

Konnect

Vol. X

Embracing Growth & Excellence



October-21 to March-2022

Contributors of Konnect

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Employee Engagements

**Exel Lens
(Workshop)**



**World Cancer
Day
(Awareness
Session)**

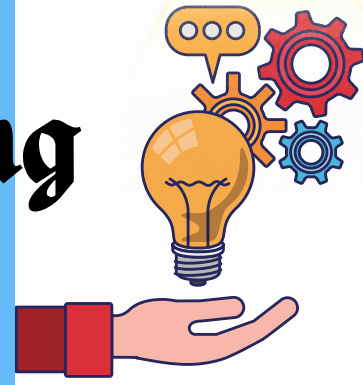


**T-20 Semi
Final (Live
Screening)**

**World Human Rights
Day
(Awareness Session)**



Corporate Training Program - 2022



Emotional Intelligence

GTML organized a one-day interactive training session for exclusively senior management on **Emotional Intelligence** by Ms. Fauzia Kerai Khan from the Management Association of Pakistan at Marriot Karachi, to provide maximum awareness of behavior and relationship management.



Team Building For High Performance

Another corporate training session for senior to mid management was organized on **Team Building For High Performance** by Mr. Danish Aijaz from the **Sethi Learning & Company** at Gadoon Amazai factory, to enhance the overall performance & team building capacity.



Annual

Day

2021

"A Day With Gadoon Family,"

What's better than a fun-filled day with your family & colleagues together?

As we all know that the last year has been challenging, to say the least. Therefore, GTML organized its annual family day at **Onederland** Luckyone Mall, as a part of its employee engagement activity.

Let's take a glimpse of the event in Gadoon's style.





International Women's Day

"Breaking The Bias Together"

On the account of International Women's Day 2022, We are pleased to share a bond of awareness & inspiration among our female employees.

At GTML, we strive for women's empowerment, aiming to help fight biases for women who struggle daily to rise above them through their talent, capability, and strength.



Let's take a glimpse of the event!



CSR

Bint-e-Fatima Old Home, Karachi

On the account of World Elders Day, GTML initiates a small CSR endeavor with Bint-e-Fatima old age home to work together & create awareness about the problems that impact elders and to do something for their welfare.



SOS Children's Village



With an aim to make this community a better place for children. GTML had contributed a small endeavor on this World Children's Day with **SOS Children's Village**, Karachi to highlight the importance of children's welfare & upbringing so, that no one is left behind.



Dar-ul-Sukoon Karachi

To promote the rights and well-being of persons with disabilities, GTML aims to support the theme of "Building Back Better" along with **Dar-ul-Sukoon** on this International Day of Disabled Persons. By underlining the importance of fostering an inclusive culture and responding to the urgent needs of people with disabilities in all aspects of society.



Behbud Association Karachi

"Another Step For
Women Empowerment"

On the account of
International Women's
Day, GTML continues
an initiative with
**Behbud Association-
Karachi**. By providing
donation for income-
generating
opportunities &
empowering them to
learn skills and become
economically self-
sufficient in the future.



Health, Safety & Environment



Health, Safety & Environment Trainings

- First Aid Training
- Kitchen Safety & Hygiene Training
- Weight Handling & Lifting
- Waste Disposal Handling
- Social Compliance Training
- Safety Operation Machine Training
- Fire Fighting / Fire Blanket Training
- Fire Evacuation Drill
- Wet Fire Extinguisher Training



Financial Outlook

The Company delivered the Highest Ever profit after tax for the half year ended December 31, 2021.

Profit After Tax (PAT)

PKR 3.54 Billion

Earnings Per Share

PKR 126.15 Per Share

Highlights of the key financial results of the Company for the half year ended December 31, 2021, are as follows:

Profit or Loss Summary	December 31, 2021	December 31, 2020	Favorable / (Unfavorable) Percentage
	------(Rupees '000)-----		
• Direct Export	6,801,138	2,875,890	136.5
• Indirect Export	10,352,551	7,730,014	33.9
• Local	9,350,361	7,947,142	17.7
• Sales (net)	26,504,050	18,553,046	42.9
• Gross Profit	4,438,930	1,460,116	204.0
• Distribution Cost	666,465	(257,903)	(158.4)
• Administrative Expenses	171,540	(142,868)	(20.1)
• Finance Cost	177,537	(351,379)	49.5
• Other Income	757,573	435,144	74.1
• Profit Before Taxation	3,937,699	1,050,411	274.9
• Profit After Taxation	3,535,953	847,168	317.4
• Earnings Per Share (Rs.)	126.15	30.22	

Notes of Inspiration

Mr. Mohammed Moosa (Aamir)
(Production Manager - Knits Division)



Q: Tell us about yourself?

