

KONNECT

EXPLORE OUR JOURNEY

At Gadoon, we share stories that reflect our people, progress, and purpose, bringing everyone closer through meaningful updates and shared experiences.

Celebrating People Achievements and Key Milestones

Stories Insights That Keep Us Connected Together

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FROM THE EDITORIAL DESK

Greetings to all our readers,

We're delighted to bring you the latest edition of Konnect (Vol. XVIII), more than just updates, it's a space where our stories come alive, our people are celebrated, and our connection grows stronger.

More than a finished product, this cover represents the final expression of our expertise. From innovation and precision in manufacturing to the comfort and style experienced by the end user, it reflects our commitment to creating textiles that enrich everyday life.

Behind every page is a passionate team working to share meaningful insights, achievements, and ideas that keep you informed, engaged, and inspired.

Most importantly, Konnect belongs to all of us. Your voice matters, so share your thoughts, contribute your ideas, and be part of this journey as we continue to learn, grow, and stay connected.

MEET THE TEAM

• **Muhammad Imran Moten**
(Lead Ideator)

• **Haiqa Tabassum**
(Lead Editor)

• **Fuad Zakaria Bhuri**
(Moderator)

• **Maira Ayub**
(Designer & Writer)

FROM THE CFO'S DESK



I firmly believe that the true strength of Gadoon Textile Mills lies in its people. Every achievement we celebrate today is a reflection of the dedication, resilience, and hard work that each one of you brings to this organization. I take great pride in seeing the passion, teamwork, and commitment with which our employees continue to perform and contribute toward our shared success.

As we move forward, I encourage all of you to continue striving for excellence and believing in the value you bring to this organization. The future holds immense opportunities for us, and with unity, determination, and the right mindset, I am confident that we will continue to achieve even greater milestones together. Let us keep supporting one another and move ahead with the same spirit that defines Gadoon Textile Mills.

Muhammad Imran Moten
Chief Financial Officer

TRAINING & DEVELOPMENT

TRAINING SESSION

 LEARN

 ENGAGE

 GROW

 SUCCEED

SKILL BUILDING

LEARNING CAFE

The Art of Empowering Teams

The “*Art of Empowering Teams*” session focuses on building collaborative and high-performing teams within the organization. It equips employees with effective communication skills, emotional intelligence, and a strong sense of ownership. The session emphasizes trust, accountability, and turning challenges into growth opportunities. Led by **Mr. Abdul Jabbar Raja**, it inspires participants to lead with empathy and achieve sustainable success.



Mastering Alliance & Negotiation

The “*Mastering Alliance & Negotiation*” session focuses on building strong strategic partnerships and effective negotiation skills. It enables participants to transform supplier relationships into long-term collaborations that drive growth and resilience. The session emphasizes value creation, operational efficiency, and ethical procurement practices. Led by **Mr. Salman Lakhani**, it equips leaders with practical strategies to strengthen alliances and achieve sustainable business success.



The Impact of Positive Workplace Culture

The *“Impact of Positive Workplace Culture”* session focused on building a work environment based on respect, open communication, and shared growth. It highlighted how everyday interactions became opportunities for connection and empowerment within teams. The session emphasized the role of a positive culture in creating stronger, more engaged employees. Led by **Ms. Sumayya Azmat**, it inspired participants to foster a supportive and productive workplace.



