

Winter 2017-18

# The Vanguard™

*an ITL Publication*

**Achieving Competitive Excellence**



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# The Vanguard™

*an ITL Publication*

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# CEO'S MESSAGE

According to the Economic Survey of Pakistan, the country has achieved 5.28 percent GDP growth during FY 2016-17 as against the target of 5.7 percent, taking the economy beyond US\$ 300 Billion. Despite missing the target, the GDP growth is highest in the last one decade. Similarly, inflation in FY 2016-17 clocked at around 4.1%, lower than the expected target of 6%. According to a report published by Price Water House Coopers in 2017, Pakistan is projected to become the world's 20th largest economy by 2030 and 16th largest by 2050.

On average, Large Scale Manufacturing growth stood at 5.06 percent during July-March FY 2017 compared to 4.6 percent in the same period last year. The sectors recording positive growth during Jul-Mar FY 2017 included textile manufacturing as well. The Government also provided positive incentives to mobilize growth in the textile sector such as exempting sales tax on the import of new textile machinery.

This further motivated ITL to enable internal system improvements, seek technological advancements and increase investments in human capital. The most significant of these was the adoption of Six Sigma to match the standards set by our clients all over the world. To ensure proper implementation and maximum utilization of Six Sigma, a new management position, Head of Excellence, has been created. Mr. Muhammad Zahid Malik has been recruited to fill this important role that will impact ITL's performance in the near future. Furthermore, testing facilities at ITL are also pursuing ISO 17025 certification. Accreditation to ISO 17025:2005 will enable ITL customers to depend on tests conducted in-house as this International Standard complies with ISO 9001.

2017 has been marked as year of Digital Transformation for ITL. Increasing utilization of SAP ERP



*Mr. Adnan Khan presenting the ITL Compliance Champions Trophy to the winning Departments.*

through the introduction of SAP HANA & SAP FIORI technologies and induction of a brand new workflow application, the Dashboard, has increased automation through digitization across all departments thus increasing efficiency and reducing lead times.

Implementation of the 'Path to Enlightenment' continues with the HR Department for developing successors through coaching and mentoring at ITL. Emphasis remains on facilitating ITL employees to learn and renew skills with almost 320 training hours being spent throughout the year.

Honoring gender diversity at ITL, Women's Day was celebrated to acknowledge the important contributions made by female ITL team members. Women empowerment initiatives have also been implemented to encourage ITL women employees to reach for a higher level of success.

Expanding market access to attain new clients is of prime importance to ITL. This was made possible through participation in Heimtextile, the biggest international trade fair for home and contract textiles with around 69,000 trade visitors in 2017. ITL is also participating in Heimtextile 2018 in Frankfurt, Germany.

The Compliance Champions Trophy is an innovative competition that rewards maintenance of highest levels of HSE, safe work practices and accident reporting. This competition has generated positive energy throughout ITL by emphasizing on world class standards of safety.

My sincere thanks to our customers for placing their trust in us. Also, I would like to thank the staff and personnel at ITL as their enthusiasm, commitment and dedication to ITL's success energizes the whole organization.





# WELCOME TO THE ITL FAMILY



**Zubair Waheed Khan**  
Chief Financial Officer

With more than 24 years of working experience in financial modeling, budgeting and accounting, Mr. Zubair Waheed Khan is the new Chief Financial Officer at ITL. He brings diverse expertise in conducting audits, ERP & Business systems, risk management, taxation and operational excellence.

Mr. Khan has previously worked with multinationals such as Glaxo Smithkline, where he implemented financial and supply chain systems while monitoring progress of global strategic initiatives such as Lean Six Sigma. He also provided support to the Procurement, Legal and Supply Chain functions.

Mr. Khan is an Associate member of the Institute of Cost and Management Accountants of Pakistan after qualifying as a Management Accountant in 1995. He acquired a Masters in Business Administration (MBA) in 2012 from the Pakistan Air Force-Karachi Institute of Economics & Technology with a specialization in Marketing. Mr. Khan has multiple certifications from around the world in various areas including Leadership, Lean Sigma, Financial Controlling and more.

ITL welcomes Mr. Zubair Waheed Khan as Chief Financial Officer.



**Muhammad Aslam Khamisa**  
Deputy General Manager, Garments & MJS

Mr. Muhammad Aslam Khamisa, ITL's Deputy General Manager, Garment & MJS Division, has more than 20 years of hands on experience in textile marketing and manufacturing. He possesses knowledge about numerous yarns, fabrics and made-ups / finished products.

