

Winter 2015-16

# The Vanguard<sup>TM</sup>

*an ITL Publication*

Creating a New Strategic Direction



[www.internationaltextile.com](http://www.internationaltextile.com)

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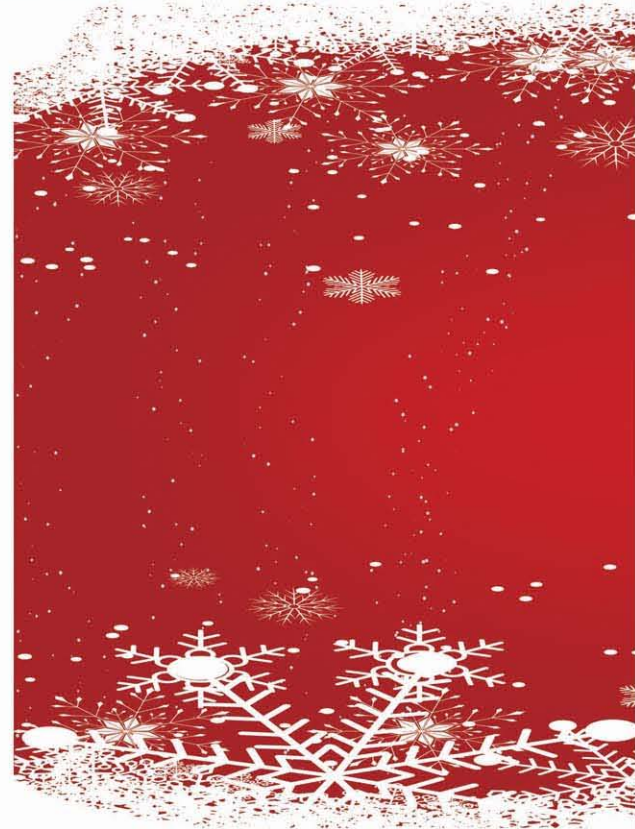
## The Vanguard™

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**New World Concepts**

Design, Editorial & Publishing



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HAPPY  
NEW YEAR  
*& Merry Christmas*

Wishing you a Merry Christmas and a beautiful New Year !

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# CHARTING A NEW STRATEGIC DIRECTION

Increased globalization and increasing competition necessitates for organizations like ITL to formulate a clear strategic vision in order to prepare for changing and increasing customer's expectations. To align with the future expectations from customers, ITL has chalked out a multi-pronged strategy that will position ITL as a competitive and reliable company that will meet not only high expectations of customers but will also meet all standards of environmental, social, and HSE related standards.

Successful implementation of SAP has streamlined and improved most business operations. Availability of real time and reliable business data is greatly helping ITL to further improve its production and business efficiency.

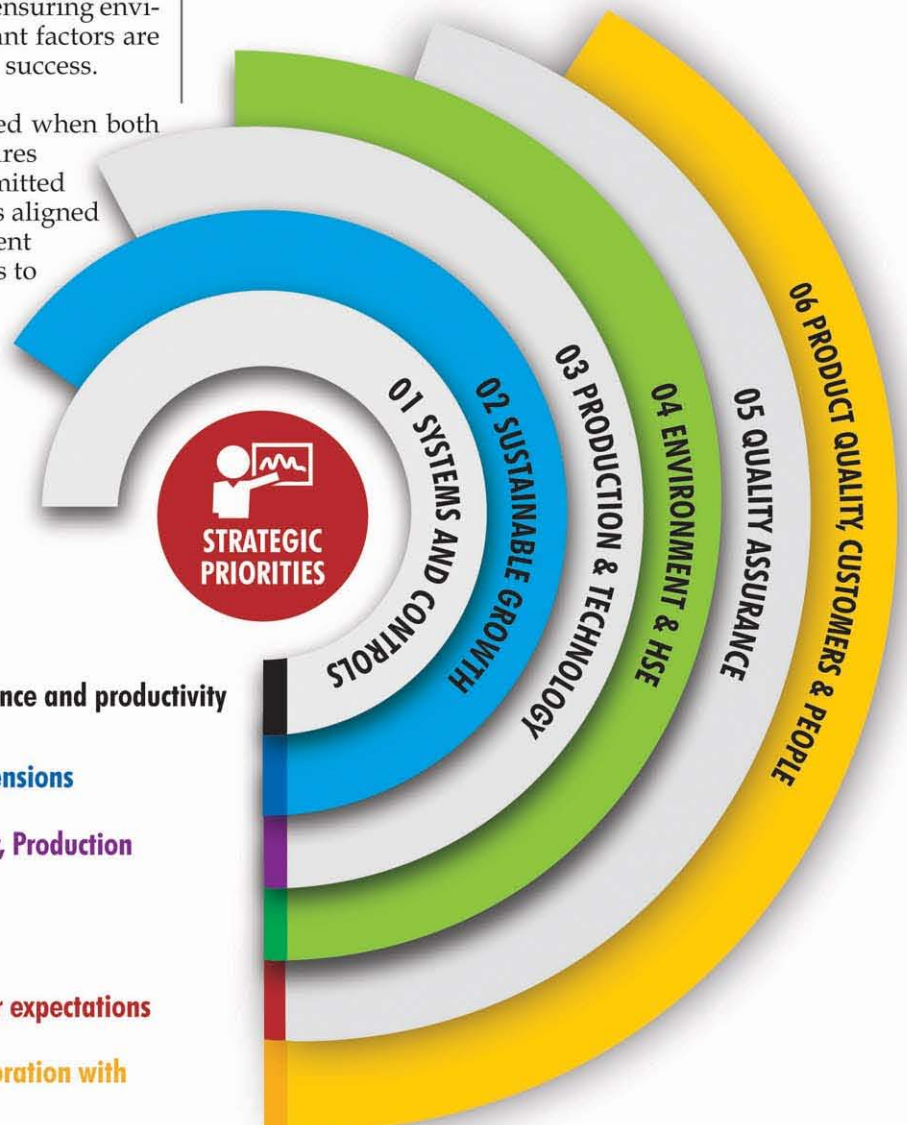
ITL's SAP based operations have greatly optimized the supply chain and procurement operations and this improvement will go a long way in making ITL meeting and improving upon customer satisfaction. Vigorous risk assessments are routinely conducted in ITL are ensuring adoption of global HSE standards and also ensuring environment protection and both these important factors are critical in company's long term growth and success.