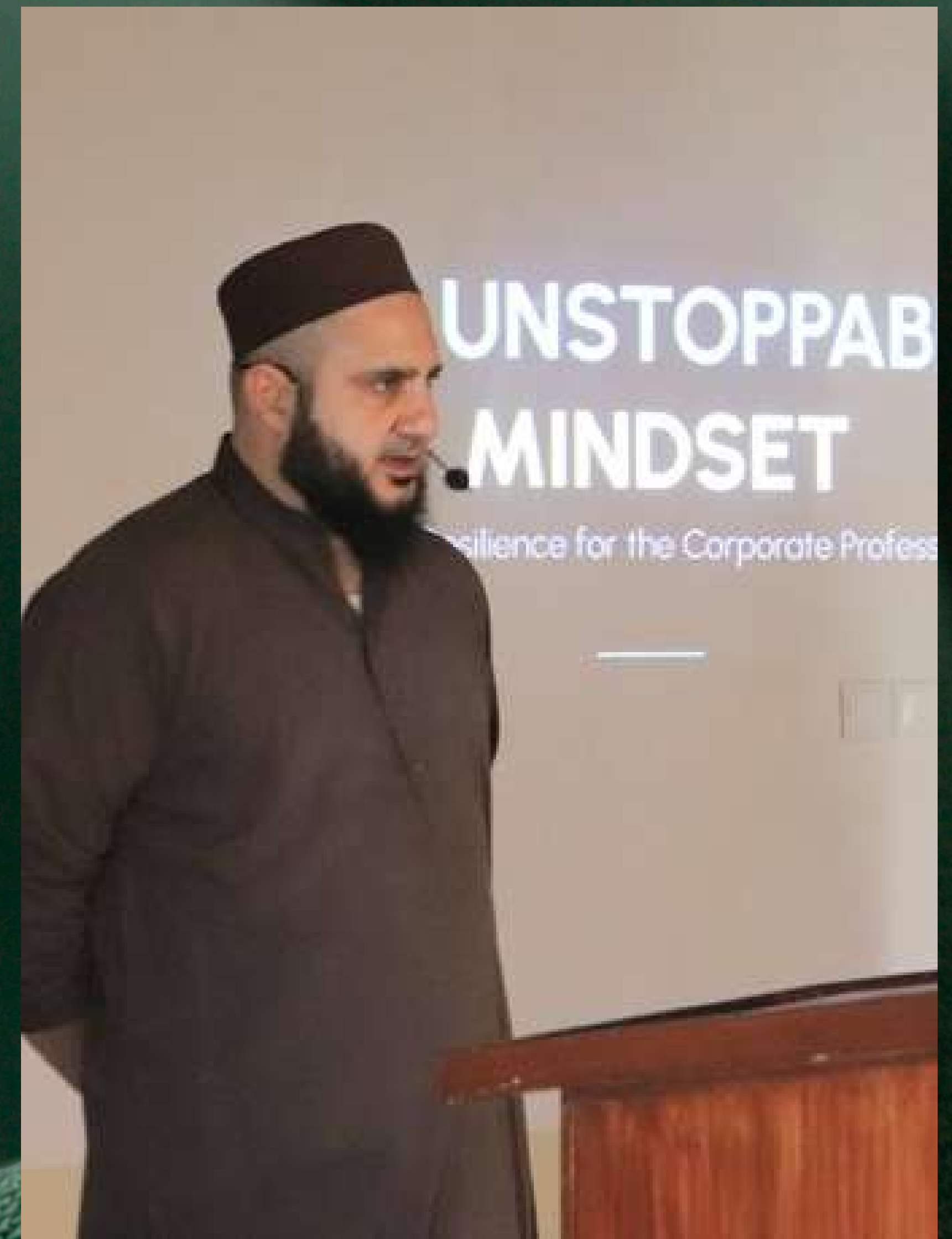
Fear: Face Everything and Rise

The *“FEAR: Face Everything and Rise”* session focused on helping participants overcome fear and build inner courage. It highlighted how fear often exists in the mind and can be transformed into a source of strength through the right mindset. The session emphasized taking action, developing confidence, and turning obstacles into opportunities for growth. Led by **Mr. Obaidullah**, it inspired individuals to face challenges with clarity and achieve personal and professional success.



The Power Circle- Transform Your Leadership & Life

The “*Power Circle*” session centered on helping individuals shift from reactive thinking to a more focused and proactive approach to leadership. It explored the concepts of the Circle of Control, Influence, and Concern, enabling participants to better manage stress, prioritize effectively, and enhance decision-making. The session emphasized practical strategies to strengthen personal impact and maintain clarity under pressure. Led by **Mr. Fuad Zakariya**, it encouraged participants to adopt a more strategic mindset and take ownership of their actions for improved professional effectiveness.



Retirement and Money Management

The “*Retirement and Money Management*” session focused on building a strong financial foundation for a secure future. It covered essential concepts such as effective money management, financial planning, and the power of compounding in wealth creation. The session highlighted how informed financial decisions today can ensure long-term stability and independence. Led by **Mr. Asif Rafique**, it provided practical insights to help participants plan for retirement and manage their finances wisely.

Control: Key to Organizational Success

The “*Control: Key to Organisational Success*” session focused on understanding the importance of control in both professional and personal settings. It highlighted how effective control systems help in managing risks, improving decision-making, and ensuring sustainable success. The session emphasized focusing on what can be controlled and developing discipline across various aspects of work and life. Led by **Haji Muhammad Mundia**, it provided practical insights to enhance clarity, influence, and overall performance.



The Velocity of Execution

The “*The Velocity of Execution*” session focused on improving execution, communication, and team alignment. The session covered key concepts including the 30 day momentum rule, daily pulse meetings, and overcoming information gaps to drive results effectively. Led by **Mr. Abdul Qadir Lakhani**, it provided practical insights to help participants strengthen execution and achieve organizational goals efficiently.



THE ESSENTIAL TRAINING ON

CODE OF CONDUCT POLICY

The Code of Conduct Policy training session was successfully conducted across three sites: the **Spinning Unit**, the **Knitting Unit**, and the **Amazai site**. The sessions aimed to reinforce ethical practices, organizational values, and workplace discipline among employees.

At the Spinning and Knitting Units, the training was led by **Mr. Faizan Bin Sultan**, who guided employees on maintaining professionalism, integrity, and adherence to company policies.

At the Amazai site, **Mr. Hasan Khuld** conducted the session, emphasizing compliance, responsible behavior, and accountability in the workplace.

Through interactive discussions and practical examples, employees gained a clearer understanding of expected standards and behaviors. The training played a key role in fostering a more respectful, transparent, and ethically driven work environment across all three locations.

FIRE SAFETY INDUCTION

A *Fire Safety Induction Training* was successfully conducted by **Mr. Hasan Khuld** for all new joiners as a mandatory requirement. The session focused on essential safety protocols, emergency response procedures, and ensuring proper awareness to maintain a safe working environment.

Participants were guided on fire prevention techniques, proper use of firefighting equipment, and evacuation procedures. The training emphasized the importance of quick response and coordination during emergencies. It also reinforced the organization's commitment to employee safety and preparedness.



BUILDING HIGH PERFORMANCE TEAMS



BOOSTING TEAM SYNERGY

The “Building High Performance” training session was conducted at the Karachi Project (KP) and led by **Mr. Faizan Bin Sultan**. The session focused on enhancing team productivity, strengthening collaboration, and developing a results-driven mindset among employees. It highlighted key strategies for improving performance, setting clear goals, and maintaining accountability. Through practical insights and interactive discussions, participants were encouraged to adopt high-performance habits to achieve both individual and organizational success.

PROMOTING DIABETES AWARENESS AT WORKPLACE



On the occasion of **World Diabetes Day**, Gadoon Textile Mills Limited, in collaboration with **SOCH**, organized a **Diabetes Screening Camp** for its employees. The initiative promoted early detection, health awareness, and preventive care, while providing guidance on risk management, healthy lifestyle practices, and the importance of regular check-ups. Through this activity, the company reaffirmed its commitment to employee well-being and proactive health management.



COMMUNICATION STRATEGIES FOR SUCCESS



A training session on **Communication Strategies for Success** was conducted at the KP site of Gadoon Textile Mills Limited, led by **Mr. Faizan Bin Sultan**, to enhance employees' interpersonal and professional communication skills. The session focused on effective workplace communication, active listening, clarity in messaging, and building strong team interactions. Through practical examples and engaging discussions, participants gained valuable insights to communicate more confidently and collaboratively, contributing to improved coordination and overall workplace efficiency.

SUSTAINABLE THREADS



**THE
GREEN EDIT**

GADOON TEXTILE MILLS

SUSTAINABILITY EDIT



GREEN THREADS

SUSTAINABILITY IN TEXTILES: WHAT'S CHANGING AND WHY IT MATTERS

- **EU FORCES TEXTILE PRODUCERS TO PAY FOR WASTE INCLUDING PAKISTAN'S EXPORTERS**

The EU's revised Waste Framework Directive, approved in September 2025, introduces the first-ever Extended Producer Responsibility (EPR) law for textiles. All producers placing goods on the EU market, including Pakistani exporters; must now fund the collection, sorting, and recycling of their products. The directive came into force on October 16, 2025, and applies equally to international suppliers and e-commerce sellers.