He has travelled to more than 20 countries and has dealt with small and large clients from across the world. Mr. Khamisa is a Certified Merchandiser from the Pakistan Readymade Garments Institute and possesses a Bachelors in Commerce from the University of Karachi.

ITL values Mr. Muhammad Aslam Khamisa as Deputy General Manager, Garments & MJS.



**Syed Zaryab Danish**  
Deputy General Manager, Terry

Mr. Syed Zaryab Danish has more than 18 years of experience in the textile industry within various roles including production planning, quality control, finishing and logistics.

Mr. Danish has previously implemented root cause analysis based on Six Sigma to define, measure, analyze, improve and control business processes. He is knowledgeable about maintaining global standards of quality, identifying training needs, scheduling production plans and more.

Mr. Danish acquired his MBA from University of Karachi after attaining his Masters in Organic Chemistry from the Federal Urdu Science & Technology University. He has been certified in supply chain management, Six Sigma & Lean Manufacturing, Total Quality Management and more.

ITL is delighted to welcome Mr. Syed Zaryab Danish as Deputy General Manager Terry.



**Iftikhar Iqbal Khan**  
Head of Terry Weaving

Mr. Iftikhar Iqbal Khan is well qualified to serve as Head of Terry Weaving at ITL. He attained a Bachelors in Textile Sciences from the Textile Institute of Pakistan in 2005. This was followed by a Masters in Marketing & Business Management from University of Bedfordshire, UK in 2010. He has also acquired training certifications in ISO 9001, Quality Management Systems, ISO 14000, Environmental Management Systems and SA 8000.

He has more than 12 years of working experience in the textile industry with more than 8 years dedicated to textile production management. Mr. Iqbal's journey in the field of textiles began as a management trainee, where he quickly progressed to managerial and leadership positions.

ITL is pleased to welcome Mr. Iftikhar Iqbal Khan as Head of Terry Weaving.

# WELCOME TO THE ITL FAMILY



**Muhammad Zaigham Ali**  
Manager Operations

Mr. Muhammad Zaigham Ali joins ITL with over 12 years of managerial experience in the textile industry. He is well versed with production processes including planning and reconciliation for shipments, in strong coordination with various departments to ensure that deadlines are met.

Mr. Ali also possesses technical knowledge about yarn weaving, dyeing, stitching and embroidery so as to understand the practical challenges faced during production. He has also conducted analyses according to global metrics to further improve performance and forecast efficient strategies for the future.

Mr. Ali qualified as an MBA in General Management from the Preston Institute of Management Sciences & Technology after acquiring a Bachelors from the University of Punjab.

ITL is pleased to welcome Mr. Muhammad Zaigham Ali as Manager Operations.



**Suleman Lakhani**  
Manager Exports

Mr. Suleman Lakhani is well versed in export procedures with more than 8 years of working knowledge in supply chain management, logistics & documentation, materials management and more.

He is a SAP Expert and Member of Centre of Excellence (COE), UK for the last 6 years and is adept at utilizing SAP HANA 4, an innovative and intelligent ERP solution by SAP that digitalizes all business and production processes. Mr. Lakhani attained his MBA in Supply Chain Management from the Institute of Business Management after acquiring a Bachelors in Commerce from the University of Karachi.

ITL is delighted to welcome Mr. Suleman Lakhani as its new Manager Exports.



**Muhammad Zahid Malik**  
Head of Operational Excellence

Mr. Muhammad Zahid Malik has more than 9 years of experience in engineering management, SAP (ERP) production planning, project management and production engineering. He graduated from Dawood College of Engineering & Technology with a Bachelors in Industrial Engineering and Management.

Mr. Malik is currently pursuing a Masters in Business Administration from IBA, the first business school established in Asia. He is also a member of the Pakistan Engineering Council and is seeking membership of Institute of Industrial Engineers, USA.

ITL is proud to welcome Mr. Muhammad Zahid Malik as Head of Operational Excellence.



**Syed Amjad Ali**  
Manager Product Development and R&D

Mr. Syed Amjad Ali has more than 13 years of experience in laboratory management, quality control testing and product development. With double Masters degrees in Applied Chemistry and Business Administration (Supply Chain specialization), Mr. Ali is a certified lead auditor of Quality Management System ISO-9001:2015 and Environmental Management System ISO14001:2015 by the International Register of Certified Auditors, UK.

