

# LAMHAY!

July - December '21

14<sup>th</sup>



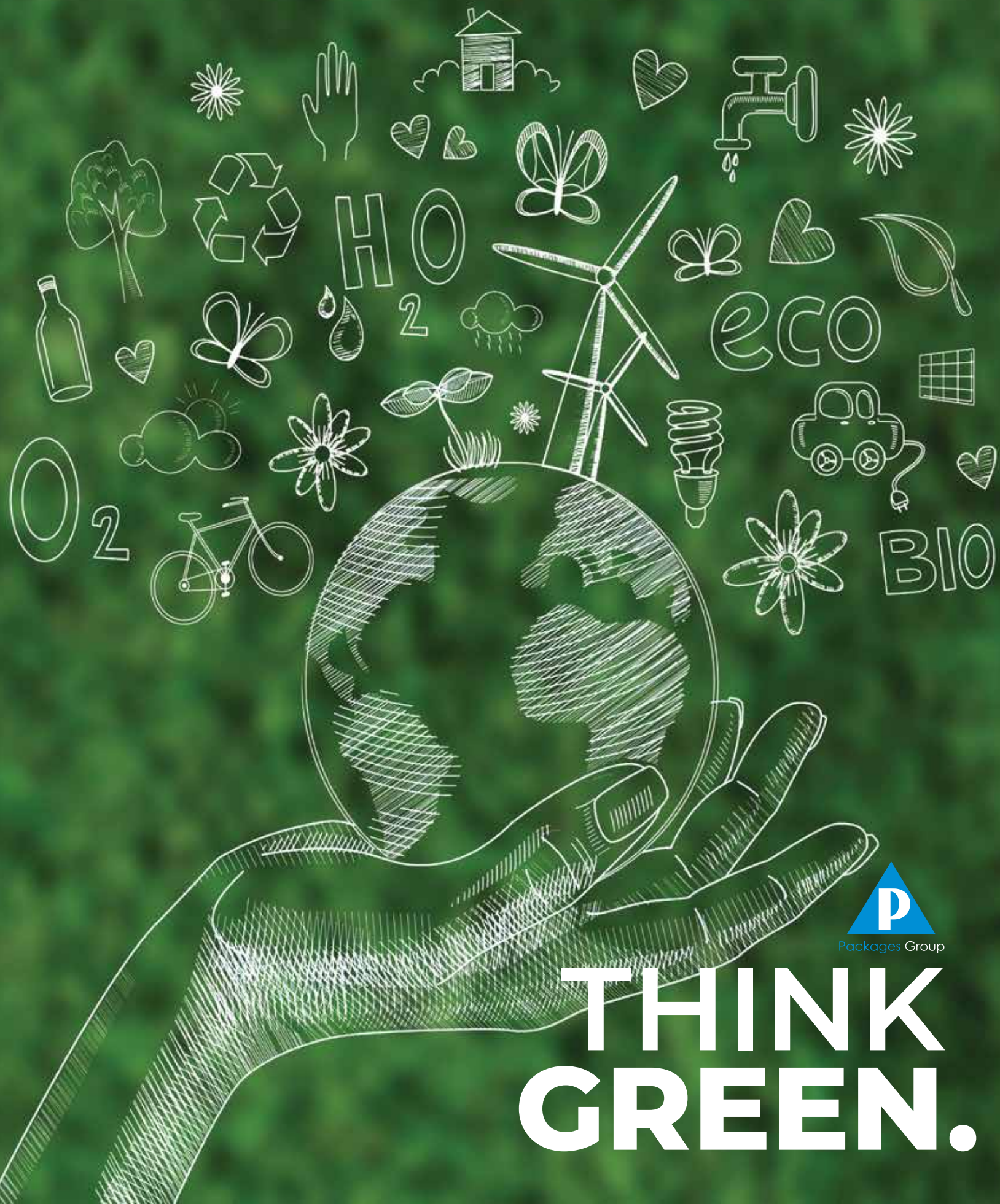
**PACKAGES MALL  
BAGS THE  
MENA AWARD  
FOR THE BEST  
CUSTOMER  
ENGAGEMENT  
AND EXPERIENCE**

Packages Limited



@PackagesGroup  
www.packages.com.pk





**THINK  
GREEN.**



# MESSAGE FROM THE CEO



**SYED HYDER ALI**  
CEO and Managing Director  
Packages Ltd.

Dear Members of the Packages Group Family,

I wish you all a very Happy New Year.

As we bid farewell to 2021, I am compelled to extend my deepest gratitude to our collective Packages Group Family for all your efforts. Your unwavering support throughout these unpredictable times has kept us going and allowed us to serve our customers uninterruptedly.

Globally, we have seen a crisis of unprecedented nature and its effects. We have been hearing troubling news about the rise of COVID-19 cases driven by the emergence of the Omicron variant, which is much more transmissible than previous variants. I urge everyone to comply with the SOPs and guidelines that have been communicated by the Government of Pakistan and re-enforced by the Group EHS Team to mitigate the risk and arrest the spread of the virus to keep you and your families safe.

We are united by a common culture of co-operation that makes us prepared for any adversity. Nothing is more important to our overall success than our employees going home safe each day. Safety is not one person's responsibility; rather, it is a shared responsibility across all levels of our Company.

The year 2022 entails its challenges with COVID-19 still continuing. Together we shall focus on meeting these challenges and on optimizing our work efficiencies, investing in technological strengths to increase sales, and reduce costs. We need to raise productivity to maximize collective results. I look forward to your continued support as together we can make 2022 even better.

I wish the entire Packages Group Family a prosperous and safe year ahead.

A handwritten signature in grey ink that reads "Syed Hyder Ali". The signature is written in a cursive, flowing style.

# CONT

## EDITORIAL TEAM

Group Communications

## GROUP HEAD HR

Kaifee Siddiqui

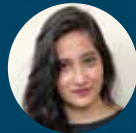
## POINT OF CONTACTS



Azka Rizwan  
Packages Convertors  
BUFC



Mehwish Mahmood  
Packages Convertors  
BUCP



Rushana Khan  
Packages Convertors  
BUFP



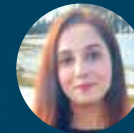
Saira Asif  
Packages Convertors  
Shared Services



Muneef Abid  
BSP



Meraal Malik  
Tri-Pack Films Ltd.



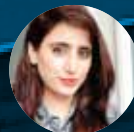
Anam Yousaf  
DIC



Ilyas Chaudary  
OmyaPack &  
StarchPack



Nalaka  
Packages Lanka



Madiha Ahmed  
IGI Life - Vitality



Jibran Zamir  
IGI General



Nida Pervaiz  
IGI Security



Hamza Mazhar  
Packages Mall



# EVENTS

**5**

PACKAGES CONVERTORS

**53**

STARCHPACK

**17**

BSP

**57**

IGI GENERAL

**29**

TRI-PACK FILMS LTD.

**61**

IGI LIFE - VITALITY

**38**

DIC PAKISTAN LTD.

**68**

IGI FINEX - SECURITIES

**49**

OMYAPACK

**71**

PACKAGES MALL

**51**

PACKAGES LANKA

**76**

PACKAGES LIMITED

# PACKAGERS CONVERTORS

LAMHAY!



Packages Convertors



## BUSINESS UNIT FOLDING CARTONS (BUFC)

### BUFC AWAY DAY 2021 - NATHIAGALI



After a year of milestone achievements, our Business Unit Folding Cartons took to the mountains to foster their team relationships and learn from each other. From their professional workspace to the peaks of Miranjani, the journey saw our team come together for every challenge.

On the 1<sup>st</sup> day, HR engaged employees in a training, which saw teams learn each other's personality characteristics to build rapport. Based on their communication preferences, Team Packages was divided into four color groups, with each group's strengths highlighted. The teams learned how their personality impacted their way of working, their reactions under pressure, and the best way to engage with team members with different styles. In line with their vision for 2022, the teams had a brainstorming session to identify key customer challenges, people challenges, and management objectives, and their team response to these.

The 2<sup>nd</sup> day was for trekking, with employees were divided into two groups one for the Miranjani track second one Pipeline. The best thing which I observed on this day is if I try to express in words "All team members were a source of motivation for each other". Initially, a few people were ready for Miranjani which is a difficult track, but later on, maximum people were ready to go for Miranjani 99% of members did tracking successfully. It's all because each team member motivated the other, as a result of compound effect all members put maximum effort to perform hiking and we all did well.



## BUSINESS UNIT FLEXIBLE PACKAGING (BUFP)

### R&D DEVELOPMENT PROJECT 2021

#### Localization of Lidding Business

In Pakistan, Aluminum based lids are used for the packaging of butter, yogurt & jam containers. Previously, this whole segment of the market was dependent on the import of these lids. R&D BUFP successfully recently managed to localize Aluminum lids by conducting detailed lab analysis and trials with various customers. The trials remained successful and Packages Convertors Limited was able to gain the business of lidding category for a number of customers including Prema, Anhaar & Shezan. This development has opened the door to a market having an overall business potential of 30 million lids/year for us and has strengthened the Pakistani industry as well.



#### Red Mulch Film for Export Market

Agricultural plastic mulch films are used in the production of specialty crops to modify soil temperatures, conserve soil moisture and reduce weed pressure, ultimately improving crop productivity. R&D BUFP took the lead and this specialized product was extruded considering stringent customer requirements of color, UV resistance & opacity for the first time. This new development has opened doors for agriculture businesses both in Pakistan and in the export market.

#### Establishment of Microbial Lab for Flexible Packaging Unit

Keeping in view the stringent food compliance requirements for packaging of food products BUFP took the initiative of developing an in-house, well-equipped microbial lab that has the capacity of testing 25 samples per day. To ensure hygienic condition in the production area, aerobiological microbial analysis, machine swap, and operator hand swap tests are conducted on a regular basis. Previously microbial testing was being carried out by a third-party vendor. This initiative has promising Return On Investment and has eliminated our dependence on the vendor, improved the pace of testing, and ensured customer retention.





## QUALITY TOWN HALL

BUFP QA team arranged a Quality Town Hall on 2<sup>nd</sup> December, 2021 for Quality Awareness and sharing Market Trends with the Operational Team.



## BUSINESS UNIT CONSUMER PRODUCTS (BUCP) INNOVATION PRODUCT DEVELOPMENT - PAPER STRAW:

Our Machine



Our Product



Following the footsteps of the Global Sustainability trend Packages Limited became the first company in Pakistan to introduce paper straws. So, we are proud to present our new paper straw solution as a positive step towards sustainability and eliminating plastic straws for bringing a significant change in reducing plastic waste that impacts the environment as well as marine life. 100% natural and plant-based materials go into the making of our paper straws. Regardless of where the used paper straw ends up, they will disintegrate and assimilate back into our land whereas plastic straws take around 200 years to decompose leaving an adverse effect on our land and ocean.



The year 2021 saw yet another successful venture for Rose Petal with a campaign pertaining to the **Maxob Toilet Roll**.

Remaining under the wellness positioning of **“Hamesha Aik Qadam Agay”**, our campaign motive was based around educating and relaying the best practices to the masses regarding proper toilet hygiene, with **Maxob** in focus.



Making use of a catchy and musical tagline chanted by the best communicators of unfiltered conversation, a group of adorable children taught us how to use Maxob the right way by saying: **Wash, Dry, Germs Bubyee!**

In the hopes to incorporate positive behavior change within our target audience, Rose Petal is at the forefront of encouraging hygienic and healthy practices within families and households across Pakistan to ensure a safe and vigorous future for all, extending this purpose to the loo where **Maxob** belongs, because as we all know... **Bum Dry, Germs Bubyee!**





## TRAINING SESSION ON POWER BI

A training program was conducted on Power BI in November & December to enable finance professionals to analyze large amounts of data and extract insights to support decision-making. The sessions, spread over 10 days, taught Business Intelligence Tools that will allow our team members to extract information from complex data and be more data-oriented.