Assimilation of quality can only be achieved when both production processes and business procedures combine to focus on excellence. ITL is committed to offer premium products through systems aligned with a heavy emphasis on quality. Investment in the Quality Assurance function continues to gain ITL a large measure of success. Incorporating quality in all business processes and procedures is the ideal way to inculcate qualitatively whatever step ITL takes.

By fostering a culture of learning, ITL is enabling people through training and development initiatives to communicate across departments and functions that will empower them to make real-time decisions leading to quicker response times aimed at satisfying the customers' needs. This will also encourage internal growth of management staff leading through tapping present talent pools.

Customer satisfaction and delight remains a top priority and can only be achieved by a continuous emphasis on quality. Introducing new products to newer markets is currently being planned to take advantage of technological advancements that are in process at ITL.

Many thanks to all our valuable customers, employees and strategic partners, for their continued confidence in International Textile. The dedication and enthusiasm shown by staff, suppliers and key stakeholders is highly commendable.



**Internal improvements for business performance and productivity**

**A differentiated strategy for new product extensions**

**Seek competitive advantage with Productivity, Production Efficiency and Quality**

**Creating a healthy and safe environment**

**Investment in QA & incorporation of customer expectations**

**People centric approach with focus on collaboration with customers and associates**

# WELCOME TO THE ITL FAMILY



**Mr. Syed Jamshed**  
Chief Operating Officer

With more than thirty years of work experience, Mr. Syed Jamshed brings valuable and in-depth understanding of global business strategic management. His qualifications include a Master's in Business Administration from Institute of Business Management, Asia's finest business school with certifications in Business Planning and Analysis from Singapore, Total Quality Management, Quality Control and Basic Controller Skills & Techniques from Switzerland.

Mr. Jamshed was previously the Group Country Head Sandoz Pakistan & Bangladesh. Sandoz is a worldwide leader in generics pharmaceuticals. It currently employs more than 26,500 people across the globe with products available in more than one hundred and sixty countries. His leadership and strategic management skills enabled a turnaround for the chronic non-performing operations in Bangladesh to a sustained high growth path.

With additional work experience in Southeast Asia and memberships of the Royal Aeronautical Society, UK and American Institute of Aeronautics and Astronautics, USA. ITL is proud to have Mr. Syed Jamshed as the new Chief Operating Officer.



**Mr. S. Ayyaz Haider Rizvi**  
Training Consultant

Mr. Syed Ayyaz Haider Rizvi is a skilled Human Resources Training and Development Professional with over twenty nine years of work experience including sales, marketing and training & development.

He specializes in providing comprehensive and strategic training programs across management levels to enhance and develop global competencies. He has developed and deployed training curriculum focused on leadership, team building, interpersonal skills and productivity to over three hundred personnel including entry, mid and senior level sales and senior marketing managers during his previous employment.

Mr. Rizvi successfully established a Training & Development department at Sandoz, the world's leading generic pharmaceutical manufacturer.

ITL is pleased to welcome Mr. Syed Ayyaz Haider Rizvi as the new Training Consultant.



**Mr. S. Abbas Raza Naqvi**  
Head of Quality Assurance

A high technology textile graduate with over ten years of experience in Research & Development, Quality, Production, Mr. Syed Abbas Raza Naqvi is well versed with world of textile manufacturing and production.