- **WORLD'S FIRST POLYCOTTON CHEMICAL RECYCLING PLANT LAUNCHED IN SWITZERLAND**

Worn Again Technologies started up its Textile-to-Fibre Accelerator plant in Winterthur, Switzerland on March 6, 2026; a breakthrough for circular textiles. The facility chemically separates and recovers polyester and cellulose from end-of-life polycotton blends, producing Circular Polyester ready for re-spinning into new yarn. This technology could eventually allow mills to treat textile waste as a raw material rather than landfill.

- **WATERLESS DYEING GOES MAINSTREAM AT TECHTEXTIL 2026**

At Techtextil 2026 in Frankfurt (April 21–24), leading chemical companies showcased CO₂-based waterless dyeing systems that cut water use by up to 90%, alongside fluorocarbon-free finishing chemistry. European buyers are increasingly demanding verified chemical compliance from suppliers, making adoption of these technologies a market access issue for Pakistani mills.

Why This Matters for Gadoon: European buyers are now legally required to verify the sustainability credentials of their suppliers. Compliance with EU chemical rules, Digital Product Passports, and cleaner production are near-term requirements for maintaining our export relationships; not long-term goals.

- **PAKISTAN'S GREEN TAXONOMY APPROVED; TEXTILES NOW HAVE DEFINED SUSTAINABILITY CRITERIA**

Pakistan's Green Taxonomy has been formally approved, with a dedicated section for textile manufacturing. To qualify, mills must hold certifications such as OEKO-TEX Standard 100 and meet Higg Index benchmarks on water use and carbon footprint. Qualifying mills can access green financing instruments; including Green Sukuk and concessional loans; at preferential rates, while also strengthening their credibility with international buyers.

- **FAISALABAD NET-ZERO TEXTILE CLUSTER POSITIONS PAKISTAN AS GREEN MANUFACTURING HUB**

Pakistan is developing a Net-Zero Textile Cluster in Faisalabad; an industrial zone designed to run entirely on renewable energy; as part of commitments made at COP28. UNIDO's Resource Efficient Initiative is simultaneously training factories across Pakistan in eco-friendly production. Companies like Interloop Limited have already targeted 100% renewable energy by 2026, raising the competitive bar for the entire sector.

- **PAKISTAN'S TEXTILE EXPORTS UNDER PRESSURE AS GLOBAL GREEN STANDARDS TIGHTEN**

A July 2025 CDPR report warned that Pakistan risks losing ground as Bangladesh and Vietnam; which export nearly four times more; adapt faster to sustainability demands. H&M and Zara have committed to net-zero by 2040, directly raising the bar for their entire supplier base. By 2026, sustainable clothing is projected to exceed 6% of the \$2 trillion global apparel market.

- **TEXTILE SECTOR FACES GROWING SCRUTINY OVER WATER POLLUTION AND EFFLUENT DISCHARGE**

A study published in Sustainability Journal (July 2025) confirmed that Pakistan's textile sector accounts for over 20% of all industrial water pollution, with untreated effluents regularly discharged despite NEQS regulations. International buyers and certification bodies are increasingly auditing wastewater management practices. Factories without credible effluent treatment systems face growing risk of losing certifications and buyer contracts.

A Note from the Sustainability Desk: From EU chemical rules affecting our exports, to Pakistan's own Green Taxonomy defining sustainable manufacturing, our industry is being transformed rapidly. At Gadoon Textile Mills, staying ahead of these changes is how we protect and grow our place in global markets.

Sustainability in Action

Green Office

This section highlights our commitment to creating an eco-conscious workplace through sustainable daily practices. The initiative has already been implemented and certified at the Kathore Project's Knitting Division. Implementation is currently underway in the Spinning Division and will gradually be expanded across all locations.



SA8000 : 2014 TRAINING AT KNITS DIVISION

A comprehensive training session on the **SA8000:2014** Standard was conducted at the Knits Division of Gadoon Textile Mills Limited to reinforce the organization's commitment to ethical practices and social accountability. The session focused on key elements of the standard, including labor rights, workplace safety, non-discrimination, and compliance with international social standards.



Participants were engaged through practical discussions and real-life scenarios, enabling a clearer understanding of how these principles are applied within day-to-day operations. The training served as a valuable step toward strengthening a responsible work culture and ensuring continuous improvement in workplace practices.

PROMOTING FIRE FIGHTING AWARENESS



A **Fire Fighting Awareness training session** was conducted at Knits Division of Gadoon Textile Mills Limited to strengthen emergency preparedness among employees. The session focused on identifying fire hazards, understanding different types of fires, and the proper use of firefighting equipment. Through practical demonstrations, participants gained essential skills to respond quickly and effectively, reinforcing a proactive safety culture across the workplace.

FIRST AID AWARENESS & RESPONSE TRAINING

A **First Aid training** session was conducted at the Knits Division of Gadoon Textile Mills Limited to equip employees with essential skills to respond effectively in emergency situations. The session covered key first aid practices, including managing minor injuries, controlling bleeding, treating burns, and providing immediate care until professional medical help is available. Through practical demonstrations, participants gained the confidence to act promptly and responsibly, reinforcing a culture of safety and preparedness across the workplace.



FIRE SAFETY & EVACUATION DRILLS

A training session on *Fire Awareness and Environmental Evacuation Drills* was conducted by Civil Defence at the Knits Division of Gadoon Textile Mills Limited to strengthen emergency preparedness among employees. The session covered fire prevention, hazard identification, proper use of firefighting equipment, and evacuation procedures. Through practical drills, participants were trained to respond swiftly and safely, ensuring coordinated action and minimizing risks during emergencies.





CORPORATE SOCIAL RESPONSIBILITY



**IMPACT IN
ACTION**



A DAY OF INCLUSION AND CONNECTION AT

KARACHI DOWN SYNDROME PROGRAM

Gadoon Textile Mills Limited had the privilege of visiting Karachi Down Syndrome Program, a place filled with energy, joy, and unforgettable smiles. Our team spent meaningful time engaging with children and adults through interactive and laughter-filled activities, learning from their resilience and embracing moments that truly left a lasting impact. Each interaction served as a powerful reminder of the importance of empathy, compassion, and genuine human connection. The visit reinforced our commitment to promoting diversity and inclusion, encouraging us to continue supporting and celebrating the unique potential within every individual.

