

LAMHAY!

January'22 - June'22

15th
Edition



@PackagesGroup
www.packages.com.pk

CELEBRATING THE
75th
INDEPENDENCE DAY
of **PAKISTAN**



CREATING A **BETTER TOMORROW!**



CELEBRATING THE



INDEPENDENCE DAY
of PAKISTAN



MESSAGE FROM THE CEO



SYED HYDER ALI
CEO and Managing Director
Packages Ltd.

Dear Members of the Packages Group Family,

With all your hard work and passion, we have had an exceptional first half of the year. For this, I would like to extend my gratitude to you all.

As you know, we as a nation are experiencing some turbulent times. However, I have full faith that with your hard work and commitment, we will make all the difference.

You are the key for us to leverage the opportunities that lie ahead and we as a Group will ensure that your development, growth and our support remains our key focus to ensure we are able to embrace and surpass any challenges that you will face to achieve your goals. The belief at Packages Group that we subscribe to is that "customer satisfaction is a result of employee satisfaction" and we aim to live by this belief by nurturing our people.

In the second half of the year, while people will remain to be our key focus, we shall also continue to focus on optimizing work efficiencies and investing in technological strengths to increase our sales and reduce costs. However, at the same time due to rising raw material and energy costs, we need to defend our margins.

I have full faith that with the effort of our dedicated and passionate team, we shall be able to achieve our goals.

I wish the entire Packages Group Family the very best of luck.

A large, stylized handwritten signature in blue ink, reading "Syed Hyder Ali", positioned at the bottom right of the page.

CONTACT

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
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Muneef Abid
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Meraal Malik
Tri-Pack Films Ltd.



Anam Yousaf
DIC



Ali Raza Bhatti
OmyaPack / StarchPack



Jibrán Zamir
IGI General



Meshal Sajjad
IGI Life - Vitality



Nida Pervaiz
IGI Security



Alina Kanwal
Packages Mall

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PACKAGES MALL

PACKAGES GROUP



EMPLOYEE ENGAGEMENT SESSION

The Group Head of HR Mr. Kaifee Siddiqui facilitated a training session on employee engagement for Lahore & Kasur-based group companies, sharing tools and knowledge with the senior management of these companies. The session was interactive and helped answer management queries regarding engagement best practices and actions that Packages could take to improve employee engagement. Key Takeaways of the session were:

- Business Case:
Why Engagement
- Numerical Relationship:
Engagement vs Retention
Engagement vs Productivity
- Maximizing ROI on Engagement Investment
Inclusive Investment
Exclusive Investment
- How to move the needle on the Engagement Score
Tricks of the Trade



POLICIES BRIEFING SESSION HELD AT IRSHAD HALL



TRAINING SESSION FOR THE HR TEAM



PACKAGES GROUP INAUGURATED DAY CARE FACILITY IN KARACHI

Packages Group is pleased to announce the launch of a dedicated space for a daycare facility at the Forum for Packages Group. This initiative is in line with the Group's efforts/steps to promote gender diversity in the workplace and goes beyond the recruitment of more females. This will ensure that the working moms who are part of the Packages Group have peace of mind with regards to the safe being of their children while they contribute and add value every day in their roles.



GOOD NEWS



Variable Pay (VP) Policy

All E-II, E-I, E & S Grade staff of Packages Limited and Packages Convertors Limited are now entitled to an annual Variable Pay (VP), depending on company and individual performances.

Log on to intranet portal for details



Vehicle Policy for Grade E's has now been revised!

- Differentiation between car entitlements of Non-Sales BU Staff and Shared Service Staff has been removed.
- Offering Flexibility: Financed / Maintained / Monetized.

Log on to intranet portal for details



Packages Group HR

Car Monetization Allowance

All employees entitled to a car are now authorized to claim their car monetization allowance till the delivery date of their vehicle.*



Delivery date of the vehicle as per manufacturer's car delivery certificate.
Effective from 1st May 2022.
Eligible from the date of entitlement.

Enhanced Medical Benefits for the Packages Group Employees

Now get enhanced benefits under Packages Group's Medical Insurance Policy for all Management Employees. All limits i.e. Hospitalization, Room & Board, and Maternity Benefits have been increased **w.e.f. July 1st 2022**, for Packages Ltd., Packages Convertors Ltd., BSP, DIC Pakistan Ltd., OmyaPack, StarchPack, Packages Mall, IGI General, IGI Life, and IGI Securities.

NEW LIMITS (in PKR)

- Hospitalization (Annual)
750,000
- Room & Board (Per Day)
 - Plan A **30,000**
 - Plan B **25,000**
 - Plan C **20,000**
 - Plan D **15,000**
 - Plan E **10,000**
- Maternity Benefits
 - Normal Delivery **100,000**
 - C-Section **160,000**
 - Legal Abortion **80,000**



Packages Group HR

✓ **CAR MONETIZATION ALLOWANCE**

Now you can get car monetization allowance from the **date of your entitlement.**

✓ **SWITCHING THE PLAN**

Now you have the flexibility to switch from a maintained car to car financing facility and monetization allowance or vice versa*

**As a responsible employee, please ensure that there's no additional cost to the company while switching between the plans. Also note that the vehicle will continue to be changed after six years only as per car policy.*



Packages Group HR



SPONSORSHIP OF DEGREE PROGRAMS

In our endeavor to provide the best development opportunities to our employees, we will now be sponsoring the following degree programs for selected employees:

Certificate Program in Business Management (CPBM), LUMS

Executive MBA or MBA from LUMS or IBA

International Programs

(e.g., INSEAD, IMD, Harvard, Nanyang Technological University)

You can refer to the intranet portal to see the eligibility criteria and contact your HRBP for further details.



Packages Group HR

“
Packages Group's
HR philosophy:

**Let the
Employee
Win.**




SUCCESS STORIES



Chaminda
Assistant Manager Printing
Packages Lanka Limited



MUAZ MUNIR
Procurement Manager
DIC Pakistan Limited.



Kainat
Assistant Manager Fin
Tri-Pack Films Limited




Syeda Mahrukh Hameed
Vice President - Lahore branch
IGI Securities



MUHAMMAD ASGHAR
Manager PM7
BSP



ASAD JAVED
Manager CSD & Planning
Packages Convertors



AMIN AKHTER
Key Account Manager
Buleh Shah Packaging



ZEESHAN MALIK
Accounts Officer
Packages Convertors



SAAD JAVAID
Assistant Manager Quality & Development
Tri-Pack Films Limited



SHOAB RIASAT
Production Manager PM-9 (BUCP)
Packages Convertors



MUDASIR HUSSAIN
Production Manager
ZUCF Karachi



M. RASHID JAVED
Plant Manager
OrmyaPack



Tracey Park

Planning & Customer Services
Chantler Packages
Canada



SYED TARIQ ALI
Senior Production Manager (BOPP)
Tri-Pack Films Limited



Syed Munzir Hassan

Civil Manager,
Packages Real Estate Pvt. Ltd.
& Packages Convertors Ltd.



Babar Rafique
Supervisor Quality Assurance
Packages Convertors



Tatenda Luckmore Chiyabu

Extrusion Department - H.O.D.
Flexible Packages Convertors
South Africa



Jessani
Financial Reporting



MADIHA AHMAD

Branch Head IGI, Packages Mall Branch &
Head of Brand Marketing IGI General Insurance
and IGI Life Vitality



M. Kamran Rasool

Manager Utility & Maintenance
Tri-Pack Films Limited



Adeel Saifdar

Assistant General Manager-Bancassurance
IGI Life Vitality



Asif Ali

IR Manager
Bulleh Shah Packaging



Danyal Naeem

Manager Procurement B&M
Production Supplies
Packages Convertors

PARTICIPATION OF THE PACKAGES GROUP IN CAREER FAIRS

Packages Group participated in the Career Fairs of the top Universities across Pakistan like LUMS, IBA, GIKI, NUST (ISL & KHI), LSE and Habib University.



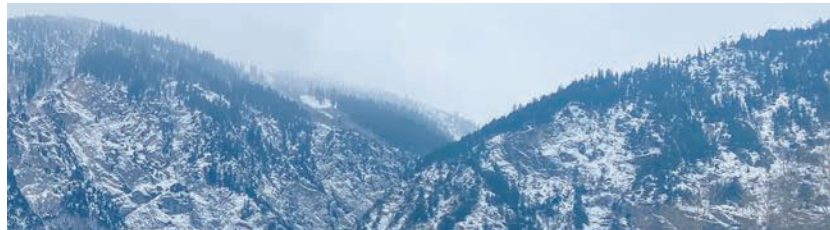
CUSTOMS LAW & ASSESSMENT TECHNIQUES

A training session was conducted on Customs Law and Assessment techniques in June 2022 for Supply Chain and Finance professionals across the Group. The purpose of this session was to develop an understanding of the Customs Act 1969, related rules and regulations, structure and determination of HS codes as well as tariff structure and import/export policy orders.



INTERNAL AUDIT AWAY DAY

Internal Audit carried out its away day activity at the start of the year. The purpose behind was to enhance communication, understand each other's working styles and build a connection between Lahore and Karachi teams. Karachi team joined the Lahore team at Packages head office and the journey began towards the north. At Kalam, the department carried on its team-building activities and understood each other's personality traits. The Internal Audit teams discussed their goals for the upcoming year and the challenges being faced by them currently. The Head of Internal Audit also discussed the plan for next year and addressed how the challenges being faced by the ground team can be dealt with in the best possible manner. The next morning, the team enjoyed the beautiful snowfall and after a long trip came back to Swat, where they started their journey back to work in the morning, after a very wholesome weekend.