With certifications in Six Sigma Lean Manufacturing, SA 8000:2001 & ISO 14001:1996, EMS & Eco Labeling, REACH and Liquid Indigo, Mr. Naqvi was also appreciated by Sind Government, Pakistan for his commitment to the cause of Education due to his teaching assignments at Karachi University, Pakistan Hosiery Manufacturers and Exporters Association and more.

ITL welcomes Mr. Syed Abbas Raza Naqvi as Head of Quality Assurance.

# PARTNERING STRATEGIC ALLIANCES

## Distinguished Customer



Established in 1977, Hunt Textiles, Inc. are renowned wholesale suppliers of Terry Towels, Kitchen Towels, Bed Linen, Napkins, Tablecloths, Aprons, and Uniforms to the institutional textile industry including Healthcare facilities, Government Institutions, Hotels and Resorts as well as other distribution partners.

Operating from Irvine, USA, Hunt Textiles has introduced innovative textile products to the North American market. The company is committed to offering personalized service to its valuable customers. Flexibility is a key benefit presented to customers resulting in exclusive service solutions. Hunt Textiles also understands that quality products with value added benefits result in products for their customers that cost less to own and outperform cheaper products over time. The company continually looks for ways to enhance their products in a way that will benefit their customers.

Rob Hunt, Vice President Sales at Hunt Textiles believes ITL to be an important associate organization in the textile business. The working relationship with ITL is a key factor in Hunt Textiles' success. A sense of mutual respect and understanding between ITL and Hunt Textiles is one of the foremost elements in this association.

He further considers ITL to be a leading supplier of institutional quality textiles from Pakistan as its attention to detail, sense of urgency, and integrity is unparalleled to any other Pakistani textile companies.

Rob hopes to penetrate markets with current products, aiming for higher revenues from the existing product portfolio offered by ITL. He further aspires to collaborate with ITL in developing original products in the near future.



## Distinguished Supplier



Haseen Habib is the leading ISO 9001:2008 certified fire protection and safety equipment company in Pakistan. It is the largest importer and stock keeper in the country for firefighting & safety equipment, fire alarm & detection systems and the largest installer of fire detection & suppression systems as well. Haseen Habib also provides firefighting training in a specialized training center. Customers include prominent organizations from the oil & gas, chemicals and fertilizers, ports and shipping, textile, paints and pharmaceuticals industries.

The company's corporate policy is to work in such a manner to prevent personal injury, loss/damage to the property or environment. Safety is the utmost priority for Haseen Habib's employees from executive management to shop floor workers who are responsible for achieving and maintaining zero accidents, zero personal injury and zero property loss or damage to the environment. Employees at Haseen Habib Trading Private Ltd are geared to abide by this policy and make Health, Safety and Environmental performance a priority in their routine work.

Jawad Barry, Executive Director, Haseen Habib joined the company after completing a two year diploma in Fire Protection Engineering from Seneca College, Scarborough, Canada. He considers ITL to be a valuable partner with a strong relationship. This relationship can further be enhanced in the coming years.

Jawad considers ITL an excellent example of a corporate organization taking fire safety measures seriously. He rates ITL highly regarding its concern for a safe working environment for their employees. ITL is considered to be one of the five safest textile manufacturing companies in Pakistan.

The future working relationship between ITL and Haseen Habib can further be strengthened through collaboration of upcoming projects and a deeper penetration into how ITL can further benefit from new fire safety technology and equipment.



# BUSINESS PRACTICES OFFICE

Values at ITL dictate that accountability, collaboration, transparency and stretch for success are paramount to doing business. This means that an existing firm's belief in accountability, where all employees know what they are responsible and empowered to deliver.

Transparency is expected in all dealings, because only transparent operations help maintain a professional and ethical work environment and then only people make better decisions. Ethical compliance is a fundamental to ITL's passion for success. Striving for excellence and evolutionary global business demands that ITL goes beyond compliance to ensure integrity is upheld in all daily business practices. ITL has devised a complete system for establishing, embedding and enforcing integrity.

At ITL, the Code of Conduct dictates that employees act with integrity by consciously inculcating it in their decision making process. It also reinforces ethical and responsible decision-making as an integral part of how business is planned and conducted at ITL. Employees are engaged through training and counseling sessions and encouraged to report instances of possible misconduct to the Business Practices Officer (BPO).