His professional experience encompasses the development and implementation of management systems for product development and quality control activities.

ITL welcomes Mr. Syed Amjad Ali as Manager Product Development and R&D.



## DELIGHTING THE CUSTOMER

Research conducted by Accenture shows that B2B companies that excel at providing unique customer experience achieve higher than average revenue growth (Accenture 2015 B2B Customer Experience Survey). ITL sustains its commitment to be a customer centric organization where customer service remains a key enabler of growth.

Sverre W Monsen A/S (SWM) is a key partner in the supply chain for ITL. SWM is Norway's leading supplier of contract marked textiles - to both public and hospitality segments and has been in business since 1868. The company is a member of the Ethical Trade Initiative and is EN-ISO 9001 certified.

Mr. Sigmund Lundanes is Chief Executive Officer at SWM has more than 30 years of experience in textiles after graduating from the Norwegian School of Economics & Business Administration. The ITL Vanguard team interviewed Mr. Lundanes to discuss the business alliance between ITL and Sigmund Lundanes.

### **Q1. How does your organization view its business relationship with International Textiles?**

ITL and SWM have a long and collaborative relationship with a willingness to cooperate on all facets. Reducing the environmental impact of manufacturing fabrics and maintaining a strict check on quality are key strategic imperatives for SWM. We appreciate the efforts made by ITL to understand and adopt these imperatives to enhance their products.

### **Q2. In working with ITL, what do you consider key areas of learning for your company?**

Open communication between ITL and SWM means that both companies learn. For example, we are currently working with ITL to develop an innovative terry product that meets the future needs of the laundry industry. The development process has enabled both organizations to address challenges with pioneering solutions that surpass current standards.

### **Q3. How does your company evaluate ITL in the context of the overall textile industry in Pakistan and worldwide?**

In our minds, ITL is the leading Pakistani towel manufacturer. We believe they can compare themselves favorably with the very best on a worldwide scale as well.

### **Q4. Looking to the future, how would your firm like to enhance its relationship with ITL?**

Environmental challenges are the most important concern in the future. We are pleased to learn that ITL has initiated the due process for the EU Ecoflower certification. This certification results in the use of the EU Ecoflower label which signifies products that have reduced environmental impact by decreasing levels of waste and harmful substances. This is a great achievement for ITL and SWM aims to gain maximum benefit from this as well.



# APPRECIATING TEAM WORK

As pioneers of MJS in Pakistan, ITL has state of the art equipment that is environment friendly with automated controls resulting in production consistency. The Then Air Flow Syn G2 Dyeing machines installed by ITL enable processing of up to 1800kgs while reducing consumption of water and energy. This equipment has also decreased processing times which adds to the cost-efficiency benchmark expected by customers globally.

Consisting of a knowledgeable and skilled group of people, the MJS Processing team has utilized their experience to excel. The team also operates two Stenter machines capable of processing fabric up to 130 inches with an automatic Weft Straightener. The MJS Processing team can produce 1,220,000 meters per month.

## MJS Processing Team



The MJS Apron team is an essential cog in the wheel. 2017 was an important year for the MJS Apron team as it recorded its highest production capacity. This was an important milestone in establishing a global footprint in the respective line of business.

ITL houses an individual unit for MJS aprons ensuring international quality standards are met to satisfy customers' needs. Collaboration and dedication towards quality reflect the company's commitment to continuous improvement. HSE standards are emphasized and team members have been trained to conduct production activities in a safe working environment. Open communication facilitates flexibility in plans gearing towards the next level of success.

## MJS Apron Team



# DEVELOPING EFFECTIVE STANDARD OPERATING PROCEDURES

Greek philosopher Aristotle said, 'We are what we repeatedly do. Excellence, then, is not an act, but a habit.' Consistency in procedure and planning gives birth to reliable results. Standard Operating Procedures or SOPs are the one of the most valuable tools in improving performance and results.

SOPs assist by improving productivity and reducing system variation. Employee training is facilitated by the establishment and implementation of SOPs as employees can relate to a source of reference. SOPs also help in preventing health and safety issues ensuring HSE global benchmarks.

ITL has initiated the establishment of SOPs to standardize performance across all departments and divisions. This includes all non-production related functions including Warehouse Management, Repair & Maintenance, Quality Assurance lab testing and more.