## FINANCE AWAY DAY

The Finance team went for an Away Day in December 2021. The journey through the snowcapped peaks of Swat engaged the team and built their resolve to conquer challenges in their personal and professional lives. It also to improve inter-personal communication and build trust for an effective working environment.





## SAFETY

### KEYS TO A PSYCHOLOGICALLY SAFER WORKPLACE - AWARENESS SESSION

A Virtual awareness session on “Keys to a Psychologically Safer Workplace” was conducted by Dr. Aale and Dr. Ali Muqqadas to emphasize on the importance of mental health at workplace especially during the testing time of COVID-19.



### EMERGENCY RESPONSE PREPAREDNESS – MOCK DRILL WITH RESCUE 1122

A joint Mock Drill for PCL and Packages Mall in collaboration with Rescue 1122 was conducted to enhance the emergency team capabilities, knowledge, and readiness to ensure site safety. This scenario based Mock Drill covered the following:

1. Firefighting with fire extinguisher and fire hydrant.
2. Rescue of injured or trapped persons during emergency.
3. Inspection and monitoring of firefighting truck of Packages Convertors
4. Synchronization between PCL and Rescue 1122 for effective emergency control.



### SAFE INSTALLATION OF SOLAR PROJECT

A 3.12 MW customized solar installation by Zero Carbon at Packages Convertors Limited has been initiated with a particular focus on the safety of the workers involved in the project. Joint efforts of Zero Carbon and Packages Convertors Limited including regular inspections, audits, and safety briefings have made 26,055 Safe Man Hours possible, making it 120 Safe Working Days with no safety or environmental incident reported till date.





## BASIC LIFE SUPPORT & FIRE SAFETY - AWARENESS SESSION BY RESCUE 1122

An awareness session on “Basic Life Support and Fire Safety” was conducted with the help of Rescue 1122 for employees of PCL, Packages Mall, DIC and IGI. Practical demonstration on basic life support skills like CPR, bleeding control techniques, safe mobility of patients and operation of fire extinguishers were the key highlights of this extensive awareness session.



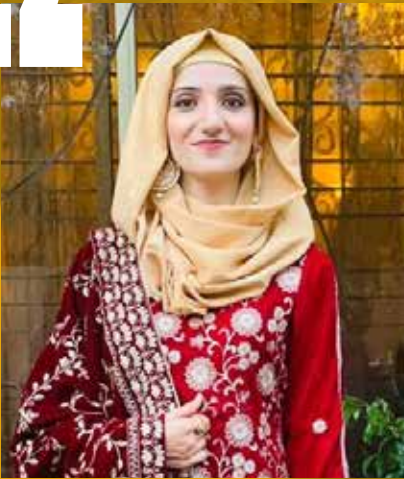
## ELECTRICAL SAFETY FRAMEWORK AND ASSESSMENT

Electrical safety Framework at Packages Convertors Limited has been revamped and reinforced by formulating a standard manual with proper inspection and maintenance regimes set for all critical electrical infrastructure. Standardization of SOP's and check lists incorporating the best practices from all Group companies was also a part of this framework development. An external electrical infrastructure audit by an independent third party was conducted as a preventive approach against electrical hazards posing fire safety risk. The scope of this assessment included thermography audit of panels, visual inspection of electrical infrastructure, power and distribution transformers testing, IR testing of power sockets and earth integrity tests. Issues identified as a result have been addressed through concerned area owners.

## EFFECTIVE DENGUE PREVENTION & CONTROL FRAMEWORK

Dengue prevention framework was readdressed and revamped owing to the spread of Dengue in the region. Primary and Secondary Dengue Control teams have been developed who are responsible for continuous surveillance in their respective department boundaries, with area wise responsibilities assigned to them. A central SOP, continuous awareness sessions and internal audits are a part of the updated framework to tackle this challenge. In addition, regular spray and fumigation is being carried out to keep all our employees safe from this disease.

# GENDER DIVERSITY



I am **Manahill Iftikhar**, a Chemical engineer working as Assistant Manager - FemCare Project at Packages Convertors. This company has allowed me to break the stereotypes regarding women in engineering. From optimizing production output to leading a team, from looking after the operations to enhancing my skills in the supply chain, BUCP department has allowed me to prove that engineering is not just confined to a single domain. And I cherish this cross-functional aspect of my everyday job. Working closely with different teams has allowed me to discover more about my strengths as a team player, a team leader, and a team manager. I would encourage all the females out there who are still wondering if they should choose to become an engineer, or if chosen already, is this the right field for me, just know, never hesitate to pursue your engineering careers just because it is known to be an unconventional path for women. Trust me, if one woman can do it, you all can do it too, just keep yourself focused and dedicated and never take any failure as a setback, instead get up and fight back to achieve your goal.

**Manahill Iftikhar**



I have been part of the Packages family for almost a decade now. I started off as a support staff function and am a Key Account Manager in Flexible Packaging today. The notion of 'equal employment opportunity, where the business society today and majority conglomerates are operated under male-dominated leadership roles, is something that I can humbly and truly bank on because I have been blessed with multiple opportunities based purely on merit. I have always been given support and encouragement by my seniors and team members throughout my career. Packages has also invested in my academics and provided me with an opportunity to brush up on my managerial skills through the CPBM program of LUMS. To support working mothers, there is a Day-Care setup at our Karachi Office as well. This facility has been the key to ensuring that my KPIs are never compromised even when raising a newborn. Packages is much more than just a Corporate Company and has a lot to offer in terms of the personal and professional growth of employees.

**Nazish Anwar Ali**



# OUR HEROES

“



Aqeel Abbas

Mr. Aqeel Abbas is currently working as Supervisor in BUCP. He has been associated with Packages for over 39 years. Let's see what he has to say about his journey with Packages:

**What would you say about your journey with Packages?**

I am working here since 1982, It's been an exceptionally exciting journey till today and hopefully, the end will awesome too. My managers and senior colleagues always helped me in my hard times.

**Do you recall your first day on the job?**

Yes, I joined Packages at 18 years of age. I still remember my first day like yesterday. The first day started off with an introduction to the company after that we had a brief orientation and training.

**What motivates you to keep working at Packages?**

It's been 40 years approximately, I am working here and in this long tenure, Packages supportive environment always motivates me to work with this esteemed organization.

**What advice can you give to people who are just starting in the company?**

My advice to the newcomers is, to be honest with yourself and this organization as well and try your hardest to give maximum results on the given tasks.

**Do you have a work nickname?**

I am being called by my colleagues as Shah Saab.

“



Majid Fazil

Mr. Majid Fazil is working as Office Attendant in BUCP. He is a very dedicated person and is always there to extend support to everyone in daily routine matters. We thank him for all his contributions!

“



Mr. Asghar Ali is working as a Clerk with Packages Group since 2002. He has a very positive attitude and is always there to support the team members. We thank him for all his support

Asghar Ali

# A FRESH PERSPECTIVE



As a new joiner in Packages, the transition from university to the real world has been quite an overwhelming process. For me, an addition was country relocation. Being an engineer, as a part of my 1<sup>st</sup> rotation, I have had the opportunity to be working with the Rose Petal sales operations team at “Consumer Products Division”. This has provided me with an insight on the route to market strategy along with national market challenges. For my 2<sup>nd</sup> rotation, I am now working with the operations team (Conversion) at the Rose Petal Napkin section. A combined exposure on both fast-paced fronts will help me utilize my technical skills integrated with the market findings to help minimize challenges and add value to the process. Looking forward to lots of learning!

**Hassan Raza Khan**



I am a process safety engineer by profession and hold a master’s degree in Environmental Engineering from South Korea. I am incredibly excited and proud to join Packages Convertors as an AM – SHEQ. I look forward to shaping the occupational health and safety of our workforce positively and developing a safety mindset across Packages Group. The opportunity to join a local business with a global reach is something I feel fortunate to be a part of, both professionally and personally.

**Ubaidullah Arif**



I have recently completed BSc in Mechanical Engineering from UET, Lahore. I feel so honored to start my career as an Assistant Manager QA at Packages Convertors which gives me countless opportunities to learn and grow. I am looking forward to working in a dynamic environment and exploring new challenges.

**Ayesha Fayyaz**



Every new day at Packages comes with a challenge that sparks a drive for achievement and directs energy towards defeating the odds. Being a part of a winning team is an enriching experience in itself and motivates me to always aim for nothing short of success!

**Fareha Fatima Javed**



# A FRESH PERSPECTIVE



I have recently joined Internal Audit department as Deputy Manager, after working with A. F Ferguson & Co for more than three and a half years. I am beyond pleased to join Packages Limited and aspire to have an enriching journey ahead with the Group. It would be great to work with all of you in future and learn from your experience. Hoping to make the best use of my skills and potential at Packages, because as the say, every job is good if you do your best and work hard.

**Erum Unber (Deputy Manager Internal Audit)**



Hello All! I am Zain Tariq. I recently joined\* the Financial Accounts department of Packages Limited as a Deputy Comptroller of Accounts. I joined the company after an arduous three and a half years of training at PwC Pakistan. Being a Gold Medalist Chartered accountant, it was important for me to join an organization which simulated not only my technical but inter-personal and management skills as well and polish my emotional intelligence. Packages limited has proven to be just that for me. I hope to add value to the organization to the best of my abilities to justify any and all accolades gained in my career!

**Zain Tariq (Deputy Comptroller of Accounts)**



I joined Packages Limited right after qualifying Chartered Accountancy as Manager in Internal Audit Department. I was always aspired to join Packages Group as I had worked closely with them since 2018 as a member of external audit team in many group companies. The main thing that encouraged me to join this Group in addition to learning and growth perspective was its commitment towards the ethical values, particularly, the transparency in dealing with the stakeholders. I am very happy to be a part of Packages Family and look forward to build a long-term career with the Group.

**Tayyab Mustafa (Manager Internal Audit)**

# BULLEH SHAH PACKAGING



TOTAL PRODUCTIVE  
MAINTENANCE



- 1. Focus on Improvement Pillar
- 2. Autonomous Maintenance Pillar
- 3. Planned Maintenance Pillar
- 4. Skills Development Pillar
- 5. Early Management Pillar
- 6. Quality Maintenance Pillar
- 7. Off-site PM Pillar
- 8. Safety & Environment Pillar



RESPONSIBLE  
Packaging



## SBA & SHA VISITS BSP KASUR

BSP was honored to host Syed Babar Ali and Syed Hyder Ali on a one-day visit to its plant in Kasur. He visited different areas of the facility and was briefed on new projects and plans for the Kasur Plant.





BSP

## TRANSFER OF KNOWLEDGE AND SKILLS TO MEET BIOMASS PROCUREMENT NUMBERS

We have upgraded our purchase sites where the online GRN system has been activated. Our trained staff member from IT and accounts Dept. Mr. Azeem khan (Purchase executive biomass supply chain) has done training sessions at both regions with center In-charges and assistants at purchase sites for smooth 2022 procurement operations. Below are areas that have been covered in the house-training session:

- Biomass procurement and handling steps
- Code of conduct in group prospect
- Key learnings and improvements for 2022
- SAP use in biomass operations
- Reporting and communication mechanism



## TOWN HALL SESSIONS FOR EMPLOYEES

We want to grow our business responsibly. That means safety is not negotiable – it's our number one priority. Therefore, multiple town halls were arranged by the management of BSPL with first-line managers to ensure that this message can be sent across the company.