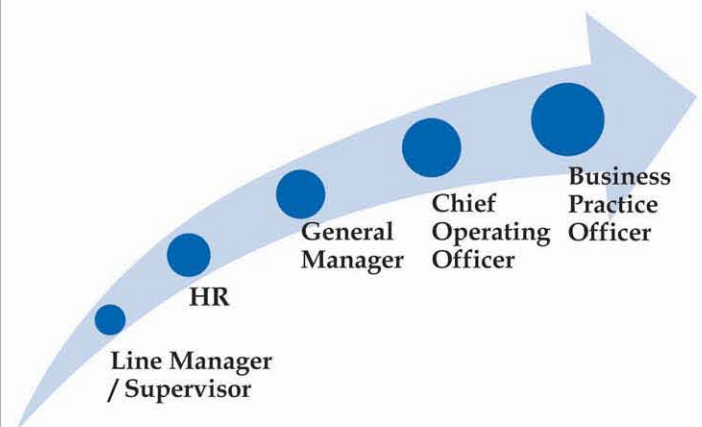


## Code of Conduct



ITL requires employees to report actual or suspected violations of the Code of Conduct. To ensure transparency and accountability, Mr. Ahmed Sayyam Rana was appointed Business Practice Officer (BPO) in October 2015. He is authorized to manage investigations into all complaints, and escalate any substantiated cases of misconduct to management for appropriate action. Employees can contact the BPO directly without the fear of reprisal. An alternate channel of communication has also been defined along the chain of command to facilitate this process further. Outsiders are also welcome to report through a special email address and contact number as announced on the ITL website.

By promoting a culture of ethics based on the company's values and Code of Conduct, ITL is dedicated to encouraging and implementing the highest standards of business integrity.



# APPRECIATING TEAMWORK

Trust and accountability are the key ingredients to effective teamwork. As open communication across functions and departments is encouraged at ITL, trust and accountability go hand in hand when aiming for the next level of success. This has been clearly demonstrated by the Procurement department at ITL. Led by Mr. Muhammad Azeem Khan, Manager Procurement, the department has achieved two important milestones in 2015. The successful deployment and use of SAP and development of Procurement Standard Operating Procedure (SOP) are commendable achievements.

Materials Management (MM) is one of the most important modules in SAP and it helps to manage the procurement activity of organization. It supports all aspects of material management including purchasing, receiving goods, material storage, and consumption-based planning and inventory management. The ITL Procurement department has successfully deployed the SAP MM module to manage the materials with the aim of accelerating productivity, reducing costs and increasing quality while being versatile to accommodate changes in production demands.

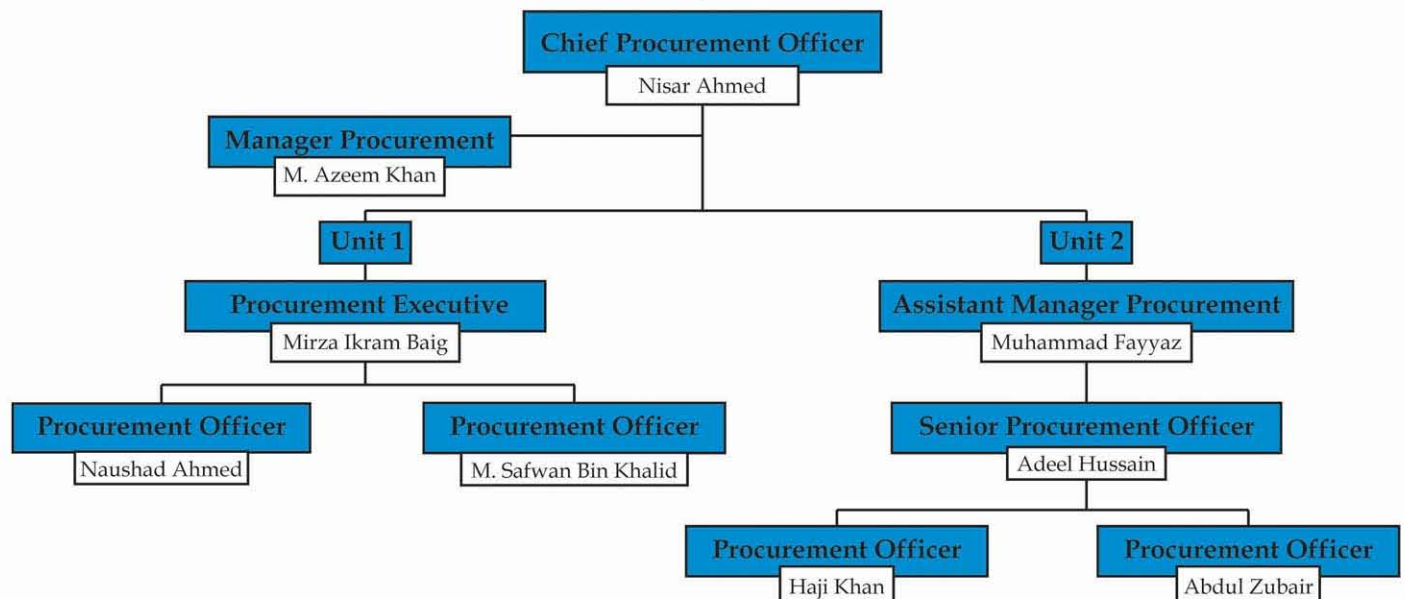
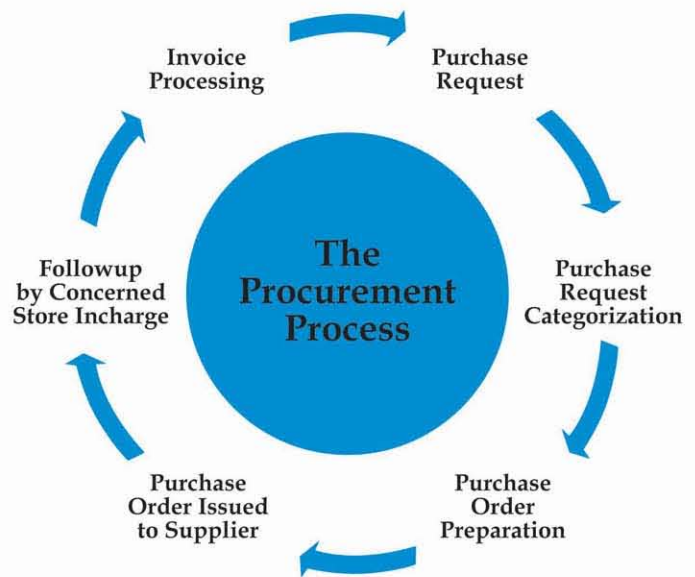
Members of the Procurement department are working closely with the SAP implementation team to streamline data shared across departments such as Finance, Sales & Distribution, Quality Assurance, and Production. The excellent teamwork and collaboration demonstrated by members of the Procurement department has made them business partners with production and marketing teams.