MURSHID HOSPITAL HEALTH CARE CENTRE



Gadoon Textile Mills Limited visited **Murshid Hospital & Health Care Centre** as part of its ongoing CSR initiatives, reinforcing the belief that responsibility extends beyond business into the wellbeing of the community. During the visit, high-quality hospital bedsheets were donated to support patient comfort and maintain hygiene standards. Through contributions like these, the Company aims to enhance the healing environment for patients while standing in support of the dedicated healthcare professionals serving them every day.



Giving Back This Ramadan:

AN IFTAR EVENING WITH THE CHILDREN OF SIRAT UL JANNAH

This Ramadan, Gadoon Textile Mills Limited (part of YBG) had the privilege of sponsoring an Iftar drive at Sirat ul Jannah Orphanage in partnership with the Social Welfare and Trust Society. What began as a shared meal became a warm, heartfelt evening with the children who call this place home. Breaking fast together reminded us that the true spirit of Ramadan lies in compassion, generosity, and human connection. Initiatives like this reflect our ongoing commitment to giving back and nurturing moments of kindness that leave a lasting impact.



BREAKING FAST TOGETHER: CELEBRATING RAMADAN WITH OUR WORKFORCE AT AMAZAI



Ramadan is a time of reflection, gratitude, and compassion. During this blessed month, an **Iftar drive** was organized at **Amzai** by Gadoon Textile Mills Limited, where workers gathered to break their fast together. The initiative reflected the values of respect and appreciation while recognizing the dedication and hard work of the workforce during this meaningful time of the year.

HEIMTEXTIL 2026

heimtextil
WELCOME
TO
HEIMTEXTIL
Textiles
for a better
future

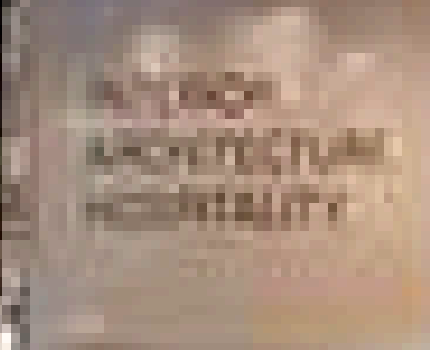
heimtextil
TRENDS 25/26
Shaping the Future
of Textiles

A large green exhibition stand on the left side of the aisle. It features the 'heimtextil' logo at the top, followed by the text 'TRENDS 25/26' and 'Shaping the Future of Textiles'. Below the text, there is a display of various fabric samples hanging from a rack.

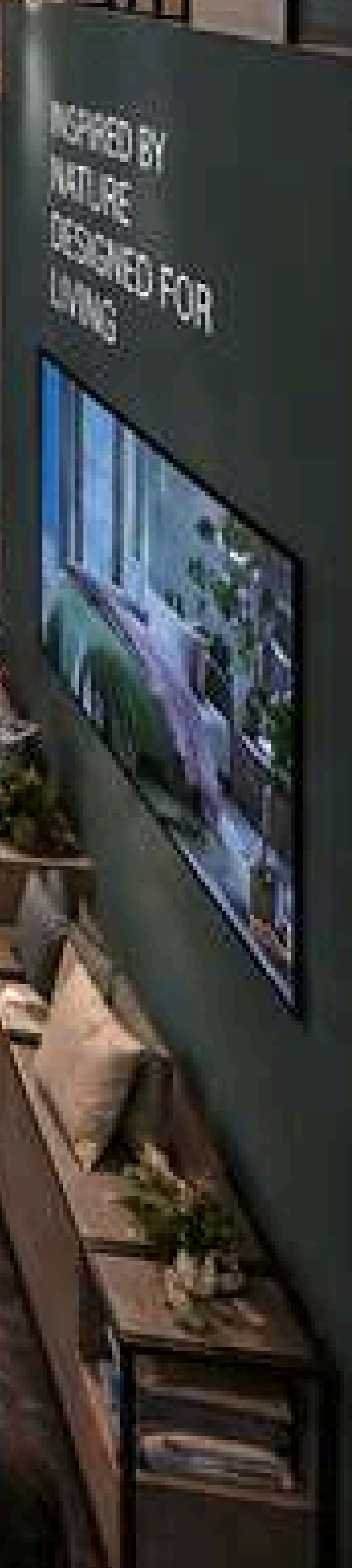
SUSTAINABLE
INNOVATION
for a better future

A green wall display with the text 'SUSTAINABLE INNOVATION for a better future'. It includes a small image of a person and some decorative elements.

INSPIRED BY
ARCHITECTURE
HOSPITALITY

A white wall display with the text 'INSPIRED BY ARCHITECTURE HOSPITALITY'. It features a small image of a building and some decorative elements.

INSPIRED BY
NATURE
DESIGNED FOR
LIVING

A green wall display with the text 'INSPIRED BY NATURE DESIGNED FOR LIVING'. It features a large image of a modern living room interior with a sofa and a coffee table.

HEIMTEXTIL 2026 |
FRANKFURT



FROM PAKISTAN TO THE WORLD

PRESENTING ADVANCED KNITS & TEXTILE SOLUTIONS

Gadoon Textile Mills Limited marked a distinguished presence at **Heimtextil 2026**, reaffirming its commitment to innovation, quality, and sustainability on a global stage. Through its Knits Division, the Company showcased its latest developments in knitted fabrics and finished products, thoughtfully designed to meet the evolving needs of home, healthcare, and hospitality environments with responsibility and reliability. The collection reflected a seamless blend of advanced technology, refined craftsmanship, and sustainable practices, positioning GTML as a forward-thinking contributor to the future of textiles. Engaging with international stakeholders, the platform enabled the Company to strengthen global relationships while reinforcing its reputation for excellence in textile manufacturing.



AWARDS & ACCOLADES



**EXCELLENCE
SPOTLIGHT**

HONORED FOR SAFETY:

GTML Receives the 15th Annual Fire Safety Award

We recently had the honor of receiving the **15th Annual Fire Safety Award**, a moment of pride for our entire team at GTML. This recognition reflects our ongoing commitment to maintaining a safe and responsible workplace for everyone who is a part of our journey. A big thank you to all our employees and partners whose everyday dedication to safety made this possible.