## ROAD SHOW SESSION



Our Corrugator sales team conducted a Road Show Session at BSP Kasur Guest House on 24<sup>th</sup> Nov'2021 for Shan Foods. Below people were there from BSP:

- Ali Murtaza (Business Unit Head)
- Anum Ali (Sales Account Manager)
- Amna Saeed (R&D)
- Ammar Ahmad (Paper & Board)
- Moiz Hassan (Marketing Manager)
- Ayesha Aziz (Group Lead Sustainability)
- Ali Raza (Manager Customer Service & Development)

It was an initiative to connect with our key customer (Shan Foods – including people from their Senior Management, procurement, brand, international marketing, creative, and QA/development) and explain our technical expertise and how we are adding value to their processes. The session involved discussing further innovative POSM corrugated opportunities as well as value additions for Shan Foods. BSP also proposed FSC logo implementation on cartons for enhancing Shan's export sales.

## WORKSHOP FOR UNILEVER

Our Corrugator packaging team conducted a training workshop at Unilever RYK plant on the occasion of World Quality Month on 16<sup>th</sup> and 17<sup>th</sup> November 2021. Below people were there:

- Shahroze Nasir (Key Account Manager)
- Maaz Umlash (Conversion Manager)
- Shahid Lodhran (Customer Services)

It was an initiative to connect with our biggest customer (Unilever) and explain our technical expertise and how we are adding value to their processes. The training involved discussing the different QA checks implemented to ensure that the customer receives "Zero Defect Supplies (ZDS)". Additionally, representatives from our plant were there which helped us in better understanding customer perspectives as well.





BSP

## HIGHLIGHTS OF UMRAH BALLOTING

Umrah balloting 2021 was held at BSP Kasur factory.



## CHRISTMAS PARTY

Christmas parties were arranged by BSP for its employees on 22 December 2021 in Lahore and Kasur.



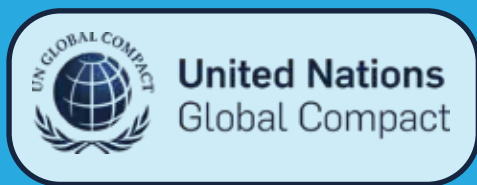


## SAFETY TRAININGS AND FIRE DRILLS AT BUCP KARACHI

In order to achieve an injury free workplace, extensive safety trainings and Fire Drills had been conducted at the BUCP Karachi Plant. Moreover, walk around audits and internal audits are being carried out to identify potential hazards, which are addressed in a timely manner and also included in the training plan for employees.



BSP maintains its Active Status on the United Nations Global Compact (UNGC) since 2013 by reporting annually on its progress on the SDG's



## 'PREVENTION OF SEXUAL HARASSMENT AT THE WORKPLACE' TRAININGS

A training program on Prevention of Sexual Harassment in the workplace for Executive staff was launched as a part of BSP's Ethics and Compliance system. So far, 35% executive employees have completed this training. In addition to this, all female staff including interns and third-party workers are also added to the scope of this program.

An additional session was conducted for the batch of summer interns regarding the Code of Conduct and Prevention of Harassment in the workplace.

BUCP Karachi is LTA Free in 2021, after achieving a milestone of 1000 LTA Free Days

**LTA FREE YEAR**  
at BUCP Karachi





BSP

## 'STOP DENGUE' CAMPAIGN

STOP Dengue Week was observed at BSP with a mill wide awareness campaign from 12<sup>th</sup> - 16<sup>th</sup> July 2021. Multiple sessions were conducted for the mill staff regarding prevention and control of Dengue virus. In addition, audits were conducted for the identification and mitigation of potential hazards at different locations.



## LSK SCHOOLS TEACHERS' TRAINING

One-week teachers' training for LSK staff was conducted from 12<sup>th</sup> - 16<sup>th</sup> July 2021. This training was focused on accelerated learning and helped equip the teachers with necessary skills and knowledge to take the students through the process more effectively.





## MOU SIGNING WITH PITAC FOR LSK SCHOOLS

An MOU was signed between Idara-e-Taaleem-o-Agahi (ITA) and Pakistan Industrial and Technical Assistance Center (PITAC) Lahore for collaboration on technical courses for the students of LSK schools. These trainings will enable mainstreaming of students who complete their education at LSK schools into different professions and earn a decent and safe livelihood.



## CERTIFICATE DISTRIBUTION BY CEO BSP COMPUTER CLASSES AT LSK SCHOOLS

CEO BSP Mr. Asghar Abbas visited LSK schools Niaz Baig, LDA and Gujjar Colony campuses for certificate distribution for the students who have completed technical courses with PITAC recently. He also interacted with the students and staff and gave his valuable feedback to further enhance the learning activities at these schools. He also took part in the plantation activity with the students at the Gujjar Colony Campus.

Computer classes have been started at LSK schools which aim to equip the students with appropriate knowledge for today's world. A manual has been designed with the help of TEVTA guidelines which will provide basic knowledge for further studies and employment opportunities.



## FIRE SAFETY TRAINING FOR LSK SCHOOLS STAFF

A comprehensive full day training on Fire Safety and Electrical Safety along with Dengue Prevention Measures was conducted by Fire Officer Mr. Ghaffar Ahmad and Muhammad Asad from Sustainability Department for the staff of LSK schools.





BSP

## FAMILY FESTIVAL FOR BSP EMPLOYEES

BSP organized a one-day fun-filled Family Festival for all its employees and their families at a park in Kasur.







### FAREWELL PARTY FOR MR. QADEER AHMED

Farewell Party was held to honor and acknowledge the service of Mr. Qadeer Ahmad from the Finishing House Department.





# OUR HEROES



**Qaiser Iqbal**

Spent 25 years of life in the paper industry. During these years performed duty in multiple departments/roles including Waste plant Packages Limited, 4 years in Syria, then CTMP, and currently in charge of Chemical Area PM-6 & PM-7 from last 10 years. Throughout my career, made sure own safety and the safety of subordinates at the workplace. Strongly believe in, "safety begins from yourself".

Culture takes a long time to build, as a witness, what would you say about this journey? BSP has a very versatile culture. Over the years, the culture and environment of BSP have emerged a lot having their ups and downs. Responsibilities, teamwork, motivation, and chances of improvement are the key factors of BSP's culture that make me remain constant.

**Do you recall your first day on the job?**

Yes, I still recall the first day of my job. During my interview, the panelists appreciated me for my knowledge of Pulp. On the day of my joining, all the employees welcomed me warmly and I felt ecstatic. I gave my best to the company and in return, the company has compensated me for my good-doings.

**What is your favorite memory of BSP?**

There are hundreds of memories associated with BSP. One of my best memory which I would like to share is that when back in 2011-12 in my chemical department I, with the help of my team did a cost saving of 1 million rupees. This project was very challenging and it is one of the best memories I have from BSP.

**What motivates you to keep working at BSP?**

The responsibilities I have at my workplace are my biggest motivation. Moreover, I love my team and they also give me a feeling of motivation to work at BSP.

**What advice can you give to people who are just starting in the company?**

First, I would like to advise the new joiners to have a positive attitude. BSP provides a wide range of opportunities to the employees. The environment is really good, so work hard and give your best.

**How do you unwind and relax when you're not working?**

I like to spend time with my family. My family is the biggest source of relaxation for me.

**Do you have a work nickname?**

All my coworkers and my seniors call me "Cheetah and Rocket" due to the speed of my work.



# A FRESH PERSPECTIVE

“



My name is Laraib Shanzay and I have completed my Bachelors in Accounting and Finance from Kinnaird College for Women. I find my interests in activities that are based on mathematics, calculations, and different computer software. I believe my strength lies in being able to balance my personal and professional activities well. I am a punctual and disciplined individual and I respect people who take their work seriously. I had a great professional learning experience at Bulleh Shah Packaging during my internship in Finance Department which led me to join BSP after graduation. Now, I am working as an “Accounts Executive” at BSP.

**Laraib Shanzay (Accounts Executive)**

“



My name is Khadija Khalid. I have done my Bachelor's in English Literature. I have been working at BSP since August in HR Department. It is a great learning experience here at BSP. Being able to work with people having rich experiences and diverse backgrounds is an opportunity of a lifetime, I am thrilled to become a part of an organization where values are exercised with true spirits.

**Khadija Khalid (Executive Talent Acquisition)**

# TRI-PACK





## AWARDS & RECOGNITIONS

1.

We are proud to announce that Tri-Pack Films Limited is Green Office Certified by WWF on 8<sup>th</sup> September 2021 as a result of using resources more efficiently and reducing carbon footprint. We too recognized and appreciated our staff / nominated Green Office team for their efforts in achieving this milestone.

2.

Tri-Pack Films Limited was the recipient of the 18<sup>th</sup> Annual Environmental Excellence Awards 2020 on 16<sup>th</sup> September 2021. The award showcases the TPFL approach towards environmental sustainability. TPFL will continue to play a part in its efforts to stop the degradation of resources.

3.

Tri-Pack has been awarded the best corporate reporting & sustainability awards 2020 on 27<sup>th</sup> August 2021, securing the 2<sup>nd</sup> position by ICAP & ICMA in the 'Others' industry category.





TPFL

## ENGAGEMENT ACTIVITIES

### ANNUAL TOWN HALL

Chief Executive, Mr. Nasir Jamal conducted the annual Town-hall on 14<sup>th</sup> December 2021 engaging employees on the state of affairs of the Company, be it the performance, key achievements, our diversity and inclusion agenda, what went right, what can be improved, and what to expect as the business dynamics evolve. He closed the session highlighting opportunity areas and way forward and too opened the floor for Q&A for all who attended.



### INDEPENDENCE DAY CELEBRATIONS

As Pakistan marks its 75<sup>th</sup> Independence Day, Tri-Pack commemorated this celebration, on 13<sup>th</sup> August 2021, at all Office locations nationwide with fervor and enthusiasm with our offices decked proudly in green and white. To commemorate the day, we kicked off the event by playing our National Anthem and customary cake cutting ceremony and our employees did their part by dressing up in our national colors.





## INDUSTRIAL VISITS

Tri-Pack Films Limited strengthens its employer brand by inviting engineering students for industrial visits to give them a bird's eye view of the practical working environment, new technologies, industry practices, and showcasing our culture and legacy. One such industrial visit was conducted for the Usman Institute of Technology (UIT) on 24<sup>th</sup> November 2021.



## ENGAGEMENT ACTIVITIES

### GLOBAL HANDWASHING DAY – CONTINUED CAMPAIGN FROM 2020

Global Handwashing Day (GHD) is an international handwashing promotion campaign to motivate and mobilize people around the world to improve their handwashing habits. It is connected to the “Good Health & Well Being” of United Nations Sustainable Development Goals (SGG's) under the Packages Group sustainability agenda. At TPFL, we had erected a special hand washing station, and banners were placed at various areas at the Plant projecting “the right way to wash hands”. Line Managers and Executive Management Team demonstrated handwashing techniques to create awareness. Additionally, Team Leads, Shift In-Charge, and Managers were provided toolbox talks to ensure that their teams had ample knowledge and importance of the given activity and its role in the prevention of COVID-19.



TPFL

## BREAST CANCER AWARENESS

TPFL conducted an awareness session on Breast Cancer. Our purpose is to ensure Prevention and Early Detection with the help of our partners Cancer Care Hospital and save lives. The session was facilitated by a leading female doctor from Essa Lab, Ms. Manesha.