As integral part of ITL, members of the Procurement department undertook the responsibility of developing an SOP to define procedures and provide a standard to be followed for all procurement related activities keeping it aligned with the current SAP environment. Job roles and responsibilities during the entire procurement cycle have been identified.

Approvals for procurement of various goods and services have also been stated to ensure transparency throughout the process.

Suppliers are constantly evaluated with respect to price, quality, level of services and delivery times. A pre-approved supplier list is then generated and reviewed by the Chief Procurement Officer. Based on the supplier performance, a score is allocated to each supplier enabling the Procurement department to distinguish qualitatively.

The ultimate ambition of this department is to contribute to the greater success of ITL by ensuring cross functional communication regarding materials management is clear while aspiring for a paperless environment in the very near future.





**SAP RECOGNITION CEREMONY**



**SAP RECOGNITION CEREMONY**





**SAP RECOGNITION CEREMONY**



# TALENT DEVELOPMENT

Developing and retaining talent at ITL is an important task as people form the core foundation of its establishment. As they are a strategic priority, investing in people is fundamental to ensuring future success. Talent development at ITL includes building the knowledge, skills, and abilities of employees at all levels and helping them develop and achieve their potential so that the company can succeed and grow.

This redefinition has been translated to a talent development framework which includes a revamped Performance Management System, Training & Development and Potential Assessment.



## Training & Development

A dynamic organization such as ITL is focused on adapting to the changing environment locally and globally. These changes demand a workforce that is flexible and is motivated to learn new processes and adapt new ideas. The talent development framework has especially been designed to increase bench strength. Moreover, as a result of increasing competition there is a continuous need to not only retain talent, but to develop a new group of leaders who will ensure that ITL continues to succeed. The 'Path to Enlightenment' talent management program foresees the development of future leaders through technical and managerial learning initiatives.

## Performance Management System

The performance management system at ITL creates a pathway to accomplish company objectives by identifying and differentiating various levels of performances. It encourages timely improvements in individual efforts for beneficial team results as the process is highly collaborative where performance objectives are mutually agreed by employees and their team leaders.



Ongoing feedback is provided throughout the year for clear communication on the progress made as well as opportunities for further improvement. Performance is then evaluated according to the objectives set as well as ITL values in action at the mid-year and year end points. This system promotes the 'Pay for Performance' philosophy while endorsing the importance of linking business objectives and company values with behavior.

## Identify Top Talent

The Talent Hunt Program aims to identify talented individuals currently present at ITL and enhance their leadership and managerial skills through training and development to prepare to consolidate the bench strength. These individuals will be mentored to assume senior positions in the future. The recruitment process has been further streamlined to encourage new hires from the most prestigious academic institutions of Pakistan.

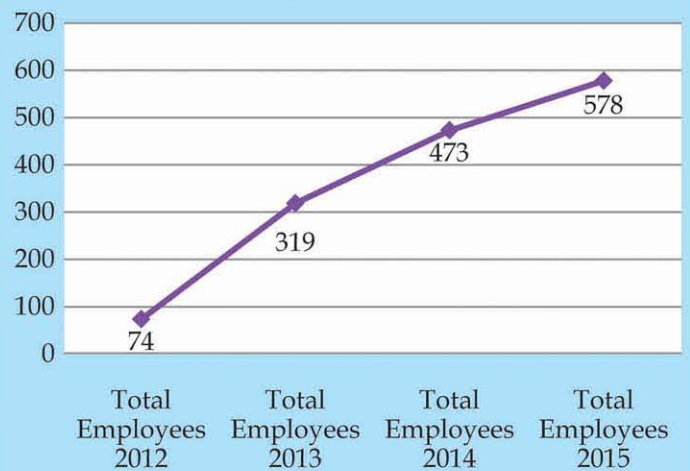
# LEARNING INVESTMENTS

ITL is determined to achieve organizational success by linking of learning and development programs with the business of manufacturing and marketing textile products. The transformation of ITL to a learning organization has been gradual with an increasing number of trainees in-house since 2013. A modern, state-of-the-art training center has also been established on ITL campus to support the learning process.