A thorough process was initiated where input for drafts was generated from concerned departments. These drafts then underwent a management review. After the finalization of the SOP, training was conducted to ensure that employees understood the relevant procedures resulting in the final implementation of the SOP.

A final review process will be conducted by the Internal Audit department to calculate efficacy levels of the established SOP. Changes will be recommended according to the results of the final review.

## Development of Authorization Matrix

ITL has developed an Authorization Matrix that details roles and responsibilities. This step has been taken to formalize business policy as a roadmap to success. Devising a formal business policy ensures clear articulation of processes, roles and performance measures. Employees are motivated to follow clear steps as consistency in processes reduces variations in quality.

Five special committees were also formed for the following important functions:

1. Procurement & Civil Works
2. Yarn & Fibre Procurement
3. Outsourcing & Contractors Rate Approval
4. Wastage & Rejections Rates Approval
5. Imports & Exports Rates Approval

This process also defined all levels of management positions to clarify and formalize the organizational structure. Activities related to key functions such as HR, Procurement were also outlined along with the approval procedures and personnel designated to validate said activities.

The Authorization Matrix is an additional course of action towards achieving excellence by instilling a culture of standardization matching international benchmarks.

# ORGANIZATIONAL DEVELOPMENT

The Path to Enlightenment Continues...

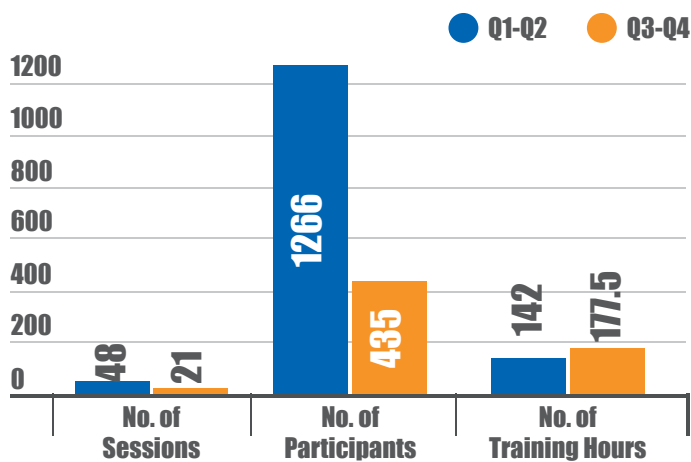
Expanding on the succession planning initiative launched last year, 47 potential candidates have been identified for training and skill enhancement. These individuals were nominated and then interviewed by the respective Heads of Departments and tested for literacy and numeracy skills at the Assessment Centre.

Effective implementation of this process relies heavily on staying true to the CEO's philosophy of equipping nominated individuals with intensive training and coaching for up to 9 months. The nominee will be encouraged and expected to devise strategies laying out efficient work plans that are independent from supervisory interventions.

The nominee will be evaluated according to his/her individual plan, personnel management and performance in terms of delivery. Successful qualification will depend on how well the nominee was able to lead the respective department/division in the absence of the supervising authority.

Competencies have also been predefined according to the level of management to ensure all nominees are clear on the qualification criteria. These include functional competencies and leadership standards. The Path to Enlightenment process is expected to conclude in 2019.

## Learning & Development Analysis 2016-17





# INVESTING IN SYSTEM IMPROVEMENTS

## Six Sigma Certification

Reinforcing its commitment to achieving excellence, ITL requisitioned Six Sigma training for key personnel through PIQC Institute of Quality in collaboration with Singapore Quality Institute International, Singapore. Six Sigma is a globally recognized quality-control program developed by Motorola based on a 19th century mathematical theory. The program has generated valuable results by improving business processes and increasing savings for organizations all over the world.

Employees nominated for this program were developed with exhaustive problem solving & analytical tools, statistical tools, process improvement and process control tools. It is foreseen that creating these unique capabilities, ITL will have reduced product / service failure rates to as low as 3.4 defects/failures per million opportunities.

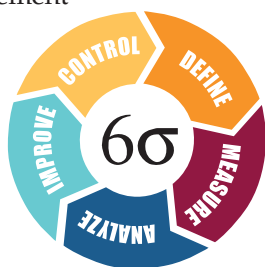
With an emphasis on discipline and data, Six Sigma practitioners at ITL will collect and use information such as customer feedback, process parameters, key performance indicators and their long term trends, supplier performance results etc. to monitor, control, and improve operational performance by eliminating and preventing defects in products and associated processes, including management, service delivery, production and customer satisfaction.