## WORLD DIABETIC DAY

World Diabetes Day (WDD) was created in 1991 by the International Diabetes Federation (IDF) and the World Health Organization (WHO) in response to growing concerns about the escalating health threat posed by diabetes. The campaign draws attention to issues important to the diabetes world and keeps diabetes firmly in the public and political spotlight. At TPFL, our SHE team conducted a detailed training session along with our Company Doctor with management on the following:

- Symptoms of Diabetes.
- Glucose testing performed by a medical team with interested participants
- Type of food in-take which prevent the onset of Diabetes.

## MENTAL HEALTH AWARENESS

TPFL celebrated mental health awareness by conducting a session in liaison with Chughtai lab for all our employees to raise awareness of mental health issues around the world, the stigma around them and to mobilize efforts to support those in need of help.





## TPFL ON SAFETY COMPLIANCE

### AREA SPECIFIC HAZARDS & PRECAUTIONS

To enhance the understanding of TPFL employees related to area-specific hazards and precautions, relevant PPE's, visual reminders bilingually have been displayed at various locations within the Plant.



### TRAININGS

To enhance awareness of work-related hazards of employees and contractors, 12 video-based safety training packages were developed. Job-specific training conducted for relevant staff. A total of 300+ personnel trained YTD 2021. Furthermore, TPFL staff were developed on HSEQ concepts, for which a total of 1650+ man-hours of internal and external trainings have been conducted. This includes and was not limited to comprehensive video-based safety training competency-based training assessment safe system of work, safety handbook, and civil defense.

### COVID-19 UPDATE - CONTINUED EFFORTS IN 2021

In continuation of efforts taken in 2020, we have sustained precautionary measures in the fight to keep our employees safe from the Pandemic. In addition, we have complied with National Command and Operation Center (NCOC) guidelines, to ensure inoculation of all employees and with COVID-19 vaccines.

As we continue to live in obscure circumstances, we have ensured that we have a contingency plan ready for any scenario. Although there is no end date to the current situation, we strongly believe that there is light at the end of the tunnel, although we don't know how long the tunnel is we are ensuring to keep at it, and eventually things will get better.

### SAFETY AWARENESS AND TRAINING FOR GROUP COMPANIES

Tri-Pack SHE team conducted Safety Awareness and Firefighting trainings for the Packages Group employees at the Karachi Offices, completing 205 man-hours in July - August 2021. These trainings were aimed at:

- Office Accidents and Common Office Hazards
- Fire and Electrical Safety
- Slip Trip & Fall
- Manual Handling
- Chemical Handling
- Stacking & Storage
- Office Lighting & Illumination
- Stairs and Walkways
- Computers & Workstations
- First Aid Kits & Supplies
- Emergency Response



TPFL

## SAFETY WEEK - 18<sup>TH</sup> - 22<sup>ND</sup> OCTOBER 2021

One of the mega-events of the year was the Safety Week at Tri-Pack Films Limited. It was conducted to raise awareness of health and safety issues and focus on the management of commitment to safety and accident prevention.

The purpose of the week was to portray the benefits of occupational safety and health systems effectively and engagingly. This will not only improve safety culture but motivate the employees to work safely by rewarding best practices and safety consciousness.

The week was kicked off by a cake-cutting ceremony and a keynote address delivered by Head of Safety, Mr. Ahmad Mansoor to all employees. This was followed by a line walk and behavior-based safety training led by the Executive Leadership Team and a PPE gallery was set up displaying all the PPE suits used at TPFL. Gift hampers were awarded to those who had exhibited good behavior and safety awareness amongst workers throughout the year.

During the said week, a safety poster competition and safety video competition were held, in which employees and their families were encouraged to participate. This engagement activity encouraged safety amongst not only employees but also their families. A firefighting training session was also conducted by Civil Defense. The session comprised theoretical and practical demonstrations. This was followed by an extempore speech competition on safety. The three best speeches were also awarded after the session.

Lastly, safety quizzes and sessions were conducted by the Executive Leadership Team and in conclusion, there was a prize distribution and closing session for closure of the week conducted by Chief Executive, Nasir Jamal.





# OUR HEROES



Akbar Khan

Meet Akbar Khan, one of the oldest employees at Tri-Pack Films Limited. He has spent 20 years and is currently working at our Hattar Plant. Having witnessed vast changes in the work culture through the years, he has a lot to say about the organization and its environment.

**How long have you been working for Tri-Pack Films Limited?**

I joined Tri-Pack Films Limited on 1st-July-2001. It's been 20 years but I still remember the day like it was yesterday. I am currently working as a Fitter in the Utilities & Maintenance Dept.

**What's the best part about working here?**

The work environment and culture are good and we have sufficient resources to perform our activities and the management takes care of its employees.

**What motivates you?**

Constructive and positive feedback, good appraisal at the end of the year, good management and learning opportunity is my greatest motivator.

**One thing you're grateful Tri-Pack has taught you?**

I have learned a good and efficient way of working and it has improved my skillset over the years.

**When do you feel the greatest sense of achievement?**

When I am capable of completing my task on time and getting acknowledgment & appreciation.

# A FRESH PERSPECTIVE



## Management Trainees



Tri-Pack Films is a company that welcomes innovative ideas. Every day there are new challenges and new learnings which makes it all the more exciting. The constructive feedback, the healthy culture, values, and work environment provides immense room for growth. The open-door policy at Tri-Pack and mentorship from Line Managers and Executive Management Team leads us to be more motivated, enthusiastic within our roles and helps us hone our skills to build a brighter future.

Murk Najam Hussain (HR), M. Uzair Younus (Production Planning), M. Huzaifa Khan (Projects), Hijab Fatima (Sales).



## New Joiners



Tri-Pack offers a welcoming and conducive work environment to work. The Executive Management Team enables us to put forward new ideas and take initiatives, which go on to be recognized and appreciated. We are proud to say that Tri-Pack adopts the best practices and follows safety standards, and therefore ranking themselves far above the threshold in comparison to other companies. We enjoy working at Tri-Pack and look forward to growing and contributing our best.

Saubbyal Abbas, Uzair Sami, Faizan Shah, M. Muzammil Yaseen, Ahsan Arif, Akhtar Ali, M. Osama  
 Dispatch                      Dispatch                      BOPP Manufacturing      BOPP Manufacturing                      Electrical                      Electrical

Kashif Sabir, Tasawar Hussain, Abdul Rehman, Syed Saad Naeem, Khurram Anwer, Munawar Ali  
 Electrical                      Electrical                      Quality & Development      Quality & Development                      Quality & Development                      Quality & Development



# DIC PAKISTAN LIMITED

TPFL



DIC

## INDEPENDENCE DAY CELEBRATED AT DIC

Independence Day, observed annually on 14 August, is a national holiday in Pakistan. It commemorates the day when Pakistan achieved independence and was declared a sovereign nation following the end of the British Raj in 1947. This day is an occasion to promote patriotism and National unity.



## INSTALLATION OF ADDRESSABLE FIRE ALARM CONTROL PANEL AT KARACHI PLANT

DIC Pakistan Limited has started a major project of the installation of an addressable fire alarm system. For this addressable type of smoke detector and addressable fire alarm, the control panel is being installed at our Karachi Factory. The project is expected to be in commissioning at the immediate start of Sep.





## TREE PLANTATION ACTIVITY BY LAHORE SITE



To make a positive contribution towards the climate change crisis DIC Pakistan played its role by carrying out a tree plantation drive. On 24<sup>th</sup> September 2021, 1000 tree saplings of local plants (Amaltas, Neem, SukhChayn, Pilkan, Guava, Jamun, Toot) under the Urban Forestation Project were planted at Tajpura Canal Road. DIC team played an active role in the drive and showed their interest in saving the environment and making a positive difference.

### WORLD HEPATITIS DAY

DIC Pakistan Limited is always engaged in monitoring and ensuring the health and safety of its employees. In this regard, we celebrated World Hepatitis Day on 28<sup>th</sup> July 2020, to raise awareness among all employees about the severity of hepatitis disease and the preventions that can prove helpful in mitigating and eradication this disease. For this:

- 25 - 30 employees are being tested for Hepatitis B & C every year.
- This year 25 employees were screened on the 28<sup>th</sup> of July against this deadly disease.
- All were found Negative for Hepatitis B & C.

### COMPLETE MEDICAL EXAMINATION OF WORKERS

Employee health is of utmost importance for DIC Pakistan limited as we constantly keep trying to ensure that the safety and health of our employees are never compromised by any means. For this, we keep striving for the implementation of state-of-the-art checks and controls to eliminate or minimize all risks. To monitor employees' health who are working in our facilities, DIC conducted testing of different parameters which was facilitated by a certified medical laboratory. Following tests were performed:

- Blood C/E (Complete CBC)
- ESR
- Anti HCV
- Plasma Glucose (Fasting)
- HBsAg
- Urine C/E (complete analysis)

### 24 EHS MEETINGS IN 2<sup>ND</sup> HALF OF THE YEAR

Through EHS meetings improvement opportunities were identified and implemented to create a culture of continuous improvement. During the Q3 and Q4 of the year 2021, at DIC PK, 24 weekly EHS meetings were conducted. It is a true depiction of DIC's motto of SAFETY FIRST, which aims to keep the sharp monitoring of the environment, health and safety issues, and the implementation of the timely control on the reported risks. The dedication for compliance to this target was highly applauded by the higher management.

### INCREASED SIGNAGE FOR ENHANCED SAFETY

Training and awareness are an integral part of any well-implemented system. EHS instructions signages were increased and were displayed to enable contractors, visitors, and employees to have quick information at their disposal. It is displayed in the Urdu language for a better understanding of concepts related to safety, health, and the environment.

### INTEGRITY TESTING OF STORAGE RACKS AT KARACHI PLANT

To ensure the operations and warehouse works like a well-oiled machine, operating safely without any accidents, proper inspection and maintenance are key in ensuring compliance with safety regulations. In this regard, a 3rd Party Rack Inspection was carried out at the DIC Karachi factory. Load testing at all storage locations and reporting of findings with the installation of new racks, where required, were the high points of this assessment.

### SAFETY VISIT TO KARACHI FACTORY

In October, the EHS team conducted a 2-day visit to DIC Karachi to inspect and discuss the safety performance of the Karachi factory. Employees and workers were also engaged and a safety meeting was conducted with them focusing on training on static charge and safety matters.

During the visit, improvement areas were discussed in the warehouse and production facility so those safe operations could be performed and best practices could be implemented at both plants.

### INFRASTRUCTURE IMPROVEMENT FOR ENHANCED SAFETY

In DIC KHI, complete waterproofing of the roof was carried out which covered an area of 25,000. Risk and hazards regarding the leakages through roofs, which included a risk of electric sparking and equipment damages, were catered. During the Q3 of the year 2021, floor repairing of the Karachi facility was worked on. 1500 area was covered. Potholes were removed which enabled us to achieve decreased chances of spillage through containers getting trapped, hence increased safety was ensured which aligned well with our goals. Lighting Arrestors were also installed in the Karachi facility to prevent onsite incidents and to protect a structure from damage due to lightning strikes. Since it is not possible to predict the lightning strikes, on-time action was taken to prevent any incident that could affect the EHS integrity.

### INSTALLATION OF CAMERAS FOR INCREASED SURVEILLANCE AT NEW SHED

To ensure safe storage with greater surveillance, new strategically positioned CCTV cameras were installed in New Storage Shed which is located at a distant location from DIC. This enabled better product tracking and remote monitoring of the storage area as well.

### 1250 LTA FREE DAYS

DIC Pakistan has significantly achieved a milestone by working 1250 days without incurring a Loss Time Accident, LTA (as of 31<sup>st</sup> Dec 2021). It has been a result of intense interdepartmental collaboration and support that enabled us to achieve this milestone. We believe in keep striving for an injury-free workplace with zero fire and lost time incidents.