Employees have been trained in a diversified field of courses including Quality, Fire Safety, Internal Auditing, Leadership Skills, Customs Laws & Regulations, Time Management, Basic Life Support, Fire Prevention On Looms, Development Of Women Leadership Skills, Compensation Management And Talent Retention, C-TPAT, Quality Assurance In Labs, Handling Difficult People, Product Safety & Risk Assessments, Supply Chain Foundations, Prominent Labor Laws, Safety & Security Management In Pakistan for the 21st Century and countless others.

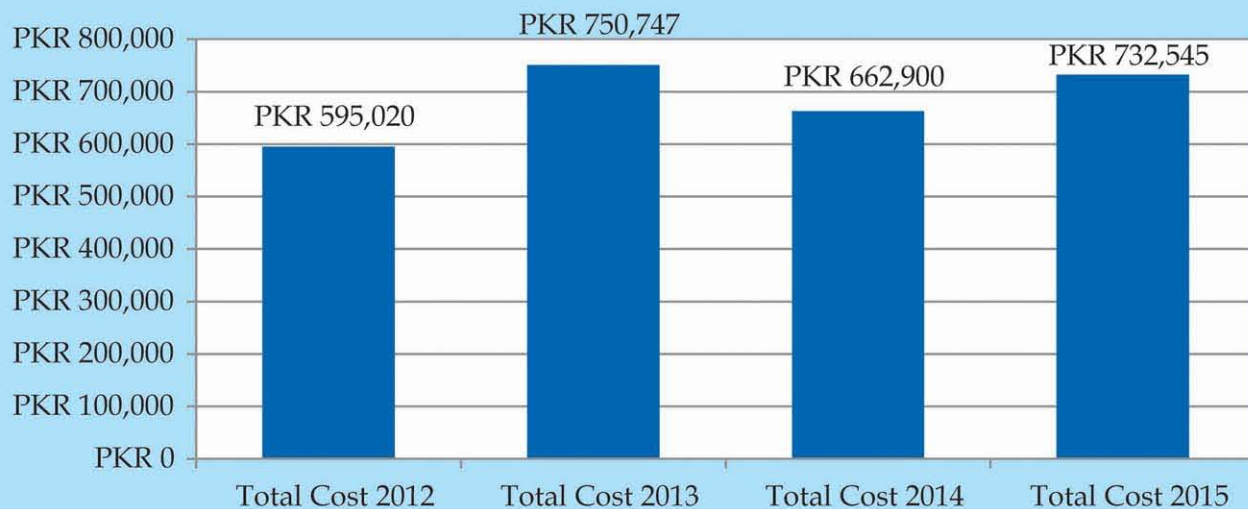
ITL has collaborated in planning and delivering training and development initiatives with respected organizations such as SGS Pakistan, Institute of Business Administration, PIQC-Institute of Quality, Pakistan Society for Training & Development, Pakistan Civil Defense, National Productivity Organization, SMA Rizvi Textile Institute, Small and Medium Enterprise Development Authority and more. Furthermore, English language assessments were carried out by Berlitz.

