted a session addressing common health issues among women. This event not only aimed to raise awareness but also provided a valuable networking platform for attendees to interact directly with doctors. Additionally, we offered basic medical checkups free of cost, ensuring participants gained a better understanding of their health.





ELEVATING EMPLOYEE WELL-BEING: Our Commitment to Work-Life Balance

We understand that a healthy work-life balance is essential for both personal well-being and professional success. To reinforce this commitment, we are proud to offer an on-site gym facility available to all employees during office hours. This initiative reflects our dedication to creating a work environment that supports our team's physical health and overall quality of life.

By providing convenient access to fitness resources, we aim to empower our employees to achieve their wellness goals without compromising their professional responsibilities. Together, we are building a healthier, more productive future, where opportunities for growth and personal care go hand in hand.





HIGHLIGHTS FROM OUR LIVELY SPORTS TOURNAMENT



At ITL, we prioritize team bonding through engaging social activities, fostering stronger connections among colleagues. Recently, we organized a lively sports tournament, bringing together male colleagues for a refreshing break from their daily routines. The event featured spirited competition among four teams: the Head Office Team, Terry Team, MJS (Garment & Apron) Team, and the Services Department Team. The atmosphere was filled with enthusiasm as team members showcased their skills and teamwork. Congratulations to the Terry Team for their impressive victory! These moments of camaraderie not only refresh our team members but also significantly contribute to the positive and collaborative work environment at ITL.



5 GENDER EQUALITY

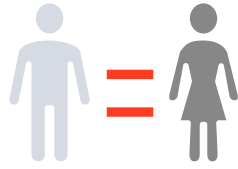


10 REDUCED INEQUALITIES



FOSTERING INCLUSIVITY: Our Women's Day Beachside Retreat

At ITL, our commitment to fostering an inclusive, understanding, and collaborative culture remains strong. In celebration of Women's Day, we hosted a beachside retreat designed to bring our team together, strengthen connections, and encourage cooperation among all colleagues. Achieving a balance between male and female team members is essential for nurturing a well-rounded and inclusive mindset. Through carefully planned team-building activities, we aim to create a culture where everyone feels a sense of belonging and mutual respect, with each individual being valued and treated with dignity. We sincerely appreciate the unique contributions of all our team members in shaping the future of our company.



INVESTING IN FUTURE LEADERS

Women Leaders Summit

Our team had the privilege of participating in enlightening sessions with women leaders, engaging in diverse panel discussions, and delving into global DEI strategies. It was truly inspiring to witness women from underprivileged backgrounds ascending to prominence on international stages such as the Olympics and representing Pakistan.

We are profoundly grateful for the opportunity to engage with a platform that champions inclusivity and shares best practices for organizations aspiring to achieve excellence. As a company, we are committed to providing every platform for our women to thrive and prosper in their future goals and career paths, we remain dedicated to fostering an environment where our female employees can achieve their fullest potential.





INVESTING IN FUTURE LEADERS

Women in business and Leadership Conference (WIBCON)

Our female team recently attended the WIBCON event, a platform dedicated to empowering diversity in all its forms. At our company, we consistently provide opportunities for our women to explore and overcome the challenges they face in their careers, particularly the glass ceilings and barriers that often hinder their growth. We are committed to ensuring that such platforms are available to our female employees.

WIBCON, organized by the Pakistan Society of Training and Development (PSTD), was a well-designed event featuring leading companies and professional DEI leaders. The participants shared their ongoing initiatives and demonstrated how they are pioneering in Diversity and Inclusion (D&I).

WIBCON recognizes the notable achievements of iconic female leaders, entrepreneurs, and professionals in Pakistan. For the past 16 years, it has been striving to create a more diverse and inclusive workforce. We take pride in supporting and participating in these initiatives, as they align with our mission to create an environment where our women can flourish and achieve their greatest aspirations.





BRIDGING THE GAP B/W INDUSTRY AND ACADEMIA

Developing Innovative and Sustainable Scrubs in collaboration with Textile Institute of Pakistan

International Textile Limited stays up front in providing invaluable support to University Students. In collaboration with Textile Institute of Pakistan, we developed the scrub. This product features remarkable attributes such as water and soil resistance, crafted from sustainable materials, and is fully ready for the market.



TESTIMONIALS

The collaboration with International Textile Limited in developing the scrub suits was an outstanding success. The quality, functionality, and sustainability of the scrubs exceeded our expectations. This project provided an excellent platform for our students to apply their theoretical knowledge in a practical setting, and the results were highly impressive. We are excited about the potential market applications of these products and look forward to future collaborations with ITL.

Dr. Umair Ahmed Siddiqui

HOD, Textile Institute of Pakistan (TIP)

In our product development course, we aimed to create a functional and fashionable product. We chose to design a medical scrub and sought assistance from International Textile Limited. The results were outstanding, with perfect stitches, embroidery, and cuts. I would like to extend my gratitude to the ITL team for their fantastic work. We look forward to future collaborations.

Bisma Tariq

Student, Textile Institute of Pakistan (TIP)



OUR BRIDGING STRATEGY FOR THE NEW TALENTS



In the recent months, ITL has enthusiastically participated in different prestigious universities job fairs across the Karachi. In these job fairs we not only connected with a diverse pool of students, also showcased our business strategies along with new opportunities for the upcoming talent.





SUSTAINABLE CAPACITY DEVELOPMENT PROGRAM



We are thrilled to highlight the success of our ongoing Sustainable Capacity Development Program, powered by the International Labour Organization (ILO), World Wide Fund for Nature (WWF), and the European Union (EU), in collaboration with the Kaizen Institute. This year-long program equips our Enterprise Improvement Teams (EITs) with advanced skills to drive operational excellence and sustainability.

Aiming to enhance productivity, product quality, and environmental standards, the program fosters a culture of social responsibility within our organization. Through sessions led by esteemed trainers, our teams gain cutting-edge insights into modern management techniques. A key feature is the practical application of knowledge through targeted projects, significantly improving efficiency and product quality. Emphasizing visual management and the 5S methodology, these initiatives have already yielded tangible results, notably reducing internal audit failures and defects.

Employee Birthday Celebrations



INDIVIDUAL BIRTHDAY

Supporting worklife balance

Our company provides a memorable experience for employees on their birthdays. Benefits include a paid day off, along with a cake and a gift, allowing employees to enjoy quality time with their families. This initiative supports work-life balance, enabling employees to share special moments with their loved ones.

Sharing Memories Among Colleagues

At the end of each month, we hold a group birthday cake-cutting celebration for all employees with birthdays that month. This event fosters better understanding, networking, and shared moments among our team members.





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