SUSTAINABILITY

PACKAGES GROUP ANNUAL SUSTAINABILITY REPORT 2021

Packages Group Annual Sustainability Report for the year 2021 was published this quarter and is available on our websites across the Group. Our Sustainability report is not just a report generated from collected data; instead for us, it's a method to internalize and improve the organization's commitment to sustainable development in a way that can be demonstrated to both internal and external stakeholders. We have been reporting on our Sustainability initiatives since 2018, with an aim for continual improvement not only in reporting but also in our initiatives. The all-new Packages Group Annual Sustainability Report 2021, showcases our commitment to doing well and doing good for People, Planet, and Prosperity!



RESPECTFUL WORKPLACES MODULE FOR EMPLOYEES

Respectful Workplaces Module for the Prevention of Sexual Harassment in the workplace concluded this quarter with over 1000 man-hours clocked for training across the Packages Group companies in Lahore, Karachi, and Kasur. Sexual Harassment is a tough topic to talk about despite being a necessary topic and prevention of sexual harassment in the workplace is not only the right thing to do for humans, but it's also the right thing for businesses as well. Through this module, we aim to go beyond sexual harassment and use this opportunity to address issues like discrimination, bias and core values of the Organization. Future training needs will be identified through the feedback received during this phase.

PACKAGES GROUP RECOGNIZED AMONGST THE TOP 15 EMPLOYERS AT GENDER DIVERSITY AWARDS 2022

Packages Group is recognized amongst the Top 15 employers by IFC and Pakistan Business Council in its Gender Diversity Awards 2022, held on June 7 2022. Nimrah Asif (TPFL) and Anum Junejo (BSP) represented Packages Group at the event.



WORLD WATER DAY 2022

World Water Day awareness campaign was carried out across the Packages Group through toolbox talks and awareness sessions. Water being one of the most important natural resources for survival of humanity, is often taken for granted, therefore, it is even more important as a responsible organization to spread awareness and practice mindful consumption of this valuable resource for sustainable development. In addition, a very informative and interactive session on World Water Day was conducted in Irshad Hall Packages Limited by Ms. Sharmeen Tariq, CEO of Umbrella Consulting and a renowned Water Expert in the country. Employees from PCL and DIC attended the session.



GLOBAL RECYCLING DAY 2022

The key to creating a vibrant and sustainable organization is to find ways to get all employees engaged in corporate sustainability efforts. Global Recycling Day 2022 was celebrated across the Packages Group with a lot of enthusiasm through awareness sessions and toolbox talks for the workforce. As a Responsible Organization, this has been a regular feature in our annual campaigns since it first started in 2018 and is directly linked with our operations and sustainability agenda.



INTERNATIONAL WOMEN'S DAY 2022

Unconscious bias is the root of many systemic inequities in the workplace. It's important that we recognize these biases, act to mitigate them, and actively serve as an ally to others in a work setting. To honour this International Women's Day theme #breakthebias, we collaborated with Center for Advanced HR and Executive Presence to facilitate an engaging and thought-provoking session by Ms. Medeeha Khan. This fun filled session addressed the three types of biases, including mental, physical and spiritual biases through a number of interesting activities. Our guest speakers for the event were Ms. Durre Shawa Sirraaj from APWA and Ms. Ramma Cheema from Beti, along with the senior members of our management team representing all Packages Group companies supporting and celebrating the achievements of the women of Packages Group. More than 150 men and women from across the Packages Group attended the memorable event at the Syed Wajid Ali Sports Complex at Packages Limited Lahore. International Women's Day was celebrated with our Karachi team for the first time at the Avari Towers. Female colleagues from our Group companies including PCL, BSP, DIC, Tripack and IGI participated enthusiastically on the occasion. Male colleagues representing the top management of Tripack Films, IGI, BSP and PCL also joined and supported their female colleagues. A "Break the Bias" workshop was conducted to endorse the theme of this year.



11TH CORPORATE CSR AWARDS AND SUMMIT

Packages Limited won the Community Impact Award at the 11th Corporate Social Responsibility Awards and Summit at Marriott Hotel Karachi. Our Sustainability team members from BSP Karachi and Tripack Films Limited received the award on behalf of the Packages Group.



14TH NFEH CORPORATE SOCIAL RESPONSIBILITY AWARDS

Ms. Anum Ali Junejo from Bulleh Shah Packaging (Pvt.) Limited and Ms. Sara Jawaid from Packages Convertors Limited received the 14th NFEH's CORPORATE SOCIAL RESPONSIBILITY AWARDS-2022 in the category of "Social Impact and Sustainability" at Pearl Continental Hotel Karachi on behalf of the Packages Group. Esteemed organizations from all around Pakistan participated in this award ceremony sharing their vision for CSR and Women Empowerment Initiatives.



LIVING THE GLOBAL COMPACT BEST SUSTAINABILITY AWARD

Bulleh Shah Packaging (BSP), a Packages Group company, has been a signatory to the United Nations Global Compact (UNGC), since 2013, and is committed to playing its part in achieving the Sustainable Development Goals (SDG's). At BSP, we have integrated the SDG's within our operations and our area of influence. SDG 12, Responsible Consumption and Production, and SDG 13, Climate Action are closely linked to the nature of business and we have several initiatives including a huge recycling plant and various waste reduction projects. The other SDG's that we endorse and actively work on as an organization are SDG 3, Good Health and Well-being, SDG 4 Quality Education, SDG 5 Gender Equality, SDG 6 Clean Water and Sanitation, SDG 7, Affordable and Clean Energy, SDG 8, Decent Work and Economic Growth. BSP won the recognition shield for special SDG initiatives for the third consecutive year at Living the Global Compact Sustainability Awards in Karachi. Regional Sales Manager Mr. Sheikh Tanveer Ahmad received the award on behalf of the Company at the SDG Pakistan Summit 2022. These efforts have been replicated across the Packages Group with various initiatives for Health, Education, Gender Equality, Renewable Energy and Climate Action.



PACKAGES GROUP SAFETY WEEK

Safety week was celebrated across the Packages Group to observe the World Day for Safety and Health at Work and International Fire Fighters Day. Trainings, Toolbox Talks, Safety Pledge, Quiz competition and many other interesting engagement activities were arranged as an initiative to build a safety culture across the organization.



PACKAGES GROUP ENVIRONMENT WEEK

World Environment Day was celebrated across the Packages Group with week long activities including beach clean up by Tri-Pack Films Ltd, various awareness sessions with the help of external partners, tool box talks, desk plant distribution, cloth bag distribution and a poster competition for the children of our employees. The engaging activities were carried out across the organization with our enthusiastic Sustainability Ambassadors, spreading the message of **#OnlyOneEarth**, as this is our only home.



Packages Group



M. Ali Sheikh
Group Head
EHS & Sustainability

I am excited to be part of a dynamic & innovative team at Packages Group & looking forward to embedding Safety in every facet of our business. Going forward, sustainability is our license to operate as it would enable us to optimize our programs & contribute to protecting the country's resources whilst serving our customers efficiently.



Faizan Mahmood
Group Head IT

I aspire to be part of a dynamic and innovative team while working in Packages Group and to play my part in bringing positive change. My key objective is to drive digital transformation that can encourage process automation and facilitate us in making data-driven decision-making.



Salar Shahid
WCM Manager

I have found that working with Packages is both exciting and challenging for an employee. The organization allows you to bring out the best in yourself and for the organization. The working environment is healthy and cooperative and the existing team helps you develop as a valued resource for the company. Looking forward to an exciting journey.

A FRES PERSP



Zainab Iftikhar Piracha
Manager Internal Audit

I'm grateful to be part of such a dynamic, ethical, growth-oriented, and diversified Group. It is motivating to see women being empowered to take on challenging roles and have representation at the senior management level.



Abdul Kabeer Burerio
Deputy Manager
Internal Audit

Thanks to the Almighty I landed at such a nice place! where there are numerous opportunities for learning and growth, diversification, and above all care for people. Few organizations in Pakistan do business with integrity, are ethical in their practices, and care about the people & people around them. I found that Packages Group is one of those.



Alina Kanwal
HRBP

I have joined Packages after spending 9 years in the industry with multiple experiences and hope to learn new things with new challenges. One thing that impresses me the most is the attitude of the employees at Packages and the continuous progression, I always get to see a sense of company loyalty in most members of the team, mixed with real job satisfaction. Hoping to learn massive new things at Packages Group.

SH
ELECTIVE

PAPER ONE SHOW 2022 - SHARJAH, UAE



Packages Group Participated in the Paper One Show which is the premier international paper exhibition held in Sharjah, UAE.