My name is Mohammed Moosa (Aamir), I am working as a Production Manager in Knits Division, I had joined Knitted Division in 1998 after transferring from Export Dept. My job responsibilities here include all the matters regarding stitching, production, dyeing, etc., However, at that time we were producing 8000 pcs per day of Knitted Jersey Bed Sheets, Duvet sets, Sheet sets, and Bedding products for Export to the USA and European countries. Meanwhile, right now we are producing more than 50,000 pcs per day and in the future, we will create more than today

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

I had joined Fazal Textile Mills Ltd in April 1994, which got merged with Gadoon Textile Mills in 2015, one of the largest spinning divisions in the Country. At that time initially the Company gave me the duty of Export Rebate Claims and I have learned so much in this field. After 4 years of serving at this designation, our respected CEO (Mr. Muhammad Sohail Tabba) provided me an opportunity to make a bright future. I got transferred to the Knitting Department which was entirely different from the nature of my job but for the time being, I have learned a lot from my day-to-day challenges.

Here during my tenure of services, I have got expertise in Greige Fabric, Dyeing, and Stitching areas exclusively in the knitting segment. It is now one of the largest Home Textile unit in the city and I am working freely having the full support of my senior management. Therefore, I am proud to be a part of this esteemed organization while looking ahead to my future endeavors here.

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

I am working here for the last 27 years with the support of high management. When it comes to decision-making I always put my belief in change. Although change is not easy to implement at first but adopting change and implementing new approaches can drive innovation and help your organization succeed. Alhamdulillah from the date till now every decision that I had taken always comes from my team through mutual understanding & collaboration to get effective results.

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

The culture of GTML is pleasant and dynamic which helps to encourage & influence employees for work. Throughout my journey with GTML, I also witnessed many positive changes regarding the overall culture, discipline, formal rules & regulations.

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

I believe that achievements always come from the challenges you face & overcome so far in my case here, My biggest achievements are implementing new systems on the production side under my supervision with new approach & better outcomes. Depending on this, my seniors allowed me to lead the production area & I think it is my greatest accomplishment yet.

Q: What is success/inspiration for you?

In my opinion, no matter which position or level you are at, if you are satisfied with it then you are successful. Otherwise, there is no limit to success, you will always want more & remain unsatisfied.

"It is better to fail in originality than to succeed in imitation"

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

The secret behind my success is religious adherence to my work ethics, honesty, dedication, and the ability to sustain a team. Struggling against the worst days of your life leads you to become a better version of yourself. Because today's misery does not mean long-term trouble in life, people who once toiled for the opportunity lying ahead that they were not aware of are the ones who are in top positions today. By this belief, I always put my faith in Allah for his countless opportunities, blessings, and mercy.

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

Here, I would like to advise them that never cease to learn. Moreover, there is no substitute for hard work and honesty.
Best of luck!



Career Fair 2022



@ Bahria University



@ ICMA Pakistan



@ SZABIST University



@ Iqra University



@ Indus University



@ Hamdard University

Corporate Briefing Session

GTML held its Corporate Briefing Session for the half-year ended December 2021, through a live Zoom session on **09 February 2022**.

Concerning PSX criteria, to understand the views of stakeholders & support investor's relation policy. The CFO of the Company **Mr. Muhammad Imran Moten** provided a brief on the Company's financial performance, risk management framework, and strategic objectives for the future.



Konnect Corner



"Barriers to Effective Communication"

From telling your 5-year old to chew properly to executing a full-fledged corporate plan of action, communication is the key to getting it right. There are many mediums of communication in our daily life and one would imagine that we have aced it but we haven't.

Frankly, there are more barriers to effective communication than one could think of hence making it difficult to carry out tasks that would lead to productivity in an organization.

"In many ways, effective communication begins with mutual respect, communication that inspires, encourages others to do their best." - Nat Turner

In the case of an office setting, these are the following obstacles that workmates have to face and overcome in order to establish impeccable communication for maximum efficiency.