Six Sigma relies on the DMAIC to achieve desirable results. This method is primarily used for improving existing business processes. The letters stand for:

- Define the problem and project goals
- Measure the various aspects of the current process in detail
- Analyze data including a root cause analysis
- Improve the process
- Control how the process is done in the future

Six Sigma training at ITL also encompassed essential quality control measures such as

- An overview of Quality Management
- 5S
- Seven Types of Wastes
- Kaizen
- Reducing mistakes
- Managing teams including team communication, team dynamics and team roles



The trainees have also been assigned 'real life' projects relevant to their departments in order to highlight areas for improvement. These projects aim to provide hands on experience in the use of advanced statistical software and tools for conducting diverse analysis seeking enhancements for the present and the future.

## ISO 17025:2005 at ITL's QA & Spinning Laboratory



The ISO 17025:2005 is an internationally recognized standard designed by the International Organization for Standardization that specifies the general requirements for competence to conduct tests and/or calibrations, including sampling. ITL intends to utilize this International Standard to further develop their management system for quality, administrative and technical operations. ISO 17025:2005 will be implemented at the Textile & Spinning Laboratory at ITL in approximately 6 months time.

ITL has collaborated with Pakistan Accreditation Council (PNAC) to implement this ISO standard. PNAC has been established under the Government of Pakistan as the national apex agency to accredit conformity assessment bodies such as laboratories and certification bodies.

Accreditation to ISO 17025:2005 will enable ITL customers to depend on tests conducted in-house as this International Standard complies with ISO 9001. The use of this International Standard will facilitate cooperation between laboratories, and assist in the exchange of information and experience, and in the harmonization of standards and procedures between ITL and its customers all over the world.

A special 2-day training session was conducted at ITL for the QA laboratory personnel. Participants were introduced to the concept of international perspectives regarding laboratory accreditation. They were informed about the principles of ISO 17025:2005 and the various quality system management & technical requirements. The trainees were also allocated a short assignment to increase understanding of this International Standard.



Six Sigma Training at ITL



# PROMOTIONS 2016-17

Name	Previous Designation	Updated Designation
Babar Yunus	Senior Manager C.S	Deputy General Manager C.S
Ghufran A. Siddique	Deputy Manager Production MJS	Manager Production MJS
Umar Waqas	Deputy Manager Designing	Manager Designing
Muhammad Tahir	Merchandiser	Senior Merchandiser
Syed Adil Badshah	Asst. Mgr. Production & Planning	Dep. Manager Production & Planning
Farzand Shah	Assistant Manager Security	Deputy Manager Security
Muhammad Tariq	Merchandiser	Senior Merchandiser
Muhammad Raees	Asst. Manager Outside Weaving	Deputy Manager Outside Weaving
S. Shahid H. Naqvi	Admin Officer	Asst. Manager Admin & Logistics
Ajlal Ali	HSE Engineer	Assistant Manager HSE
S. Muhammad Bilal	Senior Q.C O/S Processing	Asst. Manager Outside Processing
Aman Ullah Khan	Shift Incharge	Senior Shift Incharge
Adnan Riaz	Process Analyst	Senior Incharge Laboratory
Wasi Ahmed	Incharge Q.C Warehouse	Senior Incharge Q.C Warehouse
M.Akber	Incharge QA MJS	Senior Incharge Q.A
Muhammad Yameen	Accounts & Admin Executive	Senior Executive Accounts & Admin
Musaddiq Israr	Incharge Fabric Store	Senior Incharge Fabric Store
Muhammad Wasif	Incharge Trims Q.A	Senior Incharge Q.A
Tariq Raza	Incharge Final Audit	Senior Incharge Final Audit
Muhammad Arif	Incharge Quality Terry	Senior Incharge Quality
Sheheryar	Laboratory Technician	Senior Laboratory Technician
Farrukh Saleem	Assistant Designer	Designer
Muhammad Naveed	Quality Controller	Senior Quality Controller
M. Faraz Ahmed	Assistant Coordinator	Senior Office Coordinator
Muhammad Younus	Senior Mechanic	Assistant Maintenance Supervisor
Mushtaq Ahmed	Helper	Packer
Naeem Uddin	Helper	B-grade Checker
Rehman Zeb	Q.C Greige Room Ready	Supervisor Q.C Greige
Muhammad Afzal	Assistant Boiler Operator	Boiler Operator









# TECHNOLOGICAL ADVANCEMENTS

International Textile Limited goes on to maintain its pioneer status when it comes to the introduction and adoption of new and innovative technologies. The year 2017 is remarked in the history of ITL as the year of Digital Transformation.