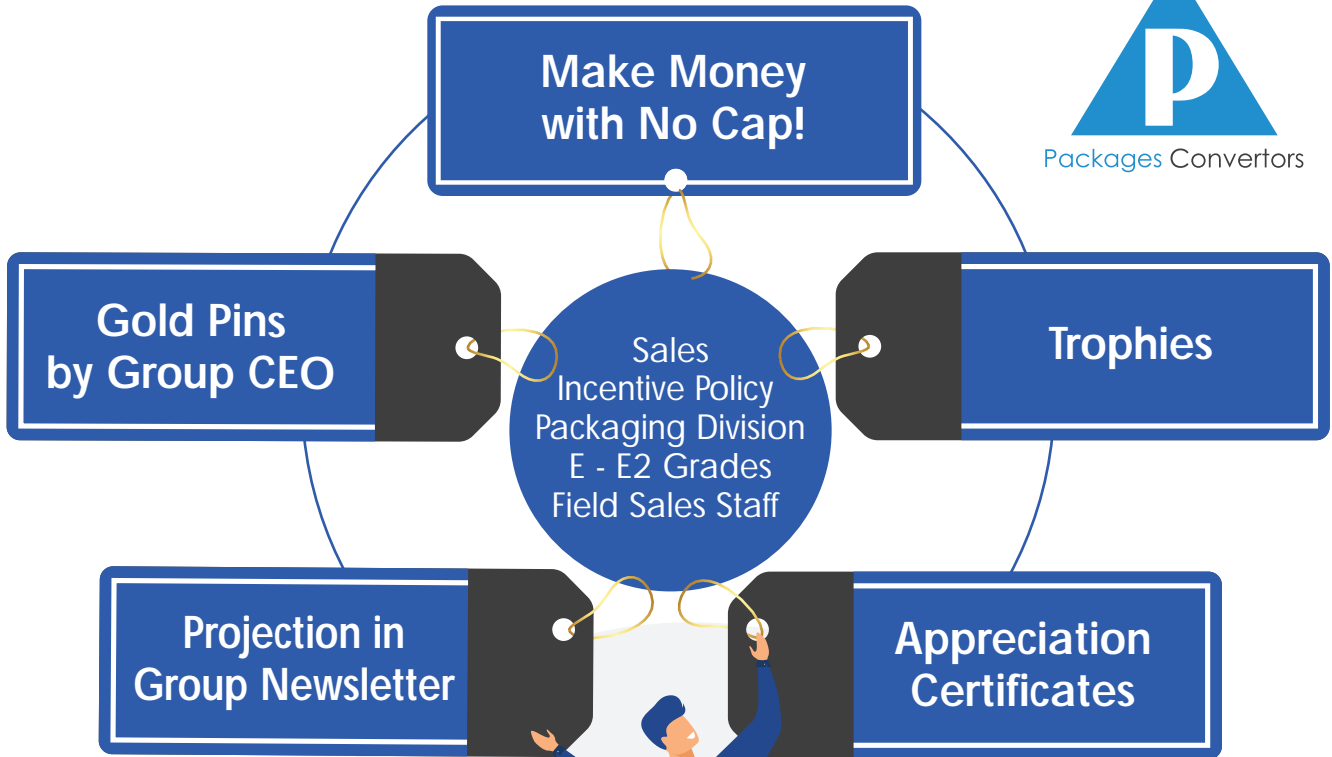
PACKAGERS CONVERTORS



Packages Convertors



BECOME A CHAMPION



For more details,
contact your
Line Managers.

**Terms & Conditions apply.*

Packages Group HR

BUFP

PAPER-BASED INNER BUNDLING FOR CIGARETTE PACKAGING

BUFP R&D team has been closely coordinating with various customers including Unilever, Nestle, and PTC to make Packaging solutions more and more sustainable. The development of Paper-based inner bundling for PTC Cigarette packaging is a project of the same series, making Packages Convertors Limited the first ever local manufacturer for this sort of packaging. We have managed to eliminate Alu Foil from this packaging solution and successfully converted it to Paper-based packaging only by working on specialized raw material, conditioning, and improvising process parameters. This new packaging solution is fulfilling all 3R's i.e. Reduce, Reuse, Recycle, and hence brings us one step closer to achieving Sustainability Goals.

DEPARTMENT OF POLYMER & PROCESS ENGINEERING

INDUSTRY-ACADEMIA LIAISON

The distance between universities and industry needs to be eliminated to create a stable and successful economy. Collaboration between universities and industry plays an important role in encouraging synergies. Keeping this in view, Packages Convertors has started a new journey with the University of Engineering & Technology Lahore. This liaison aims to establish Industry-Academia Project Framework Agreement on recycling plastic packaging waste to generate premium plastic grades for food packaging. BUFP R&D team is working in close coordination with UET to achieve these goals.



BUCP

SALES CONFERENCE

Sales Conference of BUCP held in January 2022 to discuss the business performance of the year 2021 and target setting for 2022.



AWARDS NIGHT

BUCP's Awards Night held in January 2022 to recognize the performance of high achievers.



TISSUE ROLL

The new and improved Tissue Roll enhances every tissue-related experience. 71% people prefer the new Tulip Tissue Roll.

The improvements made to the Tissue Roll are based on the quality of the tissue, - made of 100% virgin pulp product - improved product experience and appearance, and a new packaging design.



SOFT PACK

Tulip Soft Pack is a multipurpose tissue that caters to all your daily tissue needs - including spills, makeup smudges and wiping sweat from your face.

Its water-resistant packaging can sit comfortably on any surface worry-free as it prevents any water or dampness from travelling through its surface. On top of that, it's highly convenient for you to carry around, and gives you value for money, as you get 100 pulls of Tulip Soft Pack tissues for just PKR 95!



PARTY PACK

Tulip Party Pack gets rid of stains, instantly dries up any surface to be used when things get messy! Anywhere, anytime, for everything - all party messes gone in just a few wipes!

Tulip Party Pack gives you 250 sheets in just PKR 100, so you never have to worry about your tissues running out.

It is ever so convenient to place in your home, as its packaging is designed to be durable and water-resistant.





A multipurpose kitchen towel that takes care of all your kitchen cleaning needs.

Enjoy fried foods now without worrying about ruining your diet as Zzoop absorbs up to 260 calories!

Zzoop Kareeb Kareeb Tarkeeb came out with its 4th season on YouTube. It included 4 recipe videos, with dishes from all over the world. Influencers were also taken on board to generate more engagement and garner more reach online.

Stay tuned for four new instalments of recipe videos coming out very soon. Visit our YouTube channel for more delicious content!



BUFC

TOWNHALL – BUFC

The Folding Carton Division conducted a Townhall Meeting to brief teams about upcoming Business Goals and Strategic priorities. The session was interactive and facilitated open communication.



NEW OFF-SET PRINTING MACHINE KOENIG & BAUER



Covid-19 has had a notable impact on every manufacturing industry but even during these challenging times, the Carton Business of Packages Converter Ltd. has shown promising progress. Evidence of the same was seen in the first quarter of 2021 and a decision was taken to increase the capacity of OFFSET LINE due to the growth forecasted in upcoming years. Business Unit Folding Carton ordered a state-of-the-art sheet-fed offset printing machine from its trusted printing machine manufacturer, Koenig & Bauer, the latest RAPIDA 106. It is the 4th Printing Press from Koenig & Bauer that has been installed at BUFC. KBA supported BUFC by squeezing the delivery timelines even when there is a global chip shortage. The machine was delivered at the start of March and under the leadership of BUM-FC Salman Rehman and the guidance of Production Manager FC Shahid Islam has been successfully installed within the target timelines without any glitches. The project was led by Project Manager Amir Imtiaz with support from Manager Technical Aamer Butt as well as local KBA technicians, with very little support from Koenig & Bauer Germany. This is the new generation of Koenig & Bauer Offset RAPIDA 106 press and has many unique features which include X-Tronic color control which will ensure perfect color matching, Triple extended delivery for 30% improved curing at increased performance, Vari-Dry Blue for maximum energy efficiency, Energy View Pro for online energy monitoring and many other improvements. The team has achieved vertical startup of the KBA-4 printing press which is hyper-focused on delivering exceptional service to our customers and meeting all their demands.

SAFETY

SUCCESSFUL FSSC UP-GRADATION AUDIT ON VERSION 5.1

Food Safety has always been a top priority for Packages Convertors Limited and has FSSC Certification in place to align all its activities with the best Food Safety Practices. In Jan 2022, Packages got recommended FSSC system up-gradation on version 5.1 with the support and teamwork of all BUs.

SUCCESSFUL BRC RE-CERTIFICATION AUDIT

Another milestone in food safety achieved during the first quarter of 2022 was BRC Re-certification in which Packages Convertors Limited got recommended for "AA Grade". This was only possible with the team effort and continuous support from BUFP and BUFC.



DENGUE AWARENESS SESSION WITH PRIMARY AND SECONDARY HEALTHCARE DEPARTMENT

An awareness session on Dengue Prevention and Control was organized by Packages Convertors Limited in collaboration with Government Primary and Secondary Healthcare Department on 28th March 2022. The session focused on Dengue Breeding Season, Dengue Hazards, and Dengue Prevention Methods. Commissioner Lahore, Captain (R) Muhammad Usman was the chief guest of the session who also emphasized active preventive measures against the spread of the dengue mosquito. Packages Group Head of HR, Mr. Kaifee Siddiqui was also present on the occasion, showing the commitment and dedication of Packages Group towards Dengue Control.



FIRE MOCK DRILLS

A fire drill was conducted for our contractor staff during which they were also trained on the use of different firefighting equipment with their own hands. This practice and training keep the response time very short in case of any emergency eventually saving a lot of damage. Refresher training sessions were conducted focusing on fire prevention measures along with firefighting protocol and emphasizing individual responsibility in tackling the fire emergency during its incipient stage and to enhance the PCL Emergency team capabilities, knowledge, and readiness to ensure site safety by timely and properly tackling an emergency.



PACKAGES AT WWF EVENT

As a part of its mission to abate climate change, WWF-Pakistan is implementing a six-year project titled "International Labor and Environmental Standards (ILES) Application in Pakistan's SMEs" in collaboration with ILO with funding from European Union (EU). Under this project, a symposium on Carbon Footprint Reduction was organized on March 09, 2022. This event aimed to spread awareness on how to reduce carbon emissions and offices' ecological footprint via adopting Green Office Program. Packages Convertors Limited was invited to this symposium as a speaker to share its journey with WWF Green Office.