**Total Employees Trained**

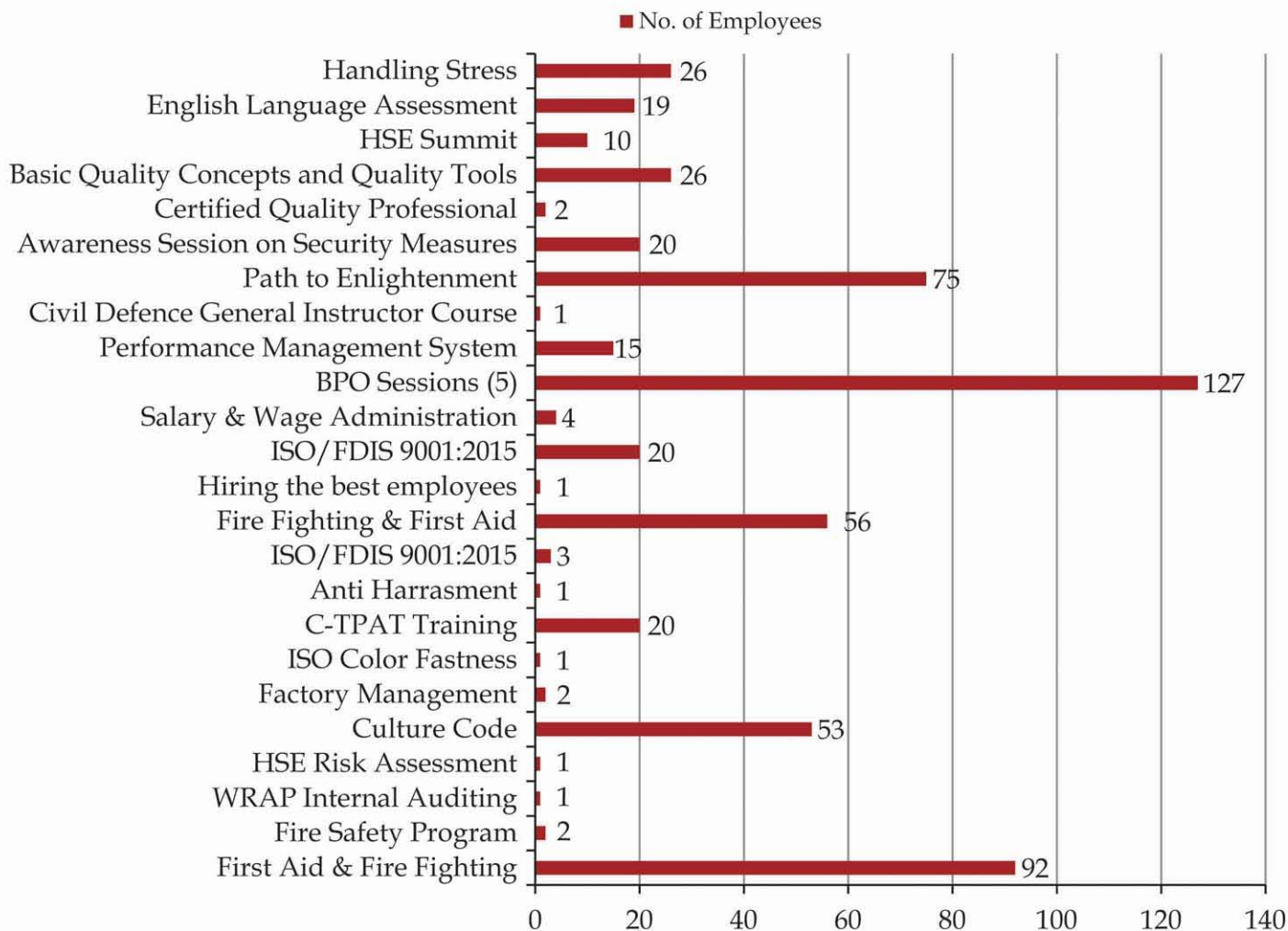


# Learning Investments

## Total Learning Investments



## Training Courses in 2015



# HSE & SUSTAINABLE DEVELOPMENT

Increasing globalization, rapid integration of technology and growing demands for environmental safety have led to significant alterations to how business is conducted at ITL. The Health and Safety management system at ITL helps ensure that business activities are conducted in a safe, healthy, environmentally and socially responsible manner, aimed at preventing incidents, injuries, occupational illnesses, pollution and damage to assets. The system includes planning processes and developing policies, risk profiling, measuring performance and collecting data, reviewing performance and using lessons learnt to modify where appropriate.

Risk assessments are the first step in identifying potential hazards, analyzing the risk associated with these hazards and determining appropriate ways to eliminate or control the hazard. ITL recently defined the risk management procedure associated with textile manufacturing process. The major health safety issues pinpointed include exposure to cotton dust, exposure to noise, exposure to chemicals and ergonomic issues. Three distinct levels of risk have been identified and a risk matrix regarding the likelihood and the consequence of a hazardous event taking place has been developed.

A hierarchy of risk control measures has also been developed keeping in mind the requirements of both personnel and processes.

## Environmental Test Results

### GENERATORS

#### ANALYTICAL TEST REPORT

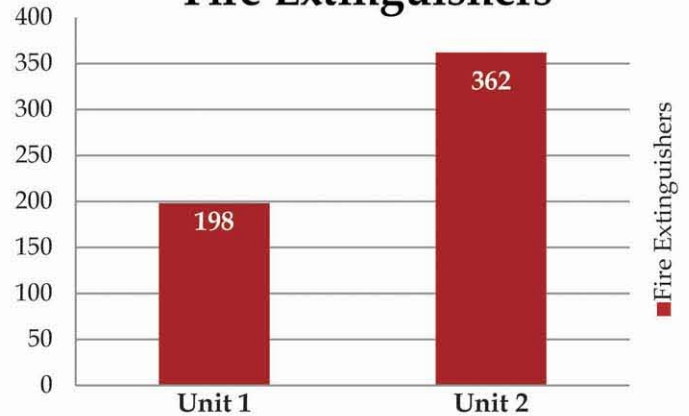
S.No	Parameters/Analytes Description	NEQS Limits*	Units	Results				
				1000 KW	1400 KW	1600 KW	1600 KW	2000 KW
1	Carbon Mono Oxide (CO)	800.0	mg/Nm <sup>3</sup>	791.0	770	651.8	700	460.4
2	Combine Oxides of Nitrogen (NOX)	400.0	mg/Nm <sup>3</sup>	370	380	399.4	325	340
3	Sulfur Dioxide (SO <sub>2</sub> )	1700.0	mg/Nm <sup>3</sup>	16	16	18.3	16	18.21
4	Particulate Matter (PM <sub>10u</sub> )	300.0	mg/Nm <sup>3</sup>	281.4	291.3	231.7	230.5	279.3
5	Smoke Opacity (SO)	2.0	Ringlemann	2.0	2.0	2.0	2.0	2.0
6	Noise	85.0	dBA	81.4	82.5	81.3	80.7	81.5