The year began with the introduction of the in-house Workflow Applications Platform: "The Dashboard" that had the capacity to automate almost all the business processes and to move them entirely to a complete paperless environment. The success rate of the Dashboard can be determined by the fact that within the first year of the launch, more than 30 applications have been launched on this platform already and over 10K workflow forms have been raised using the new innovative digital platform. The Dashboard platform was eagerly adopted by the entire organization replacing their physical desk concept with the ideology of this digital desk.

For the last three years, ITL has managed vital business processes including Production, Supply Chain and Finance using the SAP ERP Applications. To accelerate these processes further, for a faster access to information and to turn information into actionable insights; ITL decided to upgrade its SAP ERP to the SAP HANA in-memory database using the state-of-the-art architecture of IBM Power Systems running on SUSE Linux operating system. The technical solution designing was carried out with a well-researched and studied technical design that took all the mission critical applications on to the virtualised environment of the IBM Power Machines.

The SAP ERP powered by SAP HANA on IBM Power Systems deployment feeds into a broader digital transformation being carried out at ITL. This

voyage of digital transformation continued on with the adoption of SAP FIORI desktop and mobile applications; SAP Business Warehouse setting a new layer of information and insights; and the introduction of the Digital Dashboards giving insights of KPIs on dimensions that were considered impossible before.

Over the last three months, more than 60 FIORI applications have been launched that has completely changed the way business documents used to move around from one desk to another and from the factories to the Head office. By using the SAP HANA architecture and SAP FIORI mobile applications, we have empowered our users to complete their tasks, access information on their mobile phones from wherever they might be. This is the real transformation of ITL embracing digitization, automation and efficiency throughout the business processes.



## SUCCESS STORY

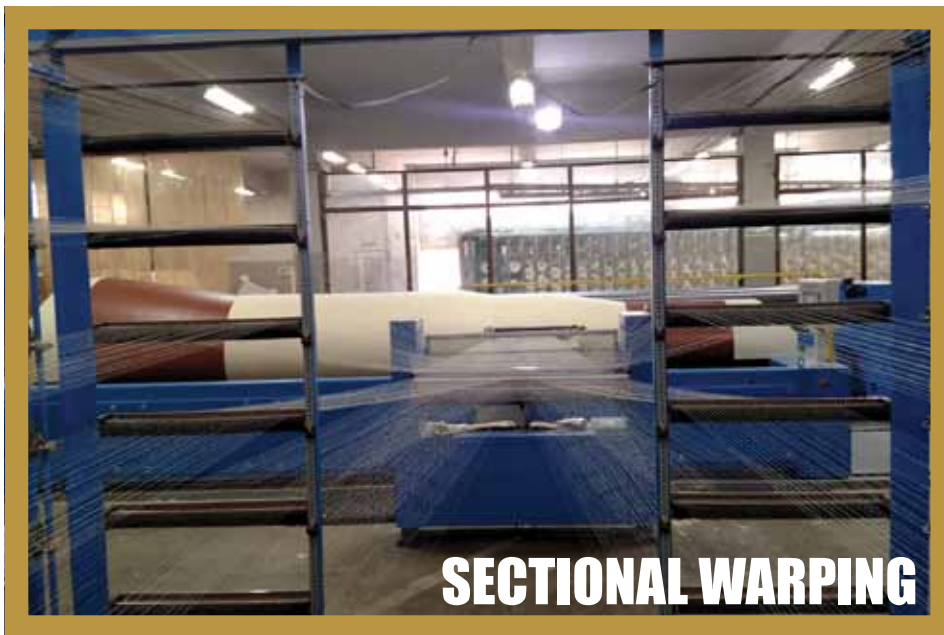


Zubair Ahmed is a valuable employee and a burgeoning success story at ITL. He joined ITL in 2005 as a Helper and was promoted to the position of Office Assistant in 2011 due to his dedication and hard work.