FROM AMBITION TO RECOGNITION

GTML Ranks 2nd in Best Corporate Report Award 2024

We are thrilled to share that Gadoon Textile Mills Limited recently secured Second Position in the Textile Sector at the Best Corporate Report Award 2024, presented by ICMA International and ICAP. This achievement is a proud reflection of our team's unwavering dedication to transparency, excellence, and sustainability values that sit at the very heart of everything we do. A sincere thank you to our talented team and leadership who continue to raise the bar and make milestones like this possible. Here's to many more achievements ahead!



EMPLOYEE ENGAGEMENT

TOGETHER
AT WORK



Beyond the Workplace

ANNUAL DAY BY THE SEA

Gadoon Textile Mills Limited celebrated its Annual Day with a refreshing beachside gathering, bringing employees together in a relaxed and vibrant setting. The day was filled with engaging activities, team bonding moments, and shared laughter, offering a well-deserved break from routine and an opportunity to reconnect beyond the workplace. Set against the backdrop of the sea, the celebration fostered a sense of unity, appreciation, and collective spirit, reflecting the Company's commitment to creating a positive and engaging work culture where employees feel valued and inspired.



On the Court

PADEL DAY AT GADOON

Gadoon Textile Mills Limited organized a dynamic padel match as part of its employee engagement initiatives, bringing teams together in an energetic and competitive setting. The event encouraged healthy competition, teamwork, and active participation, creating an environment where employees could connect beyond their daily roles. Through spirited gameplay and shared enthusiasm, the activity fostered stronger relationships, boosted morale, and reinforced a culture that values both performance and well-being.



Moments that Matter

EID MUBARAK FROM
GADOON FAMILY

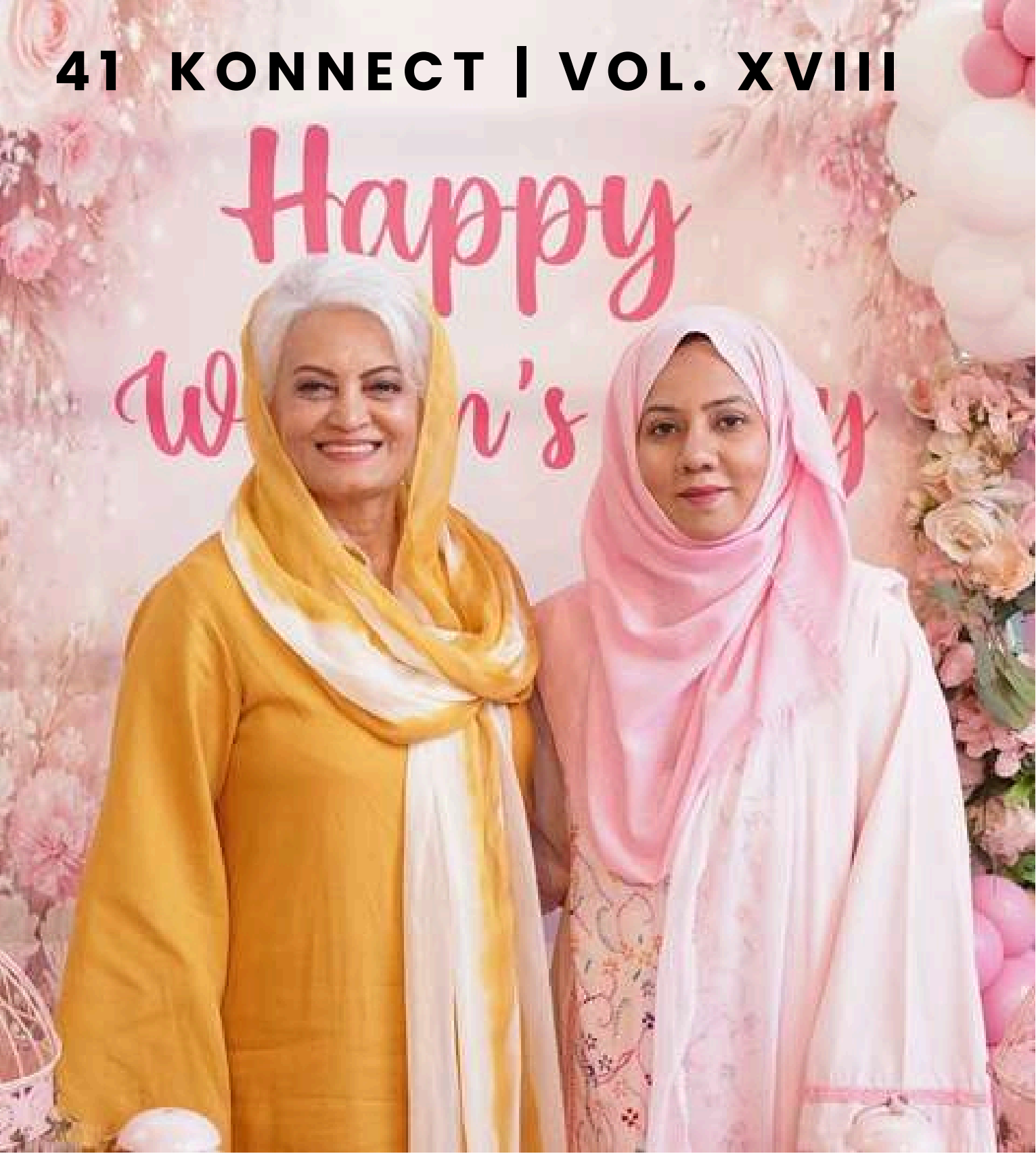
Gadoon Textile Mills Limited brought its teams together for an Eid Milan gathering, creating a space to pause, reconnect, and celebrate beyond the everyday routine. Marked by effortless conversations and a shared festive spirit, the evening reflected a sense of belonging and cultural connection. It was a reminder that the strongest workplaces are built not just on work, but on moments that bring people closer.



Give to Gain

GADOON MARKS WOMEN'S DAY BY
RECOGNIZING THE POWER, PASSION,
AND POTENTIAL OF WOMEN.

Gadoon Textile Mills Limited marked International Women's Day with a meaningful visit to the Depilex Smileagain Foundation, spending time with women whose stories reflect extraordinary resilience, strength, and hope. Through heartfelt conversations and shared moments, the experience went beyond celebration—offering perspective and a deeper understanding of true empowerment. Aligned with this year's theme, Give to Gain, the initiative highlighted that when we extend empathy, respect, and support, we gain inspiration, awareness, and the strength to uplift one another.