Ifrah Mumtaz
Brand Manager,
Femcare



I am Ifrah Mumtaz, and I am currently working at Packages as a Brand Manager for Femcare. Working at Packages has allowed me to work on solutions geared towards addressing the unmet hygiene needs of Pakistani women, in a woman-led team – because who else would understand our problems better? This role has given me a lot of cross-functional exposure – from working closely with world-class consultants to a top-notch production team and a winning trade team – and has allowed me to closely collaborate with the best in the business agencies to craft a unique fit-to-market value proposition to address current market gaps. This role has sharpened my commercial acumen and has catapulted both my personal and professional development so I can evolve into a well-rounded business leader. I am grateful that Packages has put me in the driver's seat and entrusted me to steer this new business, in a line of several other inspiring women leaders in the company who continue to generate value for the business. This has only been possible because Packages has fostered an environment that enables women like me to balance the multifaceted lives they lead – as professionals, as wives, as mothers, and daughters.

GENDER DIVERSITY

Packages Convertors



Uzair Asad
Assistant Manager Printing
BUFP

“ Packages Convertors has helped me discover and develop my strengths within such a short period of time. The culture is exceptional - An amazing Team and a supportive Management, providing you with all the opportunities to shine and the confidence that your hard work will always be recognized.



Hafiz Hamza Jalil
Assistant Manager Sales
BUFP

” My experience so far in PCL has been great. Besides the technical knowledge gained, as a professional, I have learned how to stay calm and on top of things in stressful situations.



Rubab Ali
AM Customer Services
BUFP

” I want to express my gratitude towards the various facilities, benefits and learning opportunities which Packages provides to its employees. They motivate and encourage me to work wholeheartedly



Sayyed Qasim Hussain
Graphics Designer
BUFP

” My experience with Packages Convertors has been very fruitful. I am getting to learn from mentors having an experience of over 2 decades. The team I have found here is a true gem and highly cooperative. The challenges and learning opportunities here have certainly made me a better professional than before.



Afshal Amir
Assistant Manager Sales
BUFP

” The best thing I like about working here is the teamwork and support provided by the peers and mentors.



Imran Imtiaz
Assistant Manager Sales
BUFP

” The overall experience has been rewarding in terms of the learning and development opportunities available.

A F R E S
P E R S P



Rehan Anjum
Production Engineer
BUFC

The greatest asset of the Packages Group is its committed people that work round the clock for the growth of the company. Having supportive management and easy-to-reach leadership, Packages strives for a friendly & team-oriented environment where your successes & achievements are always appreciated. I take immense pride in being associated with the Packages Group.



Shanzeh Butt
Assistant Manager Sales
BUFC

It's been two months since I joined PCL's BUFC as AM Sales and undoubtedly it's been an exhilarating experience till now. The support of my team made my journey less complicated & helped me face the challenges with great determination, leading to continuous learning & improvement. I believe that being a part of this organization would assist me in growing professionally & is a major step towards my goals & ambitions.



Namra Qayyum
Graphics Designer
BUFP

The overall exposure, technical knowledge that I have gained related to printing, and interaction with my peers have helped me grow as a professional.



Hamza Ayaz
Assistant Manager
CSD, BUFC

I joined Packages Convertors Limited as an AM Customer Service in February 2022. It was my dream to work for Packages Limited. Work Place culture is exemplary. Packages gives me an expanse of information that forms solidarity, authority, coordinated effort, & critical thinking abilities. The most enjoyable part of the job was growth potential which must be acquired through hard endeavors & conveying the best outcomes.



SM Abdullah
Assistant Manager
CSD BUFC

It feels like yesterday since I became part of the Packages Group, three months back. With the challenges that being in a customer service department, one has to face; I must admit, this place is perfect for learning & hence career growth. It feels exhilarating to be a part of this team & contribute to delivering the right image of my organization. Working alongside my colleagues, I found working at Packages, is the beginning of everything that I have wanted.



SH ELECTIVE

BULLEH SHAH PACKAGING

- 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. Office PM Pillar
- 8. Safety & Environment Pillar



RESPONSIBLE
Packaging

LONG SERVICE AWARDS

To respect and value the experienced employees, BSP organizes Long Service Awards ceremony biannually. A ceremony was organized in June 2022 in honor of employees who have completed their 35, 30, 25, 20, 15, and 10 years of service.



HIGHLIGHTS OF HAJJ BALLOTING

As per the CBA agreement balloting for Hajj 2022 was conducted in BSPL's Kasur mosque.



TRAINING AT DHA RAYA

A 2-day session on Simplicity Thinking Intervention was organized by BSP in collaboration with Mr. Nausherwan Akram at DHA Raya, Lahore.



TRAINING AT GREENFIELD COUNTRY CLUB

A 2-day session was conducted on leadership development and innovative problem-solving at the stunning Green Fields Country Club with the Senior Management of Buleh Shah Packaging.



SAFETY CAMPAIGN IN BSP

Safety campaign was organized in BSP to raise awareness and understanding of the value of environment, health and safety programs in workplaces. During this program, the EHS team hosted multiple activities that show how we keep our workplace safe through management leadership, worker participation, and encouraging workers towards positive safety culture.

The theme of the campaign was "I BELIEVE IN SAFETY. ABSOLUTELY YES" to reinforce Positive Behavior at the Workplace to achieve safety and health goal. During this campaign, the following activities were carried out at various locations of BSP –

- Launching Safety Campaign by the placement of banners and standees to educate people
- Awareness sessions and demonstrations for the employees and contractors through safety stalls, models, etc.
- Mass Tool Box talks
- On-spot safety quiz for the operators & contractors with a reward system
- Safety awareness to the crew members on Defensive driving, Lifter safety, and machine safety
- Distribution of certificates & rewards to the Safety & Firefighting Champions





Khalid Mahmood

HR Executive

BSP



Spent 30 years of life in HR Department. During these years performed duty in various roles starting from Packages Limited. He started his career at Packages Limited Lahore in the 90s. He has seen the transformation of HR over the years in Packages and then later in BSPL.

• **Culture takes a long time to build, as a witness, what would you say about this journey?**

BSP's culture is quite adaptable. The culture and environment of BSP have changed significantly throughout the years with their ups and downs. The fundamental elements of the BSP culture that keep me loyal are responsibilities, teamwork, motivation, and opportunities for progress.

• **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 and for being honest about my profile and education. 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 countless memories connected to BSP. One of my favorite memory was the dinner offered by my manager on working late at night, especially during payroll closing.

What motivates you to keep working at BSP?

The responsibilities I have at my workplace are my biggest motivation. I have to work honestly and every day so that everyone in my company can get their salaries on time and accurately. 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, especially my son.

• **Do you have a work nickname?**

All my coworkers and my seniors call me "Khalid sb" due to my age and out of respect.

OUR HEROES



Zargull Javaid
Production Engineer

I'm thrilled to announce that I've accepted a new position as a Production Engineer with Bulleh Shah Packaging. This job is a fantastic chance for me to broaden my horizons and advance in the profession of production. I'd want to express my gratitude to the HR recruitment team for their assistance during the whole hiring tenure. I am extremely eager to go on to this new adventure.



Syed Ahmed Ali Shah
Production Engineer

Be open to the amazing changes which are occurring in the field that interests you. Extremely grateful and excited to become a part of Bulleh Shah Packaging as a Production Engineer. Bulleh Shah Packaging is very distinct as the only constant in this company is change. All departments and management are distinct and like to be challenged.

A FRESH PERSPECTIVE

TRI-PACK



AWARDS & RECOGNITIONS

Tri-Pack has been awarded the Recognition Award by the Employer's Federation of Pakistan in its 18th Occupational Safety, Health & Well-being Awards 2021, held on May 23rd 2022.



CREATING DIGNIFIED WORKPLACES

Tri-Pack recognizes that creating and maintaining a positive workplace culture that fosters respect and dignity takes effort and diligence, as well as, a proactive approach to keeping up to date with evolving attitudes, expectations, and legislations. Therefore, for positive reinforcement of the desired workplace behaviors and our Values of Care, Respect, Honesty, Lead & Courage, Tri-Pack has developed and executed an in-house training program for all staff, including 3rd parties on 'Creating Dignified Workplaces'. We believe in empowering our community of professionals to foster open, authentic, transparent, and safe work environments to respect the contribution and dignity of all working people from every community.

MANAGEMENT SYSTEM ASSESSMENT

Management System Assessment - ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, FSSC 22000 – 10 – 14 January 2022.



INTERNATIONAL WOMEN'S DAY CELEBRATED AT TPFL

Packages Group continues its commitment to celebrating and enabling its female employees on International Women's Day. The Group hosted its flagship event in Karachi, attended by female employees of all Karachi-Business Units (BUs) along with the Sr. Leadership team members of IGI Holdings and Tri-Pack Films Limited, on March 14, 2022, under the United Nation's theme: 'Break the Bias'. We, as a Group, not only recognize the barriers faced by women in the workplace & society but are committed to playing our part in enabling their success; challenging the stereotypes faced by women, and addressing gender biases to ensure a dignified, inclusive and equitable workplace for all. The Karachi event showcased women's roles and experiences in our communities, while to celebrating the many success stories of women who have risen above the barriers and advanced their roles. Our Chief Guest, Mrs. Saira Nasir, Director Fauji Fertilizer, Allied Renti, and Power Cement, who recently won the Lifetime Achievement Award by ICAP, too recounted her journey as a qualified Chartered Accountant and finance professional- the challenges she faced, her efforts in despite of the same and support she garnered. She too shared her piece of advice with the audience and emphasized the importance of stepping out of your comfort zone, challenging yourself, and not being afraid to fail.



SAFETY WEEK (16 – 20 MAY 2022)

One of the mega-events of the year was the Safety Week at Tri-Pack Films Limited. Annual Safety Week is a reminder of how to help prevent injuries/harm at work, on the roads, and in our homes and communities, by raising awareness on key health and safety issues and reinforcing our commitment to safety i.e. zero harm to man, machine and environment.