Zubair's passion for learning persuaded him to take formal computer classes earlier in 2017. ITL has supported his determination to seek continued education. Currently, he is acquiring knowledge about the SAP MM module which will enable him to work as a Data Entry Operator for SAP.

Zubair is a shining example of passionate learning charting the course to success!

# ENHANCING CAPACITIES



Seeking future success and fulfilling increasing customer demands, ITL has invested significantly in enhancing production capacities. A new Sectional Warping machine has been acquired from Jiangyin 4 Star Kaji Izumi Machinery Co. Ltd, China. ITL can now offer production of complicated dyed yarn as a new product offering as it has obtained this specialized machine.

Considerable savings in costs are also expected as an added benefit generated from the acquisition of this machine as fewer sizing chemicals will be used during the double count terry pile process.

ITL has acquired 36 JAT 810 looms from Toyota Industries, Japan. These have been comprehensively designed for greater energy savings, higher productivity and improved ease of use.

Production capacity has been increased to approximately 36,000 pounds to cater to increasing customer demands.

The company has also sent Mr. Umar Waqas for training to Toyota Industries, Japan.



A pilot project for Ring Spinning has been initiated at ITL for in-house development of samples enabling reduction of time and costs faced during external sample development.



# HIGHLIGHTS OF THE YEAR



December 2016: Christmas Day Celebrations



Eid Milan Celebration



Blood donation drive was organized by Indus Hospital. 49 employees donated the blood to Indus Hospital



Awareness session on environment was conducted by Mr. Ayyaz Rizvi - Training Consultant



A session was conducted on anti-smoking by our in-house Doctor



A session was conducted on anti-smoking by our in-house Doctor



Cancer Awareness Session was conducted for female staff in collaboration with Aga Khan University Hospital



International Women's Day was celebrated on March 28, 2017



# HIGHLIGHTS OF THE YEAR



Recruitment Drive was conducted at SMA Rizvi Textile Institute which was attended by 100 students



ITL Employer Branding Session at Sir Syed University of Engineering & Technology



ITL participated in job fair at Iqra University



ITL participated in job fair at PAF KIET



Students from PAF KIET visited ITL



Students from Aga Khan University visited ITL



Independence Day Celebration



Independence Day Celebration

# NEW FUNCTIONS @ ITL

## INTRODUCING CENTRALIZED PLANNING DEPARTMENT

At ITL, we believe in prompt service to our valuable customers across the globe. One window operations enable strong systems and controls providing efficient processes. The Centralized Planning department was established in April 2017 to facilitate the above goals.

Mr. Khurram Ali Khan was selected from an internal pool of talented individuals to lead this important department. Khurram has been associated with the company for the last 13 years and has vast experience about key processes.

The Centralized Planning Team's core focus is on OTIF (On Time In Full) customer shipments, immediate response to customers' queries, effective utilization of available capacities and strong control over company's operations and inventories.

*Centralized Planning Team*



## INTRODUCING INDUSTRIAL ENGINEERING DEPARTMENT

Industrial Engineering is a systematic approach of decision making in complex and uncertain environments, based on algorithms, computation and mathematical modelling. It is about making the best use of available resources in the vein of Men, Money, Machines, Materials and Methods to increase the productivity & quality, lower the cost, assure safety of personnel & optimum utilization of machine resources, create and maintain high-quality working environment to improve efficiency & effectiveness.

*Industrial Engineering Team*



As ITL adopts management philosophies of continuous quality and productivity improvement to thrive in the increasingly competitive world market, the need for industrial engineers is growing. Industrial Engineers at ITL are working to make things better including processes, products and systems. They are concerned with reducing production costs, increasing efficiency, improving the quality of products, ensuring worker health and safety, protecting the environment and complying with government regulations.

For ITL, industrial engineering in production reviews the techniques for internal correction and openness for a technology driven approach. Trainee engineers have also been inducted in ITL to implement and enhance this process. They have performed Standard Minute Value projects for MJS Garments and Apron departments. The results generated by these assignments will be implemented in January 2018 which will result in enhanced production capacity.



# ITL'S COMPLIANCE CHAMPIONS!

Amongst several efforts by ITL to instill excellence within its culture, 2017 witnessed the launch of the ITL Compliance Champions Trophy. The theme of this competition persists with driving across-the-board consistency spanning all departments of ITL. Managing and maintaining HSE standards also ensure that productivity increases, giving employees a safe and comfortable work environment to enhance their performances. Safety is of utmost importance with particular emphasis on compliance with global standards. ITL remains committed to promoting and improving a positive culture of safety.