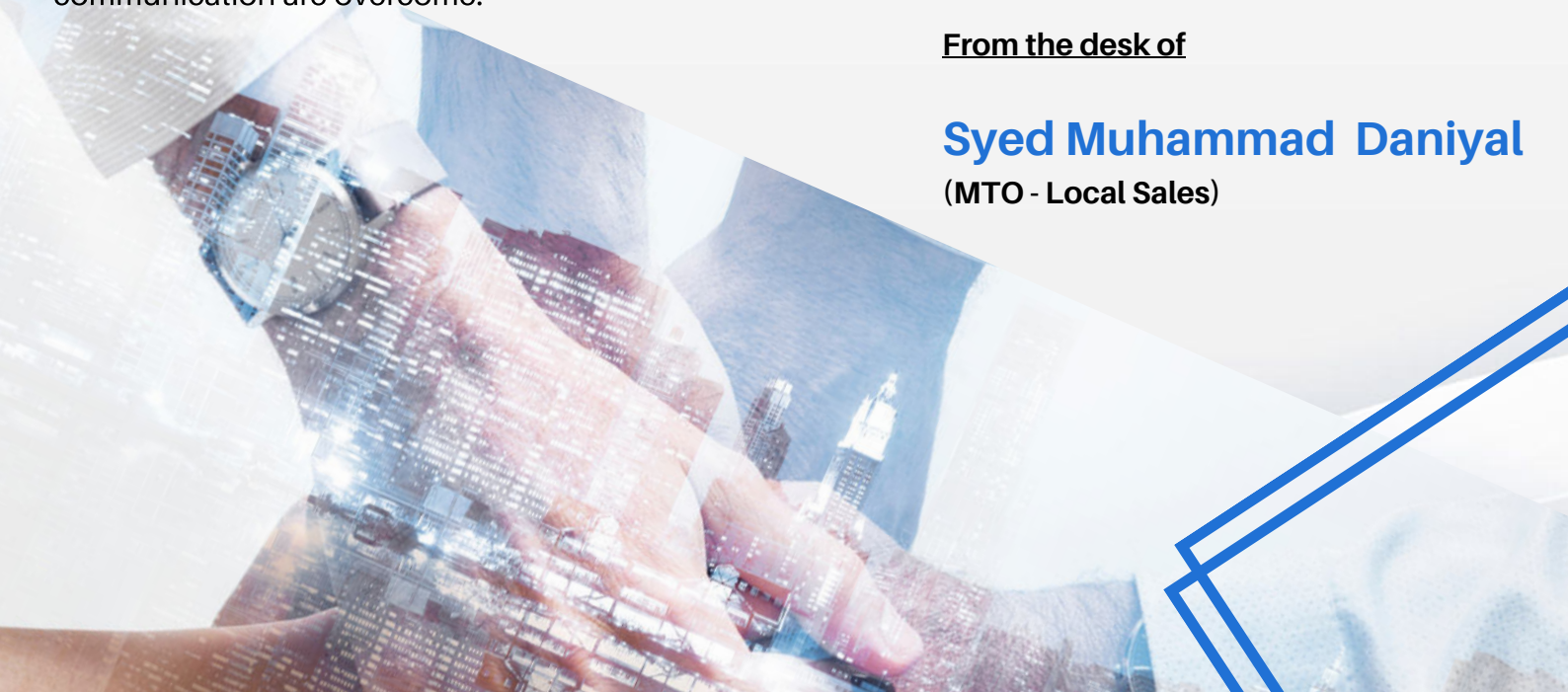
- Dissatisfaction from one's work
- Strained relationships between employees
- Vague directions and discussions
- Cultural or language differences
- Technical errors

Irrespective of all these hurdles instilled in office communication, some of which might even be inevitable, are all solvable. And this is possible when every single element, be that an employee or a technological medium is brought on the same page and pace. Because communication is what drives an organization and unites its branches as one, so it is important that the barriers to effective communication are overcome.

From the desk of

Syed Muhammad Daniyal

(MTO - Local Sales)



Konnect Corner

Must Try! Restaurants In Karachi

Bonsai

If you love Chinese and Sushi kinds of food, then a bonsai restaurant is your stop. Situated in Tipu Sultan Road and DHA Phase 6, Karachi. They offered a variety of Chinese, Thai, and Japanese cuisines with a pleasant indoor environment and amazing customer service. If you are planning to visit this restaurant, then do try their "Crispy California Maki" and "Dynamite Prawn".