## BACK TO BASICS PROGRAM BY EHS DIC ASIA PACIFIC

DIC Asia Pacific launched an e-trainings module named "SAFETY HUB" to provide all employees of DIC with safety trainings. Employees including higher management of DIC Asia Pacific entities are included in the program. The report of the training is presented before top management. Following modules of trainings were arranged on the, respectively:

July	August	September	October	November	December
Unsafe Acts	Spill Prevention and Management	Safe Manual Handling	Principles of safe lifting and carrying	Ergonomics	Preventing slips, trips and falls



## TREE PLANTATION - CSR ACTIVITY

At DIC we recognize that to tackle the climate change crisis, more and more trees need to be planted. In our efforts towards this, the successful tree planting drive of 1,000 Plants (Amaltas, SukhChayn, Pilkhan, Guava, Jamun, Toot) was carried out in an underprivileged school, the Govt. Elementary School, Jallo Park. This activity made a significant impact on young students and community members, not only raising awareness about the ramifications of global warming and climate change but also showing the role that individuals and communities can play in mitigating the effects of climate change. The children were eager to plant trees inside the compound of their homes. 100 plants were given to the children as a giveaway and this way 100 families were made to benefit from the future benefits of it. An investment in cultivating the minds of the young generation can pay back by addressing the problem of future generations by promoting sustainable natural resource utilization and management.

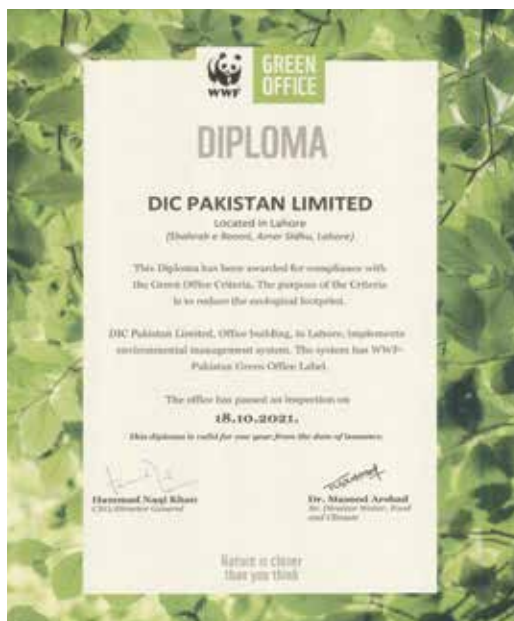


## GREEN OFFICE SURVEILLANCE AUDIT BY WWF

WWF Pakistan team conducted a surveillance audit on 18<sup>th</sup> October 2021 to evaluate DIC Pakistan Limited in the scope of WWF Green Office requirements. Upon audit completion, DIC Pakistan Limited has been given the certification of Green Office by WWF Pakistan with a ranking of 73%. This certification is a great achievement for our team that always strives for taking part in the sustainability and conservation efforts. Moreover, this will help in streamlining our efforts to achieve conservation targets of natural resources.

## WORLD HAND WASHING DAY CELEBRATED AT DIC

The COVID-19 pandemic provides a stark reminder that hand-washing is one of the simplest ways to prevent the spread of any virus and ensure better health outcomes overall. At DIC, we celebrated global handwashing day 2021 to induce awareness in all levels of employees to equally partake in the importance of the implementation of this practice. An awareness session was also conducted on hand hygiene focusing on this year's Global Handwashing Day theme 'Our Future is at Hand – Let's Move Forward Together, calling for all of society coordinated action as we actively work toward universal hand hygiene.





DIC

## EMERGENCY RESPONSE DRILL

To constantly keep our staff vigilant and trained to cope up with any unfortunate incident and related emergency response, we keep conducting emergency drills. Along with Packages Fire Department, Emergency Response Drill was conducted on 2<sup>nd</sup> December 2021 at DIC in which the evacuation time, response time of fire truck, and evaluation of our emergency response were carried out.

Observation of response time, evacuation time, communication, and alarm system operation were the main highlights of the activity. This practice and training keep the response time very short in case of any emergency eventually saving a lot of damage.

In our goals to strengthen our emergency response, mock drills of 1000 liters fire knock-off trolley were also carried out at both plants. The response time and operation of the trolley were considered. The activity was appreciated by the management and workers and acted as a refresher training on operating the trolley for the workers.



## MULTIPLE SAFETY MEETINGS WITH SHOP FLOOR PERSONS

Training and development describe the formal, ongoing efforts that are made within organizations to improve the performance and self-fulfillment of their employees. Here at DIC, we conducted multiple safety meetings with workers highlighting the critical topics that are of high significance in our operations. Workers were given training on static charge accumulation, fire safety, and near-miss reporting. The activity also included feedback and suggestions from the workers regarding the issues/ ongoing activities on the production floor.





## PRODUCT LAUNCH

Maintaining its tradition of innovation through research & development DIC Pakistan has rolled out several new products in all its segments and successfully met its new product development targets assigned by the management surpassing the sales revenue collected from the newly developed product of 75 million PKR.



Holographic Coating

Spot High Gloss UV OPV

Full High Gloss UV OPV

Matt Effect UV OPV

Drip-Off UV Primer

### Flexographic and Rotogravure Segment

DIC Pakistan rolled out the X-lam C ink series which is cost-effective development for the rotogravure printing subjected to the extrusion lamination process. It helped us to meet the challenges posed by the post COVID scenario. FLEXOL ink series is another cost-efficient development without compromising the print quality for the printing of oil & ghee packaging.

### Holographic Coating

Applied by the rotogravure printing method our carefully developed holographic coatings are printed onto flexible plastic substrates which helps converters to add holographic effect to the packaging material.

### Heat Seal Lacquers

Giving an addition to its product line DIC Pakistan developed heat seal lacquers to give excellent sealing strength.

### Special Effect UV Overprint Varnishes

Ultraviolet over print varnish abbreviated as UV OPV is a special kind of varnish in the packaging industry that imparts special effects to packaging. It creates a vivid, luxurious, tactile finish and adds an instant professional look to any printed project. UV varnish is a reactive varnish that is printed and cured with the help of special ultraviolet light. In 2021 DIC Pakistan has rolled out a range of its specialized UV Varnishes to give Matt, Drip-off, Full-High Gloss, and Spot High Gloss effects to packaging. With this specialized range of products, DIC Pakistan is successfully replacing the imported products in the market.

### Full & Spot High Gloss UV OPV

Specially designed UV high gloss varnishes are applied to a variety of coated, metalized, offset printed boards through the duct and flexographic printing methods. Our UV OPVs give excellent scratch & slip resistance while imparting a special effect and robust printing performance. The high gloss UV OPV gives extraordinary gloss/shine which is unachievable through conventional varnishes.

### Matt Effect UV OPV

Matt effect UV overprint varnish is designed to give a pure matt look in contrast to the glossy substrate and hence giving a very professional & luxurious packaging for premium products. It's a fast curing, high slip, and abrasion-resistant varnish to protect the packaging. It gives a very neat matt effect without compromising the color quality and of the printed material.

### Drip-Off UV Primer

Packaging with high shelf appeal creates great value among customers, one of our top line newly introduced products is UV Drip off primer which is applied on printed coated or metalized boards. This primer is applied onto the substrate prior to printing the drip-off OPV. Drip-off primer is used to create the aesthetic effect of dripping droplets on packaging material. Our primer gives very low surface tension and high surface protection to enhance the drip off. This drip-off effect can be easily felt when one touches the packaging.

## “ CRICKET TOURNAMENT

We are thankful for the support from our management to proceed with entertainment events organized by DIC South on dated 27<sup>th</sup> November 2021 at Syed Niaz Hussain Cricket ground (Karachi) with our customers. The event consists of a triangular cricket tournament amongst DIC Pakistan Ltd, Printech Packages, and Pakistan Industrial Films. The tournament was based on league format 3 matches amongst the teams and 1 final. DIC performed outstanding and stood unbeaten while winning the tournament. We believe that these kinds of events with the customer create healthy and strong relationships. We are planning to organize more events with different customers in the coming year. The events will be based on the entertainment and healthy activities which will strengthen the image of DIC in the eye of customers and printing industry.





## “A BUNCH OF MAD MEN IN COLD NIGHTS OF JULY” DIC'S TECHNICAL TEAM TOUR



A bunch of madmen filled with ambition to witness the marvels of nature & braving the wilderness of north in chilling nights of July, yes this is the story of a group from DIC Pakistan who took off from their work-life spent cold nights in subzero temperatures in the mid of July at Dudipatsar lake.

Our journey started from Lahore with prayers. We traveled till Besar to fulfill our ever longing dream to hike towards Dudipatsar Lake which is rightly said Queen of the lakes. We started our journey towards Dudipatsar with a daring manually operated cable cart above the roaring river Kunhar. We went all along the Purbi Nar wearing raincoats and camps on our shoulders and luggage on the horses, passing through the lush green meadows, slippery snow glaciers, and steep hikes for eight hours to reach the campsite. In the morning we started our trekking towards our dream lake Dudipatsar Lake, soon it was right before our eyes. It was an unbelievable view just like we have imagined about the heavens. A clear lake in the lap of snow-clad mountains with lush green grass and twinkling pink, yellow and red flowers. The cold breeze was whispering in our ears mixing the tunes with water ripples. It's a must-visit place for those who can dare tough weather conditions.

Our next target was to visit Fairy Meadows and have a view of the majestic Nanga Parbat. We parked our cars and rented the jeeps from Raikot bridge to Tattu village. Then we geared ourselves for a difficult, steep, and daring hiking towards Fairy Meadows. Rightly named a part of the world from the fairy tales. "A place Lush green meadows with freely running horses, cattle grazing, kids playing, tourist putting their camps with the majestic full snow-white Nanga Parbat in the backdrop". We were lucky to have a sunny day and a full view of the environment and especially a reflection of the great mountain in a small pond of water. We also witnessed an avalanche happening on the Mount.

After coming back to KKH we started our journey and reached Naltar valley from Normal village located at Karakoram highway, another beautiful destination highly recommended for the families to visit there. It is an easily accessible off-road tourist place with 7 wonderful lakes in the cluster, each having a unique color. One has to cross the flowing Naltar nullah, dense forests of pine trees on the 4 by 4 ride. You can also meet the beautiful snow leopard named Lovely which is kept safe in the snow leopard sanctuary located there. Naltar Valley has a beautiful skiing slope that is operational in the winter season.

Attabad Lake Hunza, Hussaini Bridge, Sost dry port, and Khunjerav National Park are also the main tourist attractions along the Karakoram Highway.

Tourists: Tariq Mahmood, Saddam Alvi, Zahid Hussain Faizan Tariq, Bilal Anwar, Zahid Iqbal, Khalil Ahmad, Muhammad Haider, Akash Rashid, Mansha Tabassum, Muhammad Ali & Rauf Khan





DIC

# OUR HEROES



Qaiser Iqbal

#### Do you recall your first day on the job?

This was the day on 30/07/1992 when I took my first step in Packages and sat in front of Personal Manager Mansoor Sahib. They asked me some questions and sent me to his PA Yousaf Sahib where he made me sign some papers and sent me as Dispatch Supervisor in Dispatch Department and still I feel it's yesterday.

#### What is your favorite memory of DIC?

This is about the time when the DIC made the Highest Dispatch record, then the management had a get-together party in which the then DIC MD Munawar Hussain Babri Sahib thanked all the department and especially thanks Ashraf and his team who dispatches day and night.

#### What motivates you to keep working at DIC?

The things that are most motivating in DIC are the Environment here and the cooperation from others.