The Compliance Champions Trophy participants were judged on how often they reported on non-compliant incidents as well as accident reporting; maintaining standards of housekeeping; increasing awareness about employee safety; preparedness

levels for emergency drills; how the respective department responded to call for improvement after internal and external audits amongst other things.

The evaluation was conducted through submission of support documents such as HSE Inspection checklists, physical assessments and reporting on a weekly and monthly basis. Each parameter stated above carried a maximum 10 points with scores being maintained per week.

The Compliance Champions Trophy runs for a period of 4 months. The first Compliance Champions Trophy competition lasted from May to August 2017. A special appreciation ceremony is held to announce and celebrate the winner of the Compliance Champions Trophy.





# ADULT LITERACY PROGRAM

Increasing adult literacy is a unique task undertaken by ITL in a country where literacy rates lie at just 58%. Increasing literacy is important for personal development and to achieve key social and economic outcomes. The Adult Literacy program at ITL aims to educate and improve literacy skills of employees seeking to improve their educational standards. Initiated as a 3-month project, the Adult Literacy program focuses on improving basic literacy through classroom learning conducted twice a week.

A trained teacher delivers the program with ITL sponsoring the learning materials including books and stationery. Employees are also compensated for attending these classes and are encouraged to enhance their literacy skills to maximize benefit of personal development.



# EXECUTIVE LEARNING

ITL encourages its employees to seek learning opportunities for growth and success. Ms. Khairon Nissa Merchant, Head of HR, and Mr. Ahmed Sayyam Rana, Manager HR, participated in the Program on Building Blocks of Human Resource Management from October 30 - November 2 2017 at the Suleman Dawood School of Business, Lahore University of Management Sciences. This high-impact 4-day program focused on construction of a performance driven human resource management system. Core HR tools and techniques were highlighted which will add to ITL's value.



# ITL PARTICIPATION IN INTERNATIONAL EXHIBITIONS

## heimtextil

Seeking access to new markets, ITL participated at the world's premium textile exhibition, Heimtextil, held annually in Frankfurt, Germany.



## NYC TEXTILE WEEK

ITL participated in the NYC Textile Week in New York City, USA to showcase its products in one of the largest markets in the world, USA.



A display of ITL products was presented at the Expo Pakistan 2017 where numerous visitors from several countries were on hand to sample ITL's offerings.

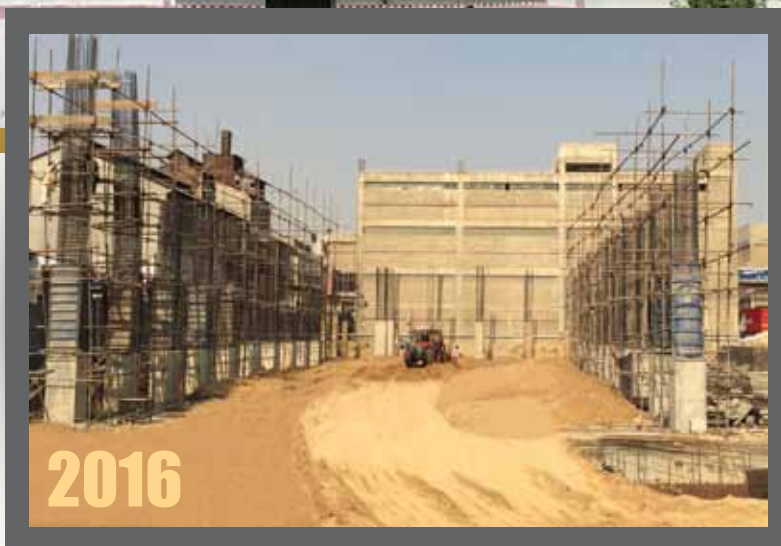




# PLANT EXPANSION

Fulfilling customer demand while distinguishing ITL from its competitors, construction of a new production facility was initiated in 2016 and continues at a rapid pace. The new premises will house specialized terry units such as sizing, weaving, processing and stitching.

The new premises aim to increase terry capacity to meet growing customer demand for innovative products. State-of-the-art machinery will be installed with particular emphasis on automation for greater efficiency. Construction is expected to be completed by 2018.



## Corporate Head Office

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