ACADEMIC EXCELLENCE

MILESTONE ACHIEVERS



I have always believed in learning and growth, whether through life experiences or education. My academic journey paused after completing B.Com, but in 2018, I made the decision to continue what I had once left behind.

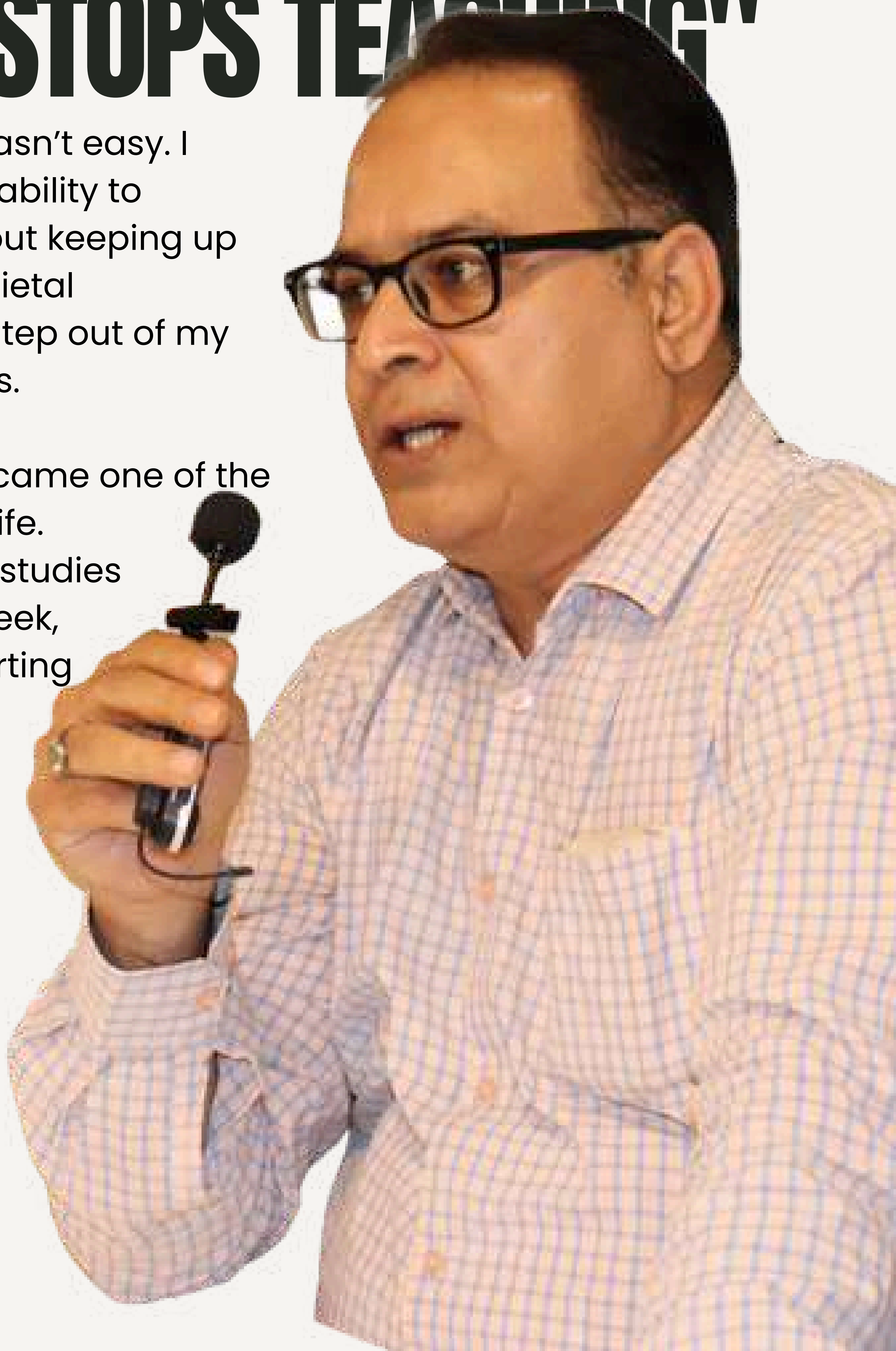
"NEVER STOP LEARNING BECAUSE LIFE NEVER STOPS TEACHING"

Starting again after a long gap wasn't easy. I faced self-doubt, questioned my ability to manage studies, and worried about keeping up with younger classmates and societal perceptions. However, I chose to step out of my comfort zone and face these fears.

Pursuing MBA at the age of 44 became one of the most meaningful journeys of my life. From 2018 to 2022, I balanced my studies with a demanding six-day workweek, family responsibilities, and supporting my children. My weekends were dedicated to long classes, often lasting until late at night, and the COVID-19 pandemic made the journey even more challenging.

Despite all this, completing my MBA from the Federal Urdu University of Arts, Science & Technology (FUUAST), Pakistan, gave me a deep sense of accomplishment. It strengthened me professionally by improving my decision-making and problem-solving skills, and personally by making me more confident, disciplined, and resilient.

This experience taught me that it is never too late to learn and grow. I encourage everyone to overcome their fears, step out of their comfort zones, and continue investing in themselves—because consistency is the true key to success.



Muhammad Jamil
Manager (Internal Audit)



Heartfelt congratulations to **Haiqa Tabassum** on successfully completing her **Masters of Business Administration in Marketing** from **Karachi University Business School (KUBS)**. This milestone reflects her dedication and commitment to growth. We wish her continued success in his professional journey ahead.

Congratulations to our Deputy Manager Internal Audit, **Fawad Farooq**, on successfully completing his **Chartered Management Accountant (CMA)** qualification from the **Institute of Cost and Management Accountants of Pakistan**. This achievement reflects his dedication and commitment to professional excellence. We wish him continued success in his career ahead.



Big congratulations to **Zubair Bin Riaz** on completing his **Master of Business Administration in Marketing** from **Iqra University**. This achievement highlights his commitment to continuous learning and professional development. We wish him all the best for continued growth and success ahead.

We extend our congratulations to **Muhammad Tayyab** on completing his **Master of Business Administration in Supply Chain Management** from **Bahria University**. This milestone highlights his commitment to continuous learning and growth. Wishing him all the best for continued success in his professional journey.