#### What advice can you give to people who are just starting in the company?

For those who are new to the company, I would advise them to respect everyone whether they are your juniors or senior to you.

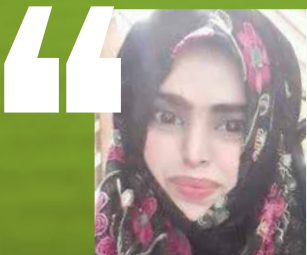
#### How do you unwind and relax when you are not working?

At this time give thanks to Allah.



It's said that every accident is preventable, but it takes someone like you to make sure. Mr. Shafqat & Mr. Noor Muhamad thank you for your contributions to a safe workplace. Your alertness and dedication to respond to emergencies in a timely and courageous way helped keep everyone on your team safe. Thanks for your hard work!

# GENDER DIVERSITY



DIC is providing equal opportunity to women's employment by providing facilities to achieve their goals and fulfilling their dreams, it has been steadily achieved with deliberate action by providing possibilities, along with the general progress for women in the workplace. I have served 9 months at DIC and I am gratified with every aspect i.e. Environment and career growth. I never experienced any gender discrimination at DIC, Staff is very supportive. Yes, my supervisor always provides me with equal opportunities to learn and for professional growth. It is heartening to see women representation increasing in DIC almost all departments they are leaving no stone unturned to strengthen their positions in their respective professions, proving themselves capable of efficiently performing roles they have taken up. I am privileged to work in DIC, getting an equal opportunity, and looking forward to utilizing and polishing more skills to provide dynamic support to our daily operations.

Shabhat Noreen



# A FRESH PERSPECTIVE



Joined DIC Pakistan Ltd as HRBP two months ago and my journey so far has been so exciting. Working in the Packages Group allows me to communicate with the number of professionals in the Group. I have found that employees here enjoy working together and a positive work environment is a result. From the HR team to the DIC team, people around have been so helpful and welcoming. So grateful to be a part of this Group and looking forward to working with the team.

**Anam Yousaf (HRBP DIC)**



Hello, I'm excited to join DIC as the Executive Assistant. DIC has provided me the opportunity to work with the CEO. I am sure working here will enable me to enhance my skills while continuously learning and contributing to the organization's growth as well as my career growth. It's a great pleasure to work in a company like DIC Pakistan Limited as the staff provides all guidance, care, facilities, and a friendly environment.

**Amina Ghafoor (Executive Assistant)**



Starting my career here in DIC, I am aiming to learn, collaborate, polish my skills and deliver solid results that will contribute to the success of the company. I appreciate being given the opportunity and platform to create value by effectively providing innovative & sustainable solutions to improve productivity whilst learning extensively throughout the experience.

**Asnia Zahra (EHS Engineer)**



In a small amount of time I have found DIC Pakistan Ltd as one of the best places to work, improve my skills and abilities. Furthermore, I really appreciate working with a team that is very supportive, experienced, and highly professional. Moreover, I am positive that working here will help me develop new skills while contributing to the organization's growth.

**Samad Niazi (Finance Executive)**



As a fresh graduate, I have a lot of room for growth. Working in DIC as a part of the production team has allowed me to expand my horizon and become a better version of myself. Something I appreciate here is the supportive environment that is providing me a platform to explore new abilities inside me. I am sure that if I keep on working in DIC every day is going to be exciting for me and full of challenges. I very much look forward to working here.

**M. Saad Bin Ayub (Management Trainee Engineers)**

# OMYAPACK





## WET MILL INAUGURATED

The wet mill inaugurated jointly by MD & CEO Packages Limited Syed Hyder Ali and CEO Bulleh Shah Packaging, Mr. Asghar Abbas.



## FOUR LTA FREE YEARS SINCE 14 AUGUST, 2017

Management commitment and employees' contributions have reflected well towards health and the safety results for OmyaPack. By the Grace of Almighty, we have completed 4 years since the last LTI.

## NEW PRODUCT INTRODUCTION

- In Q3 2021, OmyaPack started to work with "Omya Mineral Anhui Qingyang" of China (a subsidiary company of Omya International AG) to promote its Multisperse® product business in Pakistan.
- Multisperse® is a pre-dispersed rubber chemical compound and a well-known trademark in Europe. Multisperse offers a wide range of products for tyres, shoe soles, rubber belts, rubber bladders, sportswear, and different automotive rubber parts, and these compounds are generally composed of high-quality ingredients like activators, curing agents, accelerators, and other performance-based additives.
- The first Multisperse® production started at the Humber plant in the UK about 35 years ago. Today this plant is producing more than 85 types of products for the rubber and elastomer market.
- Catering to higher demand in the Asia Pacific region, Omya decided to build a second Multisperse® manufacturing plant in Qingyang, China. The project took almost two years to complete. Both plants are using the same formulation and manufacturing processes so their customers now have greater flexibility of supplies
- At OmyaPack, we believe in delivering top quality products and technical services to all segments that we serve, so with Multisperse® product range in our hands, we are confident to fulfill the needs of high-end rubber compounders in Pakistan and especially those who have an export-oriented business.



# PACKAGES LANKKA





## OUR HEROES



I am Anura Priyantha. I joined PLL on 6<sup>th</sup> January 1999. As of now, I have completed 23 years of service. At first, I joined PLL as a Helper, without any experience in the Technical Division. By now I am happy to say that throughout this journey with PLL I have been capable of transforming my life into new aspects. I made a significant gain in my ability to work in the Technical Division. Today I am stable in my personal life financially sustaining my family members including my wife & my children. I believe with the expansion & guidance of the company in the future I will become even a better version. After my retirement, I hope to commence my own business with my wife utilizing the knowledge I got from PLL. Until then I will always give my fullest contribution to the company.

Anura Priyantha



**For how many years have you worked with Packages Lanka?**

My service period spreads over 6 years by now.

**What have you achieved during your tenure at the company on a professional and personal level?**

Compared to previous organizations, PLL has carried me to a ladder of knowledge & experience. Today I am proud to say that I am giving the best to the organization while becoming expertise towards my skills.

**What do you like best about working in this company?**

Mainly PLL has built a good foundation towards work from the day I have joined. Especially the supportive environment at work has proven that I have become a skillful version. The calm and peaceful nature of a working place is most important to buildup ourselves. Nevertheless, acceptance of our ideas towards the development of the company has assured my keenness to work with PLL.

**What is your future ambition?**

I intend to become a mastery of all sectors of Laminator Machines. Furthermore, becoming a good example for the new recruiters who will join PLL in the future, so that they will provide their fullest towards the company. Someday it will become one of my best satisfaction in life.

S.A.Pulastha Kumara (Machine Operator – Laminator)

## A FRESH PERSPECTIVE



We are glad to join Packages Lanka because this company is a pioneer in the Packaging industry. The goals of this company are more attractive & they drive us to work in full potential. We are hoping to give our best to this company to achieve those goals & develop our career here.

Sahan (Production Engineer)

Nilakshi (Product Development Executive)

# STARCKHPACK





# ANOTHER PEARL IN THE CROWN OF THE

## *Packages Group*



In Pakistan, corn is the fourth largest grown crop after wheat, cotton, and rice with a production of 8 million tons in 2020. The major consumption of corn is in poultry and animal feed. Corn is a great source for producing starch and liquid glucose. Starch and its byproducts are used by industrial sectors including textile, pharmaceutical, food, and livestock industries.

Starch produced from corn is a major component used in the sizing of paper and board for improving the strength of the product. As a part of backward integration, the StarchPack project was conceived Starch production can be done within the group with BSP as one of the potential customers.

StarchPack (Pvt.) Limited is a corn processing plant. Pre-cleaned corn shall be steeped in the Wet Milling with SO<sub>2</sub> and subsequently, germs shall be separated and dried and optionally pressed to crude germ oil. The resulting steeping water shall be concentrated. The remaining corn shall be separated into a starchy fraction, the protein-rich gluten meal fraction, and gluten feed. Gluten meal, germ cake, and gluten feed shall be dried.

Following are the products and their relevant industries

- Direct use of starch milk by different industrial sectors including BSP
- Dry native corn starch is used in paper mills, pharmaceutical, and food industries
- Modified starch is used in Paper mills and pharmaceutical industries
- Glucose syrup is used in the pharmaceutical and food industries
- Corn Steep Liquor is used in the Livestock industry
- Gluten meal/Feed is used in the Livestock industry
- Crude germ oil is used in soap, food, and pharmaceutical industries.

## CONTRACT SIGNING BETWEEN COAG AND STARCH PACK



## SAP IMPLEMENTATION FOR STARCH PACK (PRIVATE) LIMITED

Starch Pack (Private) Limited is an upcoming company in Packages Group. The company will be manufacturing Starch native and modified, liquid glucose and the by-products like germ oil, gluten feed, etc. A Kick-Off ceremony was held in Irshad Hall on Friday, November 26, 2021, for SAP Implementation for Starch Pack (Private) Limited. The ceremony was attended by the Management of Packages Limited, Starch Pack, SAP Local Partner Excellence Delivered EXD (Pvt) Ltd., and an official from SAP. Starch Pack (Private) Limited is in the process of implementing SAP. SAP will be implemented in two phases. In the first phase only, Financial Accounting & Controlling and Materials Management module will be implemented by December 31, 2021. Whereas, in the second phase by end of the year 2022 other modules like Sales & Distribution, Production Planning and Plant Maintenance will be implemented before the start of commercial production of Starch Pack (Private) Limited.





## STARHPACK TEAM VISITS THE PLANT SITE



# IGI GENERAL

**IGI**

General



## ACHIEVEMENT UNLOCKED – 7 BILLION REVENUE

IGI General Insurance surpassed the annual target of PKR 7 Billion in revenue in early December. Despite the crunch economic situation and difficult times amidst Covid the organization performed well above the set targets depicting the passion and energy of the team.

In recognition of the 7 Billion-mark celebrations were organized in all regional offices of IGI. A dinner was organized at the exotic seaside in Karachi. Whereas a dinner was also hosted at the Lahore office of IGI General, lit up with bright smiling faces and colorful lights. Syed Hyder Ali, the Group MD graced the occasion with his presence and spoke highly on the passion and energy depicted by the organization. He showed his confidence in IGI achieving even bigger and better targets in the coming years.



## IGI CELEBRATED ITS SPECIAL TALENTED MEMBERS

One billion people in the world live with some form of disability but their value is often unfortunately routinely ignored by businesses. It's absolutely vital to ensure actively recruiting and supporting employees with disabilities. Employing people with disabilities means attracting more high-skilled candidates, increasing your talent pool, enhancing team performance, boosting productivity, and becoming an employer of choice.

As part of the group vision, IGI celebrates the contribution of two of its special employees who are impaired by speech but are priceless in terms of their intellect and intelligence. IGI is proud to utilize these hidden talents and envisions to be an employer for All!



## EMPLOYEE SUGGESTION PROGRAM

IGI announced Employee Suggestion Program to gather ideas from employees on:

- 1) Reducing costs
- 2) Improving business efficiency
- 3) Increasing profitable revenues

The suggestions will be reviewed by a committee of senior executives and a cash award will be given to employees whose suggestions get selected! Furthermore, the winner will get a chance to present his/her suggestion to the Board of Directors in a strategy session.

## IGI CIRCULATES RISK ADVISORY AMONG ITS VALUED CLIENTS

IGI General shared risk advisory with its valuable clients to help them mitigate the possibilities of atmospheric damages. The advisory served as a good reminder for approaching monsoon season and helped scale down the possible claims.