This is a dedicated event at Tri-Pack for employees to get re-acquainted with, reflect and act upon workplace safety topics, with the intent of staying compliant with Occupational Safety and Health Administration (OSHA) requirements and maintaining an autonomous safety culture, through a series of programs and engagement activities to motivate the employees to work safely and 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, followed by a week-long engagement calendar which included trainings on 'Safety Handbook Orientation', 'Emergency Response' 'Fire Drill, Handling & Fire Safety', 'Developing Young Minds to Build Safety Culture', Online Quizzes, Plantation Activity at Plant & Head Office and Live Skit Competitions.

The event concluded with a prize distribution ceremony hosted by the SHE team featuring the Executive Leadership Team, to award the winners of the safety quizzes and skit competitions.

ENVIRONMENT WEEK (13 – 16 JUNE 2022)

In recognition of 'World Environment Day', Tri-Pack Films Limited organized its very first Environment Week under the United Nations' theme: 'Only One Earth', in alignment with the Group's Sustainability Agenda.

This day advocates for environmental change on a global scale, hence at Tri-Pack, we planned an entire week that was geared towards bringing awareness and engaging our employees & their families on the subject. Our intent is, to play our part in safeguarding our environment and restoring our eco-systems through responsible conduct.

During the said week, we partnered with World Wildlife Federation (WWF) for a keynote session on 'Only One Earth' for our employees; conducted Environmental Audits at our Port Qasim Plant; followed by a Beach Cleaning Initiative at Karachi – Clifton Beach and an Environmental Safety Awareness poster competition for our employees' children. Each day, the employees were engaged via daily quiz competitions, as well as, informative communications by the SHE team.

The event concluded with yet another prize distribution ceremony for winners of the respective quizzes, posters, and beach cleaning competitions.

The members of the Executive Leadership Team too took to the podium to highlight the significance of Environment protection & conservation of resources and how it needs to originate from the individual's self/side to play an active role in safeguarding our planet.



Asghar Hassan
Electrical Officer

Hasnain Haider
Assistant Manager R&D

Ahmed Hassan
U&M Officer

Syed Baqar Raza Rizvi
Electrical Officer



Taha Abbas
Assistant Manager Electrical

Armish Kanwal
Accounts Officer Payable

Tri-Pack offers a welcoming and conducive work environment to all its employees. From Day 01, we have been encouraged to share our ideas, bring efficiencies and take initiative, from none other than the Executive Leadership Team itself. The Company affirms a true culture of support and collaboration; we feel enabled to put in our best efforts each day and continue to learn and enhance our performance. We are proud to say that Tri-Pack adopts the best practices and follows safety standards, values, and code of conduct. We enjoy working at Tri-Pack and look forward to growing along with the organization.

Lt. Col. Jawad Khan
Manager Admin & Corp. Security
(Karachi)

Zeeshan Alam
Assistant Manager U&M

M. Shoaib
Manager Logistics

Maheen Naseem
Team Lead Production Planning

Misbah Raza
Finance Trainee Officer

A FRESH PERSPECTIVE

DIC PAKISTAN LIMITED



Color & Comfort

DIC PAKISTAN LTD. ORGANIZED ITS ANNUAL DINNER

DIC Pakistan Limited arranged an annual dinner for their Accounts and Finance team on the successful closing of the Annual Audit. On this occasion, all employees and their contributions were appreciated and recognized by the CFO and CEO.



CRICKET TOURNAMENT OF DIC PAKISTAN LTD.

Highlights from DIC Pakistan's Cricket Tournament held at Aleem Dar Academy. The tournament featured 4 teams and 6 matches. More than 40 employees along with families participated in this activity. Congratulations to "Team Green" for winning the tournament! The winning team was awarded a trophy by the CEO of DIC Pakistan Limited.



RAMAZAN GIVEAWAYS DISTRIBUTED AMONGST EMPLOYEES

DIC Pakistan Limited distributed Giveaway Boxes amongst all its employees to welcome the Holy month of Ramadan.



DIC PAKISTAN LTD. DISTRIBUTED EID GIVEAWAYS

For Meethi Eid 2022, an Eid giveaway with a bunch of sweetness inside was sent to all employees of DIC Pakistan Limited. Something that brought smiles, joy, and feelings of celebration to our employees.



MACHINE INSTALLATION

DIC Pakistan Ltd. has purchased a new Triple Roll Mill Trinomic 600 from Buhler Group Switzerland for grinding of offset-based products. It will help in increasing the production capacity of the Lahore plant with better energy efficiency and enhance product quality with better heat transfer as well. Its specially designed hydro-dynamic roll pressing system guarantees high throughput, better heat transfer, and reproducible pressures in the roll gaps for optimum process parameters. We're targeting better delivery time with the addition of this machine.



INDUSTRIAL VISITS

DIC Pakistan Limited always joins hands with educational institutes to conduct industrial visits for their students to provide them with exposure to a practical working environment. Students from the University of Central Punjab, University of Engineering and Technology, and Ghulam Ishaq Khan Institute of Engineering visited DIC Plant. More than 100 students have visited DIC Plant through these industrial visits where they toured our Technical labs and production floors. They were also briefed on our processes and products by the Technical team.



OMYAPACK



TECHNICAL TRAINING OF GLOBAL SALES STAFF IN SWITZERLAND

In today's business, the tasks that employees perform every day rely on different tools and processes. It is essential to ensure that the employees have the right technical knowledge which is required to perform their jobs successfully. Giving employees the opportunities to gain and sharpen their skills leads to happier and highly engaged employees. This subsequently results in businesses developing a competitive edge over others. To achieve this goal, Omya regularly conducts technical trainings for its sales employees around the world. This year in May, the National Sales Manager, OmyaPack, Mr. Ahmad Raza attended four days of Technical Training in Polymer Segment at its Global Headquarters and Technical Center located in Oftringen, Switzerland. The training group constituted of 12 Omya employees from 10 different countries. It was a great learning experience which was a blend of classroom learning, lab testing, and hands-on training on pilot scale machines. With these new learnings, it would strengthen Ahmad Raza's application expertise to provide better technical support and aftersales services to OmyaPack's valued business partners.



SEMINAR ON APPLICATION OF CALCIUM CARBONATE IN VARIOUS PVC PRODUCTS

OmyaPack being a joint venture of the leading companies in Packaging and Calcium Carbonate has always contributed to uplifting the Plastics & Polymer Industry of Pakistan. OmyaPack efficaciously organized a two-day Technical Seminar in March 2022, on "Application of Calcium Carbonate in various PVC Products" in Irshad Hall, Packages Limited. This technical seminar was attended by the top manufacturing companies of Pakistan along with some mid-sized enterprises related to the PVC business. The companies which participated in the seminar were primarily Pipes, Foamboard, Window Profile, Wires & Cables, Artificial Leather, Footwear, and general PVC Compounding. The seminar was led by Mr. Morteza Badripur (Technical Service Manager – Omya International, AG) having an extensive background in the Polymer segment. The seminar started with a short introduction about OmyaPack, Omya International, and its contribution & innovations in different applications, and also covered the basics of ground calcium carbonate, its quality parameters, and the synergy of calcium carbonate with PVC in a wide range of applications. In the end, a QA Session was organized for all the participants to have one to one discussion on the troubleshooting and different formulations for PVC compounding. The seminar ended with a note of thanks. The valued guests were awarded certificates of participation.





Ubaid ur Rehman
Finance Executive



I have done Masters in Business Administration from the University of Central Punjab. I joined the Packages group in 2020 and Currently working in the Finance Department at OmyaPack Pvt. Ltd. since April 2022. Proven self-motivator, great communicator, and adaptable who works well independently and, in a team, oriented professional environment. It is a pleasure to be a part of this expanded group and people having rich experience and diverse backgrounds, will allow me to further advance my skills and abilities.

A FRESH PERSPECTIVE

LAMHAY!

STARCCHPACK



StarchPack

StarchPack has started promoting the business in the B2B market generating buzz within various industries including Textiles, Paper & Board, and Food & Beverage. The Packages Group name and legacy serve as a key strength assuring strong benchmarks for quality and service. The starch market in Pakistan is monopolistic and customers were not expecting a new entrant to challenge the status quo. Industries are seeking additional choice and access to more suppliers for starch and its derivative products. StarchPack will capitalize on this need. Aiming to set better standards for service quality the company intends to raise the bar and exceed market expectations.



Management

Construction of necessary civil infrastructure and plant installation is already underway. The team expects construction to be completed and production to begin by the 2nd quarter of 2023. The product portfolio will include food-grade, food-contact grade, and non-food grade Native Starch, Modified Starches, and Liquid Glucose. Additionally, an array of maize by-products including Gluten Meal, Corn Steeping Liquor, Fiber, Corn Germ, and Crude Corn Oil will also be sold primarily to the Animal Nutrition industry.



Site Visit



Tree Plantation

IGI GENERAL

IGI

General

69TH ANNUAL SALES CONFERENCE



IGI General Insurance celebrated its 69th Annual Sales Conference at Pearl Continental Hotel Malam Jabba on 7th March 2022. The opening address by the CEO was followed by a candid analysis of the way forward by the CVO and the Contribution of Risk Management, Reinsurance, and Claims in the business development were highlighted. Regional managers also shared the growth in their regions over the past year. The much-awaited and anticipated awards were presented to outstanding performers as recognition of their valuable contributions.



Apart from thoughtful reflections on company growth and prospects, one major focus of the sales conference was to bring all the employees closer and present an opportunity to socialize. This event served as a mean to build a great team that can perform at optimum levels. Collectively, the Sales Conference was a blend of thoughtful discussions and joyous adventures that truly refreshed the IGI team for the coming years.