Big congratulations to **Muhammad Saad Sajid** on successfully completing his **Association of Chartered Certified Accountants (ACCA)** qualification. His achievement sets a strong foundation for a promising career ahead. Wishing him continued success and many more achievements ahead.

GTML X FAST-NUCES

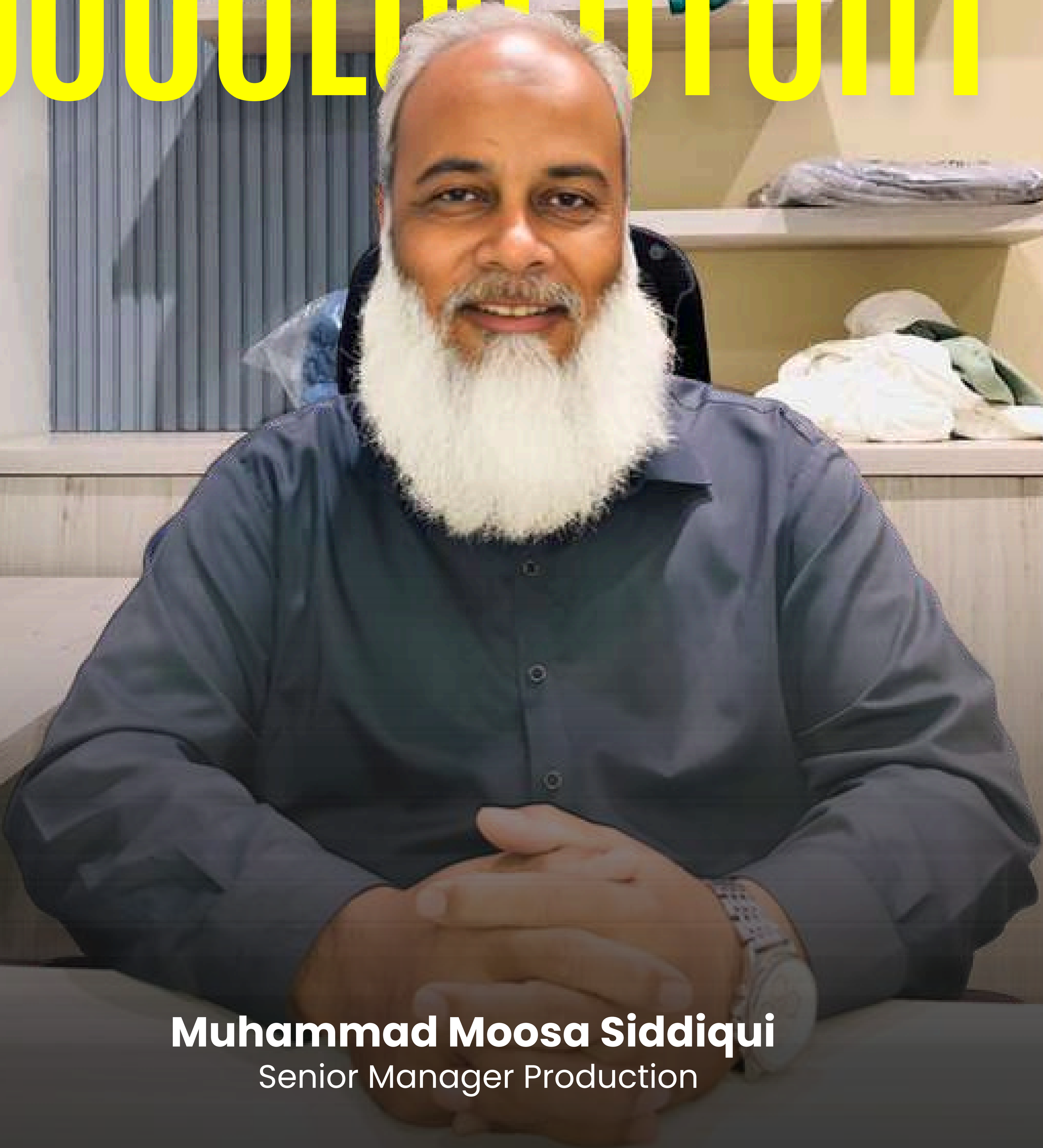


BUILDING FUTURES THROUGH COLLABORATION

Gadoon Textile Mills Limited (Part of YBG) and **FAST-NUCES Karachi Campus** have officially signed a **Memorandum of Understanding**, marking a significant step toward strengthening industry-academia collaboration. This partnership reflects a shared commitment to fostering future talent, driving innovation, and enabling sustainable growth.

Through this collaboration, students will benefit from practical industry exposure, structured skill development programs, and enhanced career pathways aligned with evolving market needs. The initiative also creates opportunities for collaborative problem-solving, bridging the gap between academic learning and real-world application. Together, this alliance aims to contribute toward building a stronger, smarter, and more sustainable future for Pakistan.

SUCCESS STORY



Muhammad Moosa Siddiqui
Senior Manager Production

- **Tell us about yourself**

My name is **Mohammed Moosa (Aamir)**, and I serve as Senior Production Manager in the Knitting Division. I joined the department in 1998 after transferring from the Export Department. Over the years, I have overseen stitching, dyeing, and production operations, contributing to growth from 8,000 pieces Knitted Jersey Bed Sheets, Duvet set, Sheet sets and Bedding products for Export to USA and European countries, and right now we are producing more than 30000 pcs per day and in future we will create more than today to over 50,000 pieces per day.

- **How has your journey at GTML been so far?**

I started my career in 1994 at Fazal Textile Mills, which later became part of Gadoon Textile Mills. I initially worked in export-related functions, where I built a strong foundation and gained valuable experience. After a few years, I was given the opportunity to move into the Knitting Division, which was a completely new field for me. With the trust and support of management, I gradually developed expertise in production, dyeing, and stitching operations.

Over the years, I have taken on increasing responsibilities and have been closely involved in the growth and expansion of the home textile segment. The journey has involved adapting to new challenges, learning continuously, and contributing to operational improvements. Overall, it has been a rewarding experience that has allowed me to grow professionally while playing a part in the company's progress.

- **How does GTML support your decisions and ideas?**

Change isn't easy for many people, which is why it's often difficult to embrace new ideas in the workplace. But, as we all know, adapting to change and implementing new approaches can drive innovation and help your organization succeed. I have been here for the last 27 years by the support of high management. Every decision that I have taken collectively by our team to bring out the best result, and management always appreciate our new approach.