## DISASTER RECOVERY (DR) DRILL FOR YEAR 2021

Successful enterprises have effective disaster recovery (DR) solutions. And not only do they have their solutions in place at all times, but they also regularly review them to see if any changes need to take place; this involves performing DR drill tests at least once a year simulating a LIVE scenario. It's during these drills that any security and backup issues can be identified and addressed. On Friday, December 17, 2021, from 9 a.m. to 12 p.m., a DR drill was conducted on IGI's IT infrastructure.

## IGI IMPLEMENTS NEW INFORMATION SECURITY POLICY

As per SECP Guidelines, a New Information Security Policy has been established and enforced in the IGI Group of companies. This Policy is mandatory to be strictly followed by all employees. As a responsible business, it is our responsibility to protect the data of our customers and stakeholders and hence this Policy shall ensure maximum possible protection against Cyber Threats and Crimes. The main purpose of this policy is to improve the professional attitude of employees in the Cyber Space and share awareness for how to stay protected from such threats. A detailed policy document was circulated among all employees and they were encouraged to go through the Policy for a broader understanding of Cyber risks and mitigation measures.

## IGI SPONSORS CXO INSURTECH SUMMIT 2021

IGI General sponsored the CxO InsurTech Summit 2021 held on 6<sup>th</sup> August 2021. Chief Risk Officer of IGI General Mr. Faisal Khan spoke to the audience on interesting facts and insights regarding the growing involvement of Technology in the Insurance Industry. The session was telecasted live on social media platforms.

### RISK ADVISORY

ATMOSPHERIC DISTURBANCE



- Relocate stocks to elevated plains from open areas/sheds and low-lying areas specially where the plinth levels are below the Natural Ground Level (NGL) or Finished Road Level (FRL).
- Arrange submersible dewatering pumps and flood response machinery beforehand to protect the stocks/goods in cases where it cannot be relocated.
- Transit of high valued stocks to be deferred depending on the condition of the approach roads.



- IGI Risk Management Department





## IGI GOES DIGITAL

IGI General joins hands with HBL to provide state-of-the-art cash management solutions. In this context, IGI & HBL held an MOU signing ceremony at the IGI Corporate Office. This strategic business alliance would provide innovative end-to-end technology-driven banking solutions to IGI General and its customers.



## ANNUAL RECREATIONAL TOURS



Recreational tour 2021 of Lahore region was organized from 29<sup>th</sup> October 2021 till 31<sup>st</sup> October 2021. The destination of the tour was the chilly mountains of Malam Jabba. Participants of the tour departed from IGI Lahore on Friday morning and had a running lunch on the Bhera interchange of the motorway. Buses arrived in Swat around 8 pm where the participants enjoyed a delicious dinner while watching a fascinating world cup cricket contest on giant screens. After a night stay at Swat, the participants departed for Malam Jabba the next morning where they experienced the thrill of the chair lift, zip line, and free-fall rides at the Malam Jabba resort. Upon return to the hotel, a musical night amid a bonfire witnessed some thrilling performances from the IGI family. The tour arrived back in Lahore on Sunday evening after a refreshing break. Karachi region enjoyed its recreational tour to the serene beaches of Gwadar

## IGI DRIVE – SUSTAINABLE GROWTH

Evolution and growth is a process driven by change, which for brilliant minds creates opportunities and new solutions. During the last two years, where we have witnessed some big booming industries and organizations going down, others have shown good progress and found new ways of evolving business. An increase in automobile sales with new local manufacturers entering the market, online retail services, and better digital literacy, along with the availability of new devices and IoT sensors, has created huge potential for growth for Telematics Industry. In Insurance, Telematics provides opportunities in all areas of Insurance Motor, Marine, Fire, and Health. It helps collect real-time accurate information, as compared to time-consuming manual risk surveys. This is not only resulting in better underwriting but is also helping reduce claims and measure, analyze and mitigate risk more efficiently. IGI Drive is designed and set up to quickly scale up and provide solutions for this quickly changing landscape and has shown significant growth and is now among the top names in the tracking industry in Pakistan. The future outlook is very bright keeping in view positive economic developments in Pakistan like CPEC, the rapid growth of startups opening new avenues, the setup of special industrial zones, and automation potential in our industrial market. The key to success in any organization is identifying talent in individuals and harnessing their efforts to achieve results. IGI Drive's success is the team effort of all its team members. IGI Drive targeting to be among the top three market players in the next 3-5 years.



# IGI LIFELIFE VITALITY

**IGI**  
Life

*Vitality*<sup>®</sup>



CONSUMER CHOICE AWARD



IGI Life Vitality was honored with the 'Most Innovative Product in Life Insurance' award at the 15<sup>th</sup> Consumer Choice Awards. The award was presented to the Marketing Team, by the Governor of Punjab, Mr. Chaudhry Mohammad Sarwar, and was held in Karachi. IGI won this award on the concept of Vitality and its uniqueness in the Insurance sector and its inspiration to people.

(021) 111-111-711  
or [www.igilifevitality.com.pk](http://www.igilifevitality.com.pk)

Follow us on: [/igilife/](https://twitter.com/igilife) [/lifeigi/](https://facebook.com/igilife/) [/igilifevitality/](https://instagram.com/igilifevitality/)

GLOBAL BUSINESS OUTLOOK AWARD



IGI Life Vitality was declared as the Most Innovative Life Insurance Company – Pakistan 2021 in the 7<sup>th</sup> Annual Global Business Outlook Awards – 2021. The announcement was made live on 22<sup>nd</sup> October. The digital award was uploaded on their website and in their magazine. It was quite a proud moment for us.

PACKAGES SHOPPING FESTIVAL (PSF)



To increase IGI Life visibility, the brand conducted a campaign at the Packages Mall. Kiosks were placed at different locations in the mall to brief the potential customers about the products.



## STRATEGIC ALLIANCE



To further enhance our expansion and long-term growth, IGI Life Vitality recently joined hands with Faysal Bank & Dubai Islamic Bank. The distribution agreement with Faysal Bank was signed to introduce IGI Rehnuma Takaful. With no upfront charges and flexible Takaful coverage, this plan is specifically designed to meet our customers' financial planning and life coverage needs.



The collaboration with Dubai Islamic Bank was signed off to offer term family Takaful & hospitalization plans which are linked with Vitality Wellness Plan.

## ON GROUND BRANDING

To attract the masses, SMDs were installed at the Packages Mall, Lahore & Shell Chowk, Sialkot.

## INSURTECH SUMMIT 2021 - CXO GLOBAL FORUM

IGI Life sponsored an InsurTech Summit with YouTube channel CxO Global TV. Our speakers, Mr. Ali Nadim & Mr. Faisal Khan, spoke on the technicalities of the insurance industry. The live session was viewed by more than 3,000 people.





Think Positively & Live happily

WORLD MENTAL HEALTH DAY



HAPPY Youth Day

IGI Vitality

WORLD POLIO DAY  
October 24

IGI Vitality

WORLD DIABETES DAY  
14 OCTOBER

Life is healthier with no sugar



14<sup>th</sup> AUGUST  
ANNY INDEPENDENCE DAY

IGI Vitality

HAPPY TEACHER'S DAY

5th October

IGI Vitality

1 DECEMBER  
WORLD AIDS DAY

Fight Aids for a better tomorrow

IGI Vitality

INTERNATIONAL Literacy DAY

IGI Vitality

WORLD HEART DAY  
29th September

Life to the fullest!

IGI Vitality

WORLD SANITARIAN DAY

IGI Vitality

Hajj Mubarak

Remember everyone in your DUA

IGI Vitality

علامہ محمد اقبال  
IQBAL DAY  
9th November  
A TRUE VISIONNAIRE

IGI Vitality

Yes You!  
HAPPY FRIENDSHIP DAY

BEST FRIENDS

IGI Vitality

World Hepatitis Day

Get tested early and become a hepatitis warrior.

IGI Vitality



## HEALTHY ACTIVITIES

To promote a healthy lifestyle amongst individuals, we sponsored 2 cycling events in collaboration with Cycologists & PECHS Cycling groups. More than 50 cyclists, along with the Marketing Department, participated and cycled for more than 15Kms at a stretch. At the end of the activity, participants were given healthy refreshments.



Furthermore, IGI Life Vitality also arranged a yoga event. 25 people of all ages took part in the session. The activity took place for about an hour. Later on, an awareness discussion on Vitality was also held, specifying its features and benefits.





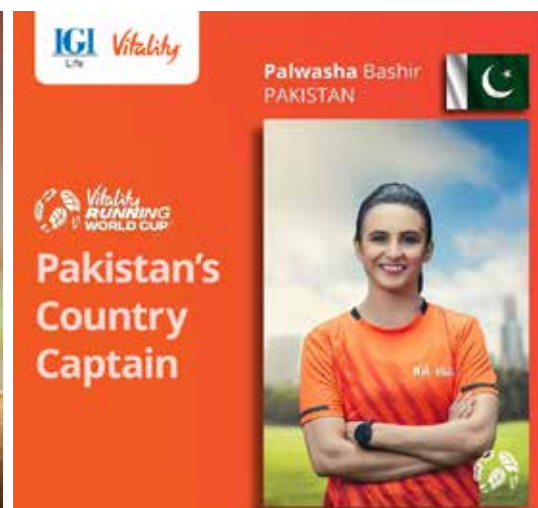
## BREAST CANCER AWARENESS SESSIONS

At the account of the Breast Cancer Awareness Month, we arranged an activity in our Karachi Head – office for all the female employees. The session was targeted at raising awareness and encouraging the females to get themselves checked regularly. Informational videos with survivor stories and self-check techniques, along with an interactive discussion on Breast cancer were delivered, followed by a high-tea. Overall, the females enjoyed the session and gained some important knowledge regarding the subject.



## VITALITY RUNNING WORLD CUP

IGI Life Vitality was part of the Vitality Running World Cup 2021 which was held in September this year. Palwasha Bashir, the National Badminton Champion of Pakistan, was signed up as Pakistan's Country Captain, representing the whole nation. The World Cup was held from 21st September till 10th October. Runners from all across Pakistan also participated in the World Cup through the VRWC app, adding to Pakistan's overall Mileage.



# NEW ADDITION

“



Madiha Ahmad, who has been a part of IGI General Insurance for the last 10 years, was recently appointed as 'Head of Marketing' of IGI Life Vitality – an additional role to her previous designations. Ms. Madiha has completed her MBA in Finance from the University of Central Punjab along with other several recognitions. We are proud to have her on board and seek her as an integral part of the IGI Life Vitality family.

Madiha Ahmad (Head of Marketing IGI Life - Vitality)

# A FRESH PERSPECTIVE

“



IGI Life Vitality believes in innovation and intellectualism. Therefore, we encourage young minds to join our team and contribute their part. We provide great opportunities to young adults by offering internships and trainee programs in different departments, to help nurture them and to gain their various perspectives. Each of their days at IGI Life is filled with new challenges and hurdles which they overcome with the help of their line managers and their abilities. These sharp minds continue to help IGI Life Vitality grow and have contrasting views.

M. Owais, Haya Usman, Saad Ullah Farooqui,  
Saqib Raza, Yamnah



# IGI FINNEX SECURITIES

# IGI

# OUR HEROES

44



Mr. Asif Iqbal is a very kind-hearted and positive thinking personality. His kindness and positivity reflect in his personal and professional life. I had an opportunity to sit with him to have a short interview about him. He has served IGI Securities for more than 27 years while focusing on the good in every given situation.

He believes one should find joy in the simple things and take the general attitude that while there are many things, which one cannot directly control.

He said he is associated with IGI Finex Securities since 1994 and got an opportunity to interact with different styles of personalities and experienced that only a positive frame of mind leads to thinking good thoughts about yourself and other people, and envisioning a better future.