CFO CONFERENCE, 2022

IGI Holdings was one of the proud Sponsors of this year's CFO Conference. The theme of this year's conference was "Embracing the role as Chief Value Officer". The conference was held on the 17th and 19th of May, 2022 at PC Hotels, Karachi and Lahore respectively. Mr. Tahir Masaud, CEO of IGI Holdings also attended the conference.



Lahore



Karachi

STRATEGIC ALLIANCE

• MOU WITH B2B

Mr. Tahir Masaud – Chief Executive Officer, IGI General Insurance and Mr. Tanveer Ahmed - Chief Executive, B2B Agro Livestock signed an MOU for biometric Identification of the livestock. The event was recently held at IGI General Insurance Corporate Office, Gulberg, Lahore. The collaboration of the two companies will help provide a unique, reliable, and transparent identification of each cattle to help prevent losses and risks to livestock.

• MOU WITH BANK AL HABIB

IGI General & Bank AL Habib join hands to promote agribusiness growth in Pakistan. The signing ceremony was recently held in Lahore at IGI General's Head Office where Mr. Tahir Masaud, CEO, IGI General Insurance, and Mr. Fiaz Malik, Head of Agriculture Division, Bank AL Habib signed the agreement. Senior management from both the companies was present at the occasion.



MOMENT OF PRIDE

Under the stewardship of an able team, IGI General Insurance Limited's IFS rating is upgraded from AA to AA+. The IFS rating of 'AA+ (IFS)' denotes a very strong capacity to meet policy holders and contract obligations. Risk factors are very low and the impact of any adverse business and economic factors is expected to be very small.



TIME TO GO GREEN

We are proud to announce that IGI Holding Limited has become green office certified by WWF on March 29th, 2022 as a result of using resources more efficiently and reducing carbon footprint.



CONTINUING THE LEGACY OF EMPLOYEE ENGAGEMENT WITH "BIRTHDAY CELEBRATIONS"

IGI has always ensured building and increasing the level of Employee Engagement within the organization and the celebration of our colleagues' birthdays makes them feel appreciated. It brings our staff together and helps to form a deeper relationship between team members and also depicts a thoughtful and personalized gesture for our colleagues.



IGI CELEBRATES “INSURANCE WEEK”

IGI General Insurance together with the insurance sector celebrated Insurance Week from 7th to 11th February 2022 to raise awareness regarding Insurance. This was a good source of spreading the message of insurance among the masses. Cake-cutting ceremonies were organized at different locations.



M. Ilyas
Assistant Manager - Underwriting

PAKISTAN'S SUCCESSFUL COUNTERING OF TERRORISM FINANCING AND EXITING FROM THE GREY LIST.

In 2018, Paris based financial action task force placed Pakistan on its “grey list” of countries because of its infirm mechanisms but the South Asian Nation cooperated with the global agency to strengthen them. The placement caused tough and cautious investigations for Pakistan, which is in the middle of the balance of payment crisis and dealing with a struggling economy.

Praise be to Allah! On June 17, 2022, the international agency announced that Pakistan has “substantially completed” the action plan which was agreed upon internationally to deal with their deficiencies and countered the terrorist funding and laundering of illicit money.

Though, an on-site visit is yet to be done by FATF to ensure that advised reforms are in place. Let's hope that our country will be removed from the grey list and successfully pass the on-site visit. IGI takes pride in complying with most AML/CFT regulations under the supervision of Ms. Saira Sheikh – Compliance Head IGI.



Imran Fida Hussain Admin Manager IGI General



Where there's a will, there's a way! Started his career as nothing but a rider and today working as Manager Administration of IGI's biggest region. Imran Fida Hussain is an ample example of transforming his life into new aspects throughout his journey in IGI. Back in 1998, along with his rider's job he learned typing and started helping in the accounts department and eventually became an important part of the team.

I had an opportunity to sit with him to have a short interview about him. According to him acceptance, gratitude, and devotion towards work not only brings peace of mind but also define your integrity with yourself.

Culture takes a long time to build, as a witness during his 33 years long journey he says "IGI has a versatile culture. Over the years, the culture and environment of IGI have emerged a lot, having their ups and downs. Responsibilities, teamwork, motivation, and family-like work environment are key factors of IGI's culture that make him constant."

Lastly, he gave a message to new joiners to have a positive attitude. He mentioned that IGI provides a wide range of opportunities to the employees and serves as a citadel of learning so they should work hard and give their best.

His long-term relationship with us shows his integrity and devotion to the work and organization.

OUR HEROES



Talha Tariq Qureshi
Senior Officer Underwriting
IGI General



I say with immense pride that I was one of the two people in a class of 75 students who willingly selected Insurance as their specialization in MPhil. After doing so, I wanted to join an insurance company that would help me grow both personally and professionally. I was fortunate enough to get an internship at IGI General during my study tenure and that was when I realized that IGI was the place where I could grow exponentially. A few reasons behind that were the open-door policy of all levels of hierarchy and an environment where the executives were very welcoming of innovations, and suggestions and taught the newbies whatever query they might have regarding insurance and risk management. I achieved my goal and made it here as a Senior Officer in Underwriting after graduating from Hailey College of Banking and Finance topping my class (2017-2021). As an aspiring insurance professional, I look forward to learning, working, and being of value to this marvelous organization that incorporates within itself an amazing family-like culture.

A FRESH PERSPECTIVE



Nadia Perveen
Company Secretary



Sabeen Ahmed Nomani
Underwriting - KHI



Dr. Ayesha
Health Department



Afshan Arif
Underwriting – LHR



Madiha Ahmed
Brand Marketing



IGI is providing equal opportunities for women's employment by providing facilities to achieve their goals and fulfilling their dreams along with the general progress for women in the workplace. Management ensures that no single female employee should experience any gender discrimination at IGI. Over time women's representation has increased in almost all the departments and our female colleagues are leaving no stone unturned to strengthen their positions in their jobs and prove themselves capable of efficiently fulfilling the roles they have taken up.



Sabah Hassan
Claims Department



Rukhsana Anwar
Sales & Marketing



Robina Gul
Marine - Underwriting



Khadija Saeed
Front Desk Officer

GENDER DIVERSITY

IGI LIFELIFE VITALITY

IGI
Life

Vitality[®]

STRATEGIC MEETING

A Strategic meeting was held in Nathiagali with the Banca and Agency team, to discuss the growth and prospects for IGI Life Vitality.



IGI LIFE VITALITY SPONSORS THE 7TH ANNUAL DEAF REACH GOLF TOURNAMENT

IGI Life Vitality was one of the sponsors for the 7th Annual Deaf Reach Golf Tournament “Swing to support Deaf Education” where over 160 golfers participated, making it the largest golf tournament to date in Pakistan. IGI Life Vitality gave FoodPanda Vouchers as a thank you to all those who participated.



UBL & IGI LIFE INSURANCE COLLABORATION

IGI Life Insurance Ltd., one of the country's leading insurance companies has joined hands with UBL, one of Pakistan's leading banks, to launch IGI Better Life Vitality Plan. IGI Better Life Vitality Plan was launched at the signing ceremony and the plan has been designed exclusively for the UBL Account Holders. This smart investment plan is linked to the Vitality wellness program that rewards its members for being healthy.



Given the partnership between UBL and IGI Life Insurance Ltd., launch events were held at Serena Hotels, Faisalabad, and UBL Head Office, Islamabad. Both companies' teams from the respective territories participated in the events. Vitality product Trainings were also provided during the events by the IGI Life Insurance Team.