- **How would you define the effects of culture & diversity at GTML?**

With the increase of globalization in the world, cultural diversity in the workplace has grown as a trend. The culture of GTML is pleasant and dynamic which brings people influenced for work. I actually have determined many positive changes regarding the overall culture of the organization including discipline, formal rules & regulations.

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

My greatest professional achievement was turning around the success to implement new systems in production side under my supervision. Management trusted me as always and appreciate my abilities. Depend on this, management gave me the opportunity to lead the production area. I think it was my greatest accomplishment.

- **What is success/inspiration for you?**

In my opinion, whatever level or position you are, if you are satisfied then you are successful. Otherwise, there is no limit to satisfaction, you always want more.

- **What do you think are the secrets behind getting to where you are today?**

The secret behind my success lies in strong work ethics, honesty, dedication, diligence, and the ability to build and sustain a team. Facing difficult times often leads to better opportunities. Challenges do not define failure; rather, they shape growth. Those who work hard, stay committed, and have faith in Allah ultimately succeed.

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

I am always focusing to advice and give guide line to youth. Youth is rightly considered as the future of the world. I would advise them, firstly, never cease to learn. Moreover, there is no substitute for hard work and honesty.

KONNECT CORNER

COFFEE



BEYOND WORK

LENS OF THE QUARTER

MITHRI GULOLONG, LANG TUNGI

There's something truly magical about escaping the city lights and finding yourself under an open sky so vast it almost feels unreal. We made our way to Mithri Gulolong, Lang Tungi, and it turned out to be one of those nights you quietly tuck away in the back of your heart forever. We pitched our tents as the stars slowly began to reveal themselves one by one, until the entire sky was alive with light. Then came the meteorite shower, streaks of silver cutting across the darkness like nature's own fireworks, leaving us breathless and reaching for words that never quite did it justice. Camping under that sky and witnessing something so rare and beautiful was truly an experience worth cherishing.

Captured by

Fuad Zakaria Bhuri

Financial Controller & Company Secretary

HARNOI

Harnoi, also known as Harnoi Lake, is a beautiful tourist spot sitting in the mountains of Khyber Pakhtunkhwa. It is located on the Murree to Abbottabad Road, just about 10 to 11 kilometers away from Abbottabad city. Most travelers stop here on their way up to the cooler hill station of Nathia Gali, which is around 25 kilometers further up the winding mountain road. The place sits in a valley where the cold and fast flowing Dor River runs through, surrounded by steep rocky cliffs and dramatic mountain slopes that make the scenery truly breathtaking. Since Harnoi sits at a lower elevation than the surrounding hill stations, its weather stays pleasantly cool during summer, which is exactly why thousands of families flock here every year to escape the burning heat of the plains below. One of the most charming things about Harnoi is how the local tea stalls and cafes place charpais and small tables right inside the shallow stream, so visitors can sit with their feet dipped in the icy cold mountain water while sipping on hot Kashmiri chai and munching on pakoras. For families with little ones, there is a lively amusement park along the riverside packed with Ferris wheels, roller coasters, and pirate ship swings. Those who love a little adventure can also try ziplining over the riverbed, boating on the lake, or going for a relaxing horseback ride along the rocky banks of the river.

Captured by _____

Haiqa Tabassum

Assist. Manager Branding & Corporate Communication

UNSUNG HERO

My name is Muhammad Anwar Khan, and I have been associated with the company for nearly 16–17 years. I take great pride in my punctuality and discipline; although my official reporting time is 8:30 AM, I usually arrive by 6:30 AM to begin my day. My routine starts early and includes maintaining cleanliness and managing all office-related responsibilities, which I carry out diligently throughout the day. The first half is often quite hectic, especially taking care of tea and lunch arrangements for everyone, while the second half gives me a little time to relax and recharge. I firmly believe that no task is difficult for someone who is committed to their work.

I have always been inspired by the hardworking nature of my family, particularly my mother, which has shaped my habit of staying active and productive. Although I sometimes wish to do more, work responsibilities keep me fully engaged. On weekends, especially Sundays, I enjoy playing sports like cricket, football, and hockey, which I am very passionate about.

I feel a strong sense of pride and happiness when my work is recognized, especially during company events where senior management appreciates my efforts. I consider myself fortunate to be part of Gadoon Textile Mills, where the leadership is supportive and cooperative. My message to colleagues is to stay focused on their work, avoid unnecessary distractions, and value their jobs. In today's challenging environment, stable employment is a blessing, and patience, dedication, and consistency are key to moving forward.



Muhammad Anwar Khan
Office Boy

EMPLOYEE TESTIMONIAL

Working at Gadoon Textile Mills Limited (GTML) as Executive Import Procurement is a dynamic and fulfilling professional experience. The organization provides a supportive environment that prioritizes operational excellence and strategic growth. I have the privilege of managing critical import cycles alongside a dedicated team, enhancing both my technical expertise in global procurement and my leadership skills. GTML's unwavering commitment to integrity and efficiency makes it an outstanding place to build a successful career.

Wajeeha Asif

Executive Import Procurement



My journey at Gadoon Textile Mills Limited (GTML) as an Executive in Taxation, Secretarial, and Insurance has been a period of immense professional evolution. The organization's culture of excellence provides the perfect backdrop for handling complex regulatory tasks and insurance portfolios. Contributing to the core compliance functions alongside a visionary team has not only sharpened my technical grip but also reinforced my commitment to professional integrity. It is truly a privilege to thrive in an environment that values both precision and growth.

Ahsan Sharif

Executive – Taxation, Secretarial & Insurance

Working at Gadoon Textile Mills Limited (GTML) as an MTO in the Sales Accounts Department has been a rewarding and professionally enriching experience. I have gained valuable exposure to sales accounting processes while strengthening my technical and analytical skills through collaboration with a skilled and dedicated team. GTML's commitment to excellence and continuous improvement makes it an ideal place to learn, grow, and build a successful professional career.

Asma

MTO – Sales Accounts Department



STRIVE NOT TO BE A SUCCESS, BUT RATHER TO BE OF VALUE.

Albert Einstein

FEEDBACK & PARTICIPATION SECTION

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Simply double-click the link below to send us an email with your name, suggestions, or contributions at:



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