Furthermore, he also mentioned that acceptance; gratitude, and devotion towards work not only bring peace of mind but also define your integrity with yourself.

**Message to the people:**

He advised people to stay strong, be honest to themselves, work with utmost good faith, and always speak the truth. You will surely soar one day!

**Asif Iqbal (Senior Officer – Equity Operations, PSX Branch)**

44



Mr. Maqbool Sohtra is our highly motivated and energetic security guard who associated with IGI General and IGI Securities since 1991. He is a person who always desire to help others. He is our pride who just do not provide us security but also give us a piece of mind. His long-term relationship with us show his integrity and devotion towards work and organization.

**How is your journey going with us?**

It is a great experience so far, this organization has taught me the value and respect for life & people. I found this organization is culturally strong and ethical place to work.

**Any favorite memory that you would like to share?**

I have always got the appreciation from the management and people around me

**How would you describe your journey in “One” word?**

I'm valued by every single person around me

**What is your biggest strength**

My ability to follow procedures is my greatest strength as a security guard

**Maqbool Sohtra (Security Guard – Administration)**





Mr. Ajju is associated with IGI Group since 2004 and managing a team of 9 janitorial staff. He is a great team player and motivator for the team. He always ensures to facilitate employees with great courtesy and care.

How is your journey going with us?  
Sincerely enjoyed working at IGI for IGI people who always praise, show appreciation and genuine recognition of my and my team's hard work and efforts

Any favorite memory that you would like to share?  
IGI group has always keep it's cleaning staff inclusive and provide them with a sense of ownership

How would you describe your journey in "One" word?  
Always felt as a family member and create a fun, friendly work environment

What is your biggest strength  
Listen and helping people with care and love

**Ajju (Supervisor – Janitorial Staff)**

## A FRESH PERSPECTIVE



Working with IGI Finex Securities helped me to gain experience, knowledge, and skills in the field of Finance, accountancy, and consultancy that enable me to strive towards efficiency and excellence. I am self-motivated and confident and aim to sustain a challenging role in this reputable organization.

**M. Talha Jaffer (Assistant Vice President – Finance)**



I have experienced IGI Finex Securities Limited as one of the best places to work and utilize skills, execute innovative ideas and deliver experience and expertise to promote a compliance environment within the organization. I am grateful to the company for giving me a platform to explore new abilities inside me while managing a competent team of compliance and effectively utilizing them to build strong values.

**Azhar Hussain (Compliance Manager)**



Hello! I have recently joined IGI Finex Securities. It is a great opportunity to begin my career in equity research analysis. Something I really appreciate about being here is the team that has expertise, diligence and is highly professional. I am sure working here will enable me to enhance my skills while continuous learning and contributing in organization's growth as well as for my career growth.

**Ajay Kumar (Senior Officer - Research)**



Greetings! Choosing IGI Finex Securities has provided me with the opportunity to work with a team of winning, smart and diversified professionals having strong leadership all together.

**Huzaifa Yaseen (Assistant Manager - Research)**

# PACKAGES MALL



Packages Mall



## PACKAGES MALL BAGS THE MENA AWARD FOR THE BEST CUSTOMER ENGAGEMENT AND EXPERIENCE

Packages Mall has once again bagged the award for Best Customer Experience and Engagement at the Middle East and North Africa Shopping Centre and Retailer Awards which has taken Packages Mall to another level of international recognition. The Retail Congress (RECON) MENA enables the attendees and participants to learn new insights, strategies, and exciting innovation opportunities that are set to make the world of shopping and retail keep going and emerging. Organized by the Middle East Council of Shopping Centers and Retailers (MECS+R), Retail Congress (RECON) MENA brought together the retail industry professionals, all under one roof for two days of invigorating, stimulating discussion and world-class content, networking, deal-making, and establish lucrative business relationships while sharing important views and experiences with key-players in the retail industry. Packages Mall marketing team has always created marketing campaigns to tap the right target audience and enhance the brand equity. Being recognized for creating the best experience for its customers in Packages Mall Shopping Festival 2020 while Covid -19 hit the retail industry aggressively, that too in the Middle East which is the retail hub is a recognition we are proud of and are looking forward to creating even better experiences for our customers.







## JUNGLE SAFARI

Packages Mall aims to create the best experience for all its customers via engaging and exciting events and activities. Making it an exciting place for kids and families alike, Jungle Safari was hosted in October to create an ambiance of the wild for the kids to enjoy, play and learn. The Scary Jungle Party and exciting games within the Jungle Safari premises inside Packages Mall created an experience worth remembering on the ground and digital platforms.

## LIVE SCREENING OF CRICKET WORLD CUP

Simultaneously, the cricket fanatics were taken care of via the Live Screening of the ICC T20 World Cup at Packages Mall which garnered much love and people thoroughly enjoyed watching the cricket team spread the spirit of excellent performance. The Live screening became a pure reflection of enthusiasm for sports and people did not miss out on the cricket updates while they shopped and enjoyed the food in Packages Mall, as Packages Mall had something for all.



## A NEW U-TURN TO THE MALL

Packages Mall has always aimed at making the shopping experience of the customers fun and convenient, hence the U-turn under the Qainchi Flyover has made access to and from Packages Mall fast, fun, and convenient.





## PACKAGES SHOPPING FESTIVAL

Ending the year with a bang is our forte hence Packages Mall Shopping Festival took over the month of November and December creating a buzz for the shoppers who could visit, shop, and eat to enter the grand lucky draw and win an MG HS and a lot of other exciting prizes. On the shopping of Rs.10,000, the shoppers could not only enter the grand lucky draw, but 5 lucky participants got the chance to win Rs.10,000 cash every day to shop at Packages Mall. Moreover, the event was an amalgamation of exciting and fun activities including magic shows, flash mobs, and parades. PSF'21 garnered immense love and support and more than 30000 people participated making it a success.

Shop for Rs.10,000 & Get a chance to win MG HS and many other exciting prizes.

**GRAND LUCKY DRAW**

*Congratulations*

**SHAHARYAR BIN EJAZ**  
COUPON NO: 00060  
ON WINNING  
MG HS

**To Claim Prizes:**  
\*Winner must be present at the time of lucky draw  
\*Bring original coupon along with CNIC

\*Terms & Conditions Apply

## A FRESH PERSPECTIVE



It is undeniably a matter of immense pleasure for me to join the Packages family. I must acknowledge that the Company's core values, rich history, and unique culture have inspired me a lot. Over here I am experiencing a very vigorous, competitive, and progressive working environment. I hope and sincerely pray that my contributions as a team member play a positive and effective part in achieving desired objectives.

**Malik Umair Aslam (Head of Security and Surveillance)**



Considering my experience of 6 years, I joined this Group with a bar that was already set high. The values of Packages Group were visible throughout my probation period, where everyone created a welcoming environment and supported me at each step of this transition. It is safe to say that I am proud to be a part of this organization, which demonstrates the highest standard of cultural excellence and promotes continuous personal & professional growth.

**Syeda Madiha Khalid (Revenue Assurance Executive)**



## ACTIVATION CAMPAIGNS

### HAVAL

Experience the road like never before! GWM Haval Pakistan conducted a two-day activation at Packages Mall to showcase and promote its two crossover SUVs; Jolion and H6. The exclusive walkaround and car display took place at the Grand Event Space. It is one of our largest indoor activation spots and an organic crowd puller.

### TOTAL PARCO

Total PARCO Pakistan Limited (TPPL) inaugurated its first Electric Vehicle (EV) charging station in Pakistan at Packages Mall. The inauguration took place in an exclusive ceremony that was hosted by TPPL in the presence of honorable guests and dignitaries. In line with Pakistan's vision to scale up electric mobility, TPPL is pleased to introduce a 'Rapid Charge' station to cater to the evolving needs of customers.

### BREAST CANCER AWARENESS

October is considered Breast Cancer Awareness month across the globe. This year we played our part in creating awareness against the disease by collaborating with Shaukat Khanum Memorial Cancer Hospital and Research Centre to help save lives and create awareness amongst shoppers and visitors at Packages Mall. The activation took place at Grand Event Space - it is one of our largest indoor activation spots.

### WARDA

WARDA Designer Collection (PVT) LTD introduced their newly launched fragrance line at Packages Mall. The three-day activation took place at the Mega Activity Spot. It is not just one of our prime activation spots but also has a central location in the mall layout. This head-turner of a setup highlights the new collection comprising of four perfumes. Each bottle is symbolized with color and theme which continues in the setup as well.

### DEAF REACH

Deaf Reach (Family Educational Services Foundation) in collaboration with Packages Mall celebrated the International Day of Sign Languages. The one-day activation took place at the Grand Event Space. Our indoor activation spots are spacious and provide the right exposure for campaigns. This partnership was successful in creating awareness. Such CSR activities are essential for community service and welfare.

### HONDA

Honda conducted ten-day activation at Packages Mall to display and launch their new car. The car float was placed in the main parking lot. This welcoming and eye-catching setup was visited by mall shoppers and the activity was a huge success.

### TRESEMME

Unilever planned a one-of-a-kind activity with Packages Mall to highlight the #Tresemme 'Salon at Home' campaign. This eye-catching setup is centrally placed at the Mega Activity Spot. It is one of our prime activation spots and an organic crowd puller. The activity offered multiple hair solutions and consultations from experts present at the spot.

### WWF

WWF - Pakistan conducted an awareness campaign at Packages Mall to raise awareness amongst the masses on the issue of food waste. The three-day activation took place at the food-court hotspot. The vibrant setup highlighted the organization's Sustainable Agriculture and Food Program.





# PACKAGES LIMITED



## GROUP SUMMER INTERNSHIP PROGRAM



This year Packages Group successfully executed a Group-Wide Summer Internship Program, across 10 business units. The program was launched on Rozee.PK via our respective LinkedIn Pages. This proved to be a great success where we reached more than 40,000 impressions resulting in a total footfall of 3,116 applicants of which 40% were females. Packages Convertors and Limited, followed by Tri-Pack Films limited remained to be a popular choice amongst candidates accounting for 61% of the footfall. The applicants were put through a thorough screening and selection process and upon conclusion, we were able to onboard 68 interns across the Group who were welcomed with a grand orientation and lunch on Day 01. The Summer Internship program lasted for 06- 08 weeks and during which our Interns were given multiple opportunities to rub shoulders with the senior management itself. This included a connection with our Chairman, Syed Babar Ali, and the Group Head Human Resources. The interns too were taken on a field trip to Syeda Wala Farm of the Ali family and Bulle Shah Packaging's, Kasur Plant. After the internship, the interns presented their projects to their managers for evaluation and were thanked profusely for their time and efforts. Each intern was awarded a certificate from respective Business units in which they had been placed for the internship. The program not only helped strengthen our employer brand but also helped us build a robust talent pipeline for the Group Management Trainee Program.

## GROUP HR ORGANIZED A PLANNING SESSION & AWAY DAY





Due to emergence of new COVID-19 Variant '**Omicron**', it is imperative to

# FOLLOW THE COVID-19 INSTRUCTIONS SERIOUSLY.

- 

WASH YOUR HANDS FOR 20 SECONDS
- 

USE SOAP
- 

WEAR FACE MASK
- 

AVOID CROWDS
- 

AVOID HAND SHAKE
- 

DISINFECT YOUR BELONGINGS REGULARLY

Ensure that your **vaccination is complete!**  
(both doses in case of two dose vaccine)

# sc Johnson

A family company  
at work for a better world

Avail the  
**SPECIAL DISCOUNT**  
AT PACKAGES  
FAIR PRICE SHOP



Packages Group



Packages Limited, Shahrah-e-Roomi, P.O. Amer Sidhu, Lahore.