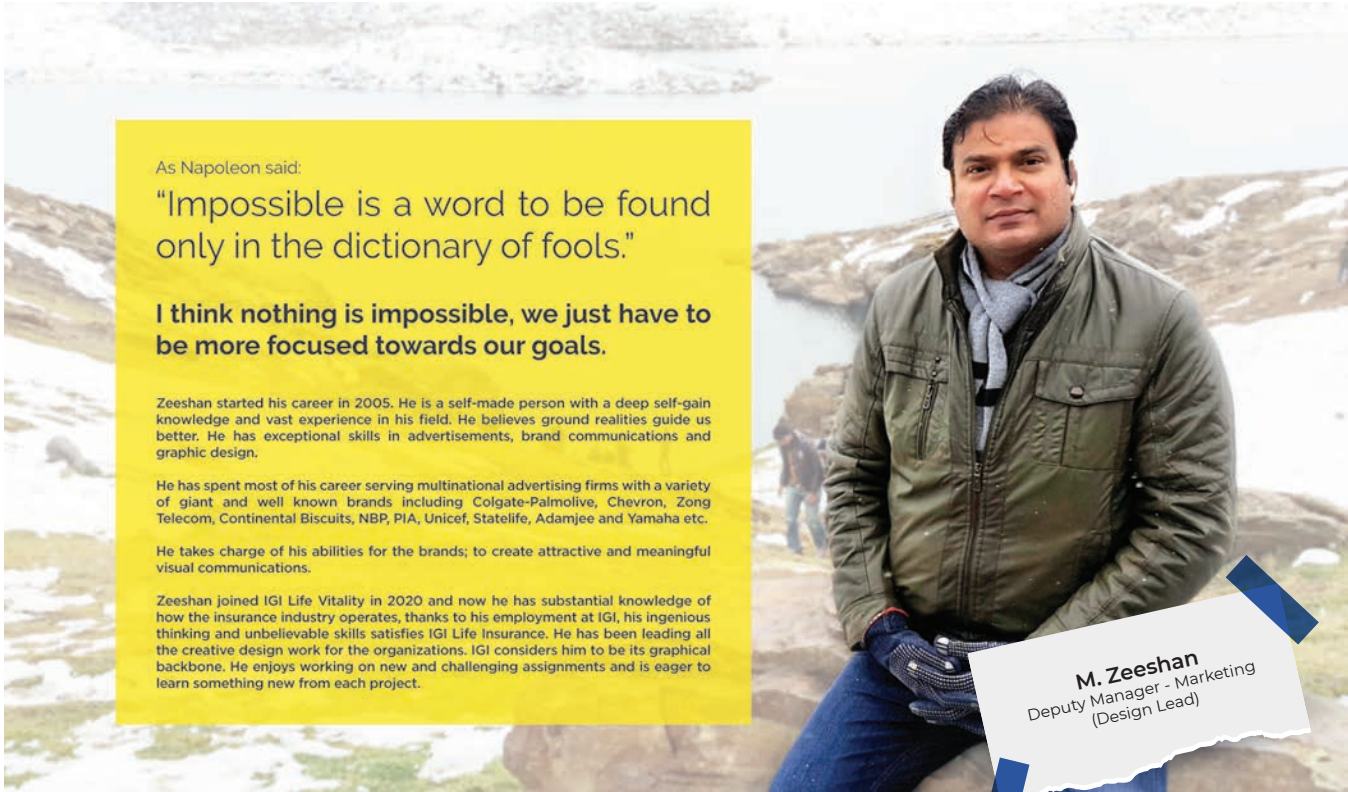
TAX REBATE CAMPAIGN

In light of the upcoming Tax Filing season, Tax Rebate Activity was conducted at Packages Mall. Kiosks were placed at different locations in the mall to spread awareness about the Tax Benefits. Our representatives were available to brief the potential customers about the tax benefits they can avail if they buy IGI Life Vitality plans.



IGI LIFE'S SOCIAL MEDIA CAMPAIGNS





As Napoleon said:
"Impossible is a word to be found only in the dictionary of fools."

I think nothing is impossible, we just have to be more focused towards our goals.

Zeeshan started his career in 2005. He is a self-made person with a deep self-gain knowledge and vast experience in his field. He believes ground realities guide us better. He has exceptional skills in advertisements, brand communications and graphic design.

He has spent most of his career serving multinational advertising firms with a variety of giant and well known brands including Colgate-Palmolive, Chevron, Zong Telecom, Continental Biscuits, NBP, PIA, Unicef, Statelife, Adamjee and Yamaha etc.

He takes charge of his abilities for the brands; to create attractive and meaningful visual communications.

Zeeshan joined IGI Life Vitality in 2020 and now he has substantial knowledge of how the insurance industry operates, thanks to his employment at IGI, his ingenious thinking and unbelievable skills satisfies IGI Life Insurance. He has been leading all the creative design work for the organizations. IGI considers him to be its graphical backbone. He enjoys working on new and challenging assignments and is eager to learn something new from each project.

M. Zeeshan
 Deputy Manager - Marketing
 (Design Lead)



Ammad Raza is working in the capacity of Senior Officer Product Analytics at IGI Life Vitality. He is our key man with hands-on experience in managing the banks on our board. Having amassed a wealth of industry knowledge, Ammad is a professional who is always keen on sharing new and innovative ideas in product development that caters to the needs of the masses. He is a dynamic team player with an amicable personality who is appreciated by the entire IGI Life Family.

Ammad joined the fraternity right after his graduation in 2017 and started working as Sales Officer where he was deputed at Bank Al-Falah. His services were recognized at senior levels and he had a chance to move towards the product side. He became key personnel to IGI life with his joining in August 2018. Since then, he has been a valuable asset to the company. The management encourages Ammad to do better and trusts him with their assignments.

Ammad Raza
 Senior Officer,
 Product and Analytics

OUR HEROES



Abeer Zahid
AM Marketing

Abeer has recently joined us as an Assistant Manager – Marketing. She has completed her M.Phil. in Marketing and her Bachelors in Business Administration with a major in Marketing from the University of Management & Technology (UMT). Even though she has been a fresh addition to the team but she has accepted all of her team as her family. With her knowledge and educational background in the field, she excels at making our campaigns better. She is as excited to work with the team as we are to have her.



Hadiya Jamshaid
Marketing

As a fresh graduate of her O-Levels and looking for some professional experience to guide her through the next few years, Hadiya is very grateful for the opportunity to intern at IGI Life-Vitality. The guiding hands of the team have helped her journey in the ways of marketing with gentle pushes in the right direction. We are excited to have her on our team.



Salman Sethi
ACM / Head of
Banca Operations

Salman has joined us as ACM / Head of Banca Operations, he has completed his Masters and Bachelors in Business Administration from Shaheed Zulfiqar Ali Bhutto Institute of Science and Technology (SZABIST) and the Defence School of Business Education, respectively. Previously, he was associated with Adamjee Life Assurance Company Ltd. as Deputy Manager, New Business Operations. Before this, he was also associated with IGI Life Insurance Ltd. as Manager Bancassurance Operations & Direct Marketing. He started his career in Insurance with EFU Life Assurance Ltd., where he served as Assistant Manager Operations. He has also been associated with Summit Bank as Channel Manager and has experience working in the Telecom sector as well. He is an active member of the SZABIST Alumni society through which he has conducted guest speaker sessions & webinars related to professional grooming, with the last webinar being on "The Global Impact of COVID on the Insurance Industry". He brings with him 17 years of diversified work experience in the domains of Operations, Service Quality, Channel Management, and Communications.

A FRESH PERSPECTIVE

IGI FINNEX SECURITIES

IGI





Aariz Raza
AM Research



Greetings! I am a Research Analyst in the Economy and Banking Sector. I Joined IGI Securities in January 2022 after gaining experience in Investment Banking, and since then I have accomplished astronomical growth opportunities in terms of learning, and happily contributed to the organization. I've always been interested in keeping myself enlightened with evolving economic and financial developments around the globe, so joining IGI Securities - Research Department seemed like the next logical step.



Sweeta Nayer
Trainee Compliance

Hello, I have recently joined IGI Finex Securities. The company has provided me with incredible opportunities to enhance my skills, growth, and experience. Joining IGI Finex Securities has turned out to be a great turning point in my professional life. I am sure working here will enable me to enhance my skills to sustain a challenging role in this reputable organization.



A FRESH PERSPECTIVE



Gender Diversity is a fair representation of people of different genders. If it applies in the true sense in the organization, it always helps to attract and retain talented resources. IGI Finex Securities practices inclusive work culture. They provide the same working opportunities regardless of their gender with equal promotions and learning opportunities.



Sweeta Nayyer
Trainee
Compliance



Nida Pervaiz
Deputy Manager
HR

GENDER DIVERSITY

PACKAGES MALL



Packages Mall

1 MILLION+ SAFE MANHOURS ACHIEVEMENT

PACKAGES REAL ESTATE Pvt Limited (PREPL) celebrated the achievement of 1 Million + safe manhours without any Lost Time Injury (LTI) at Nestle Office Building Construction project in May 2022. The clock is ticking and teams are marching safely towards Zero Loss delivery of the project. PREPL congratulates the whole project team on the successful completion of 1,000,000 + safe manhours without LTI. It is a moment to appraise the efforts of Safety and the whole project team in outshining of pride for our Safety PREPL is dedicated to leading the Safe and Sustainable development in the Real Estate industry of Pakistan. Nestle Office Building project will be operational very soon and shall stand as one of the landmark projects of PREPL concerning Safety and Sustainability in Pakistan. Keep Raising the bar of high Sustainable Development is the future.



EMERGENCY MOCK DRILL AT THE PACKAGES MALL

Packages Mall welcomes thousands of customers each day guaranteeing their safety and well-being through best-in-class infrastructure and experienced teams. Teams that are ready and available 24/7 make Packages Mall – The Safest place to shop. Packages Mall believes in consistent Upskilling through on-the-job trainings and effective liaison with External support departments. District level mock drill was arranged in Packages Mall with a focus on Emergency Evacuation and advanced rescue techniques including rope descent, fireman lift, etc. “Preparedness of Teams to Combat Emergency Scenarios”



PACKAGES MALL – ACTIVATIONS 2022

Kalamkaar, TCL, Honda, Coca Cola, Vivo, Levi's, Olpers, Haier, Berg Toys, Brands Unlimited – Jean Paul and Brands Recall - Lamp Technology organized their activation campaigns at the Packages Mall.





Aleena Raja
AM Marketing



Being associated with Packages Mall as a member of their creative agency for two years had given me the chance to observe the day-to-day functions and the corporate culture closely, hence nine months back when I received the offer to join the Packages Mall Marketing team as their Marketing Executive, I considered it the best career progression for myself. Today, in such a short period being promoted to the position of Assistant Manager Marketing is a clear indication of the right decision that I took months back. Now that I am an integral part of the team, it is not difficult to say that it was a great decision. The exposure of meeting multiple people and drafting solutions that can best serve the company is as intriguing as it seems. Moreover, devising marketing campaigns and making sure that Packages Mall remains an avenue of fun and excitement for the visitors is what I love doing the most. This opportunity has not only made me come across several marketing domains and professionals but has given me the chance to execute, amplify and promote 4 creative campaigns on the ground and digital platforms in such a short period. Although the marketing functions and operations that I manage and supervise themselves are interesting, however, the team at Packages Mall has been equally supportive. Not once have I felt that for a woman to survive and bloom in marketing the retail industry can be challenging as I have been wholeheartedly accepted by this team. At Packages Mall, woman empowerment is real and I am a living example.