By Sara Ahmed (HR Executive)



Tipu-Sultan Road Branch
(Karachi)

Firefly

Firefly Asian located at Lane 9, D.H.A Phase 6 serves the best Asian authentic dishes. The vibrant and colorful ambiance is welcoming, the accommodating service and their infinite serving of fried rice bowls in the house is a definite plus. Their extensive menu gives one multiple-choice to try and the variety of seafood on their menu speaks for itself. An overall remarkable place that warms you and satisfies your cravings in this cold breezy weather.

By Tanzeela Imran (IT Compliance Officer)



Lane 9, D.H.A Phase 6
(Karachi)

Gadoon's Digital Glance

In today's highly competitive and dynamic environment, companies must align themselves with advanced technology which not only helps in the level of accuracy but particularly saves time and cost.

In this regard, we at GTML have consistently developed and monitored our IT framework and ensured that the systems implemented effectively help in storing, safeguarding, retrieving, and sharing information.

Let's have a look at some of the remarkable achievements in the last six months

Centralize Database and Communication

We are constantly working on the centralization concept in terms of database and infra. Our centralized tier-3 level data center is well equipped including an independent GENSET and state-of-the-art fire separation system. We have further upgraded our hardware to cope with the proposed expansion in business applications and the potential risk of cyber-attacks.

Introduction of Smart-Rack for High Availability (HA) Site

We have introduced the first time in our group All-in-one Smart Rack solution (VERTIV) for our HA (high availability) site at head office premises. The Micro Data Center smart cabinet (VERTIV) is an intelligent, integrated containment for IT solutions having a built-in UPS system, cooling management, environmental controls, and monitoring screen.

Network and Data Security

The organization's data security always remains our top priority. We have recently upgraded our physical firewall solution for secured VPN connectivity according to the updated standard.

Company's Web Portal

We are continually working on the strategy to minimize physical papers in routine work. Our Document Management System and GTML-Web portal is playing a vital role in facilitating our approach to a paperless environment. We have added some great features to our web portal in the last couple of months likewise.

- Finish Goods Dispatch Plan Approval
- Routine MIS Reports related to production
- Improvement in Software Change Management System
- Archive legal corporate case documents.

IT Compliance and Security Audit

GTML IT has a dedicated division for IT compliance and security. We have documented IT Policies and Procedures as per the standard of ISO-27001. We have engaged M/s. PWC for the independent IT audit for the year 2021-22.

Email Centralization

We initiated the subject project at the year-end of 2021, that has been successfully completed in February 2022. This will minimize the use of different systems across audiences and will allow having much more control over the organization's messaging and information data.



Beyond Testimonials

Gadoon is the right place to learn and execute my skills on the financial platform as I wish. I thoroughly enjoy working with my team member's in such a collaborative atmosphere. As a part of Pakistan's largest group (YBG), I am satisfied with my career choice & future endeavors here.



Umair Yunus (Finance Assistant)

Right Out of the firm - Gadoon Textile Mills has been my first industry experience. From the very first day of my employment one of the most appreciative thing about Gadoon is the attitude of workforce & communication strength among the team. Here, I have noticed a sense of loyalty & job satisfaction with a belief of never the "same day", there are always learning opportunities.



Umar Lakhani (AM Internal Audit)

Gadoon is one of a leading textile organization which offers opportunities for everyone to foster and grow both professionally and personally as I'm proud and humbled to be amongst such incredibly talented people. Therefore, GTML truly deserves 'Great place to work' title & I treasure my association with GTML and wishing all the best for its continued growth and success in the days to come.



Muhammad Areeb (AM Purchase)

Your Reviews

In order to exchange your feedback or reviews on this edition of (**Konnect Vol. X**) feel free to contact us.

All you need to do is to double click the given link to send us an email along with your name and suggestions at:

bccd@gadoontextile.com



Your Participation

If you are willing to share your favorite article or participate in upcoming (**Konnect Corner Vol. XI**). Then Make sure to reach us out through above mentioned email address.

For more updates visit us now:



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@Gadoon Textile Mills Limited (Part of YBG)



www.gadoontextile.com



Ramadan Mubarak