### BOILERS

#### ANALYTICAL TEST REPORT

S.No	Parameters/Analytes Description	NEQS Limits* <sup>1</sup>	Units	Results				
				1.6 TPH	2.0 TPH	2.5 TPH	10 TPH	18 TPH
1	Carbon Mono Oxide (CO)	800.0	mg/Nm <sup>3</sup>	224.6	455	416.9	24.05	191.2
2	Combine Oxides of Nitrogen (NOX)	400.0	mg/Nm <sup>3</sup>	183.2	243.6	184.97	13.72	8.73
3	Sulfur Dioxide (SO <sub>2</sub> )	1700.0	mg/Nm <sup>3</sup>	BDL	BDL	BDL	BDL	BDL

## Fire Extinguishers



## Protecting People and Environment

ITL is committed to protecting people and the environment. Continuous investment in fire safety equipment such as fire extinguishers, fire hydrants, fire trolleys, first aid boxes and emergency lights as well as training for personnel to protect against fire hazards was heavily emphasized in 2015. Protecting the environment has been a key component of ITL's HSE policy. ITL excelled in environmental tests conducted with regards to limits set by the National Environmental Quality Standards.

ITL's effluent treatment plant (ETP) has continued to meet all national environmental quality standards as well as the U.S. EPA limits for national pollutant discharge elimination system (NPDES).



## HSE & SUSTAINABLE DEVELOPMENT



Fire hydrant drill training taking place at Unit 1



Fire hydrant drill training taking place at Unit 2



Training on prevention of smoke inhalation took place



Training on usage of Personal Protective Equipment



International Textile Limited was presented the CSR Excellence Award by the Governing body of the National Forum for Environment & Health at a ceremony on 16 January 2015 at Islamabad.



# CRICKET FOR COLLABORATION AND TEAMWORK

The year 2015 has been a challenging one while our teams are working hard in the implementation of a successful and fully functional ERP. Every such project creates mental pressure and restlessness in a human's mind for which it needs to be refreshed and relaxed by an activity that brings everyone together to one single ground.

In reality, this could be the best opportunity for collaboration between different departments and making them a united team and enhancing Team Spirit.

It was time to head out of the workstations, get geared up and ready for some cricketing experience with "The Triangular Cricket Tournament 2015." Bringing together accounts and finance, marketing and sales, human resources and Information System's employees, the Triangular Cricket Series is one of the finest Corporate Cricket Tournament of Pakistan.



## Team Members:

01. Kashif Maqsood, Senior Manager Marketing MJS.
02. Farhan Farooqui, Accountant.
03. Hammad Shahid, Cost Accountant.
04. Tashfeen Mazhar, Officer Human Resources.
05. Ammad Ullah, Assistant Cost Accountant.
06. Asif Ismail, Senior Assistant Trade & Taxes.
07. Shaan-e-Hasan, Accounts & Taxation Assistant.
08. Faizan Haider, Marketing Executive.
09. Munawar Abbas, Office Assistant Administration.
10. Farasat Hussain, Exports Assistant.
11. Mustaqeem, Attendant.
12. Farrukh Aslam, Software Engineer.
13. Wajahat Ahmed, Sales Tax Assistant.

ITL won its first Triangular Cricket Cup in June 2015 under the supervision of team captain, Kashif Maqsood, who is the Senior Manager Marketing for MJS Division. The matches were played against well-known Multinational Corporations such as JP Coats and well-known institutions like Syed Zulfiqar Ali Bhutto Institute of Science & Technology.



After having a tremendous win at the Triangular Series, the company established its Extramural Sports Activities Budget. The idea behind it is to encourage the sportsman & team spirit of our diligent staff which will help us grow strong, united and will develop external competition. For the team players, it will give them an opportunity to showcase their athletic talent and to take a breather from their nine to six work routine. Our ITL cricket team will also get opportunities to interact with other corporate teams and will enhance their confidence by socializing with other corporations.



# HIGHLIGHTS OF THE YEAR

New canteen facilities were inaugurated in May 2015



ITL Employees participated in a blood donation drive



Management staff went on a picnic to Dream World Resort



ITL Management Team Participated in ITMA 2015 - MILAN, ITALY



ITL Installed RFID Machines for Efficient Attendance System



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