**GENDER
DIVERSITY**



Saba Ali
Floor Supervisor



Faraz Bhatti
Floor Supervisor



Minahil Rizwan
Marketing Associate



Packages Mall offers a welcoming and facilitative work environment to all its employees. From day one, we have been encouraged to share our ideas, bring efficiencies and take initiative, from none other than the Executive Leadership Team itself. The Company affirms a true culture of support and collaboration; we feel motivated to put in our best efforts each day and continue to learn and enhance our performance. We are proud to be a part of the Packages Group.



Maham Khaliq
Floor Supervisor



Bilal Hassan
CCTV Operator

A FRESH PERSPECTIVE



SPRING SHOPPING FESTIVAL

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 families, Spring Shopping Festival 2022 was hosted in March to create a spring ambiance by converting the Mall into a refreshing place to shop by using colorful floral décor. People thoroughly enjoyed visiting and getting their pictures taken at the Spring photo booths and walked out with good memories to cherish. The campaign promoted the brands operating in Packages Mall by asking people to shop for Rs. 7000 to enter the Lucky Draw which was hosted at the end of the festival and the lucky winners won exciting gifts including a Car. Packages Mall created an experience worth remembering on the ground and on digital platforms.



GRAND LUCKY DRAW
30TH APRIL 2022
AT 3:00 PM

CATCH US LIVE ON PACKAGES MALL FACEBOOK PAGE

83 www.facebook.com/PackagesMall



MOTHER'S DAY

A digital campaign was conducted on social media to shed light on the importance of mothers where the initiative was to comment and share a beautiful memory of you and your mother with Packages Mall and get a chance to win an exciting gift.



FATHER'S DAY

Fathers hold a very special place in everyone's hearts and for that purpose Packages Mall paid a tribute to all the fathers where all viewers were asked digitally to share the best advice given by their fathers and the lucky winners got a chance to win a movie ticket in Cinepax with their fathers.

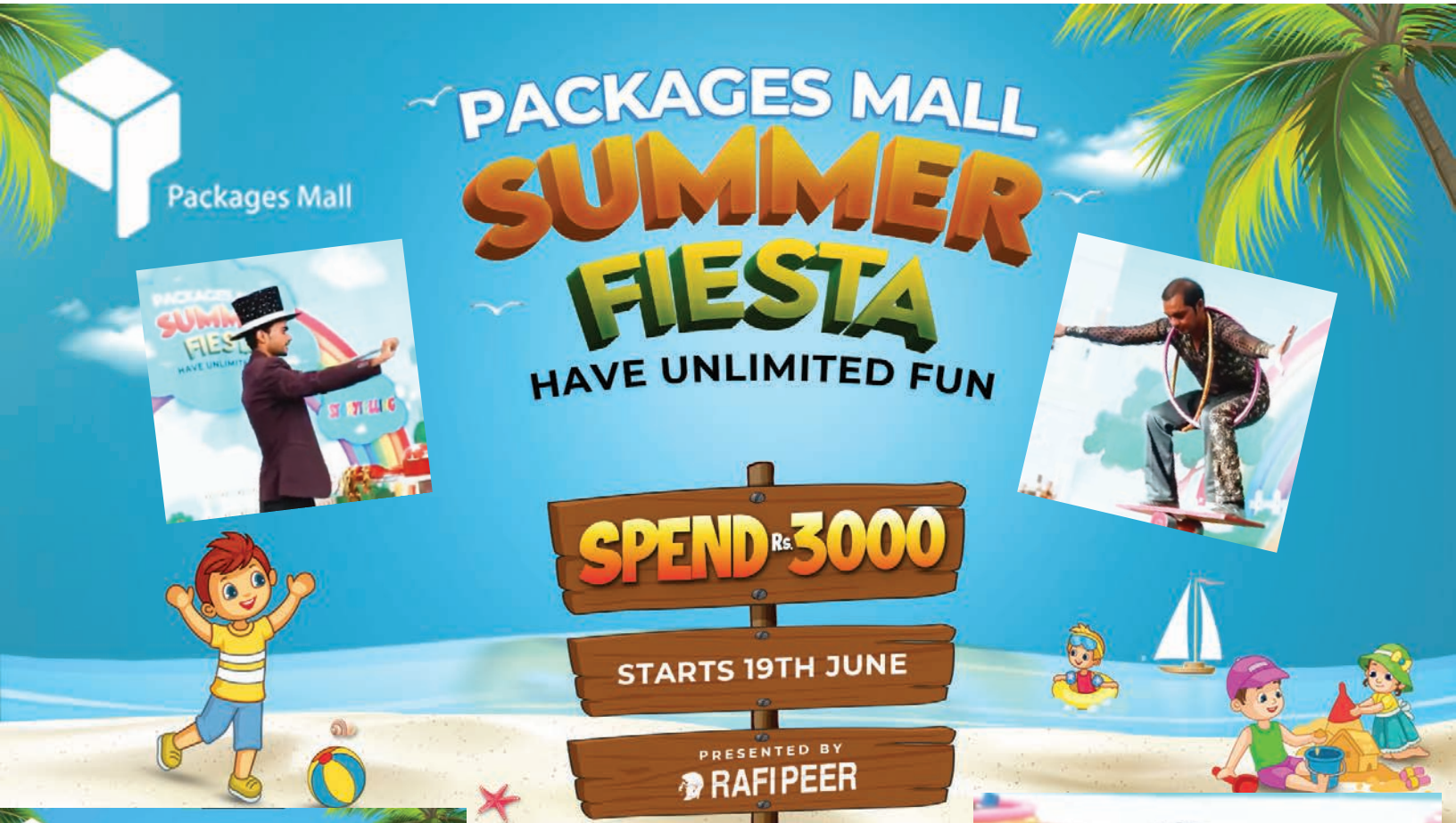


THE **BEST ADVICE**
I EVER GOT FROM
MY FATHER WAS...

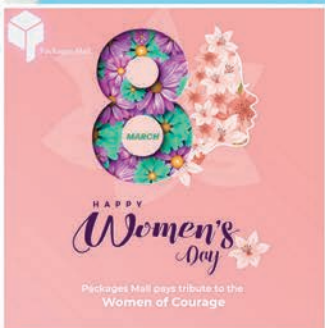
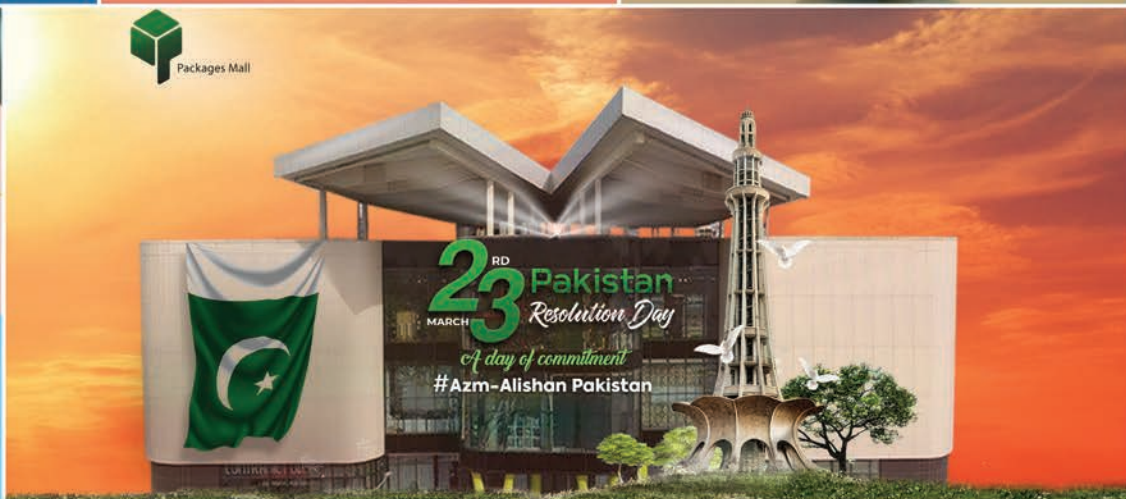
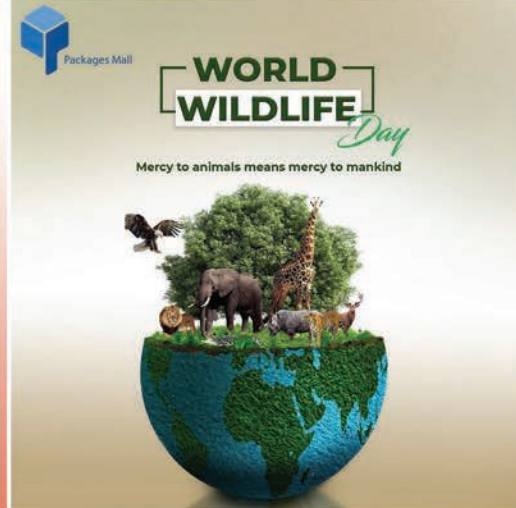


SUMMER FIESTA

Rafi Peer known for its puppetry worldwide was engaged by Packages Mall to pull off a campaign called Summer Fiesta, creating a fun ambiance for kids which included different activities such as puppet making, magic shows, painting, puppet shows, etc, to make the shopping experience of the families, fun and entertaining. All those visiting Packages Mall and spending at least Rs. 3000 got the chance to enter the activity and let their children experience artistic skills and thrilling activities under the supervision and guidance of the experts. The activity garnered much love and appreciation on the ground and digitally.



DIFFERENT DIGITAL CAMPAIGNS OF THE PACKAGES MALL



ROSE
PETAL®

ROSE PETAL KE ULTRA
SOFT TISSUES RAKHAY

ہمیشہ
ایک قدم آگے

Soft Touch
Technology

Avail the
SPECIAL
DISCOUNT

AT PACKAGES
FAIR PRICE
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Packages Group



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