

LAMHAY!

July'22 - December'22

16th
Edition

Packages Group's
HR philosophy:

**Let the
Employee
Win.**



@packagesgroup
www.packages.com.pk



**LIVE GREEN.
THINK GREEN.
PLANT TREES!**



Packages Group

CREATING A **BETTER TOMORROW!**

MESSAGE FROM THE CEO



SYED HYDER ALI
CEO and Managing Director
Packages Limited

Dear Members of the Packages Group Family,

I wish you all a very Happy New Year. 2022 despite the economic challenges at hand, has indeed been a prosperous year for us. We owe this success to every member of our Family. It would not have been possible without your untiring efforts and unwavering dedication that we have been able to surpass all our financial targets and are ready to take up new challenges head-on.

2023 will continue to be another challenging year. We are going through turbulent times as a nation and businesses are facing obstacles due to the limited availability of foreign exchange, while high input costs and consistently increasing interest rates are taking their toll.

I strongly believe that every challenge provides us with an opportunity to grow and I would like to urge you all to come up with innovative solutions to cater to the challenges you encounter. Innovation and technological efficiencies are the keys to success in today's dynamic business environment. I encourage you all to be thought leaders in your respective fields and know that the organization will always back you up with your progressive endeavors.

While we are focusing on our business goals, it is also imperative to focus on giving back to society. We must not forget those less privileged than us, during these tumultuous times and I would appreciate if every one of us takes out some time to contribute towards the betterment of society in our personal capacity. You can also contribute by supporting Group Sustainability initiatives that aim to create a better tomorrow.

Let us welcome the New Year with renewed hope, enthusiasm, and courage. I wish you all a thriving year ahead.

CONT

EDITORIAL TEAM

Group Communications

GROUP HEAD HR

Kaifee Siddiqui

POINTS OF CONTACT



Arfa Muneem
Packages Group
Learning & Development



Mehwish-Mahnood
Packages, Converters
B2C



Saira Jaff
Packages, Converters
Shared Services



Rubana Khan
Packages, Converters
B2B



Riza Razvi
Packages, Converters
B2C



Muneeb Akid
B2B



Mansoor Malik
Tri-Pack Flow, Ltd.



Anam Yousof
DC



Ali Reza Shere
DmgPack



Noucheen-Rubeed
Search-Pack



NALAJA
Packages Lanka



Ehsan Zamil
B2 General



Madhira Ahmed
B2 Life - Utility



Nida Pervez
B2 Security



Ahsa Kamal
Packages Mail

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PACKAGES MALL

PACKAGES GROUP



Packages Group

MR. TARIQ HAMID RECEIVED ENGINEERS EXCELLENCE AWARD

The former GM of Packages Limited Mr. Tariq Hamid received the "Engineers Excellence" award from the President of Pakistan, Dr. Arif Alvi. This award has been introduced first time by the Pakistan Engineering Council.



Mr. Tariq Hamid
Ex-GM Packages Limited

There are few individuals who have worked for the Packages Group's success as resolutely and determinedly as Mr. Tariq Hamid. Packages has always valued his diligent efforts. With an inspirational story, Mr. Tariq Hamid stands as a role model and an exemplary leader for our organization.



ENGINEERS EXCELLENCE AWARD

GOOD NEWS



10%

Ad hoc Inflationary Allowance for Packages Group Employees

August'22 - December'22



Packages Group is pleased to announce an Ad hoc inflationary allowance of 10% on Gross Salary of its employees for five months.

Because we
CARE



DAY CARE FACILITY

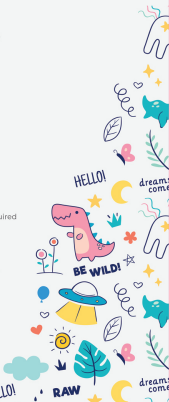
Packages Group is pleased to announce the launch of state-of-the-art daycare facility in Lahore. This will ensure that the working moms who are part of the Packages Group have a peace of mind with regards to the wellbeing of their children while they contribute to the company's success.

SALIENT FEATURES

- ✓ Get real time updates of kids daily activities through a mobile application.
- ✓ Quality early learning programs.
- ✓ Highly qualified administrators, educators, nannies and support staff.
- ✓ Children in safe hands.
- ✓ Personal female attendants are no more required

Priority list will be as follows:

- Priority 1 Both parents working with us
- Priority 2 Mother working with us
- Priority 3 Single parent working with us
- Priority 4 Father with an exceptional situation on a case to case basis
- Employee will be charged a subsidized fee from Rs. 500 to Rs. 5000 per child depending upon employee grades.
- Children age limit for Day Care enrollment is upto 10 years



Introducing THE FRESH BITES

Packages Group is pleased to introduce a low calories menu, **"The Fresh Bites"** for its employees, in the **main mess, Lahore.**

MENU - WEEK 1

Monday	Tuesday	Wednesday	Thursday	Friday
<ul style="list-style-type: none"> • 1 Chapati • Chicken Tikka (leg/breast piece) • Salad 	<ul style="list-style-type: none"> • Showarwa Wrap • Potato Salad 	<ul style="list-style-type: none"> • Crispy Chicken Fillet with Vegetables 	<ul style="list-style-type: none"> • Chicken Chilli Dry or Black Pepper Chicken • Chinese Rice 	<ul style="list-style-type: none"> • Egg Shami Burger in Whole Wheat Bread • Salad

MENU - WEEK 2

Monday	Tuesday	Wednesday	Thursday	Friday
<ul style="list-style-type: none"> • Chana Chat • Chicken Sandwich 	<ul style="list-style-type: none"> • Palak Paneer • Boiled Rice 	<ul style="list-style-type: none"> • Chicken boti with • 2 Seekh Kababs • Coleslaw 	<ul style="list-style-type: none"> • Malai Boti • Salad 	<ul style="list-style-type: none"> • Chicken Steaks • Mashed Potatoes

Note:

- If you wish to sign up for this meal plan, please contact Canteen In-charge, Mr. Bashir Khan (bashir.khan@packages.com.pk) & Mr. Ahsan Fayyaz Cheema (ahsan.cheema@packages.com.pk).
- If you sign up for this meal plan, you will be committed to this menu for entire month and can only switch to other menu at the beginning of next month.
- There are no extra charges for switching to this meal plan.



**GOOD
NEWS**

MINIMUM ✓ **OPD** LIMITS



are now enhanced under Packages Group's Medical Insurance Policy for all Management Employees:

	OLD Limits / year	Enhanced Limits / year
UNMARRIED	Rs. 35,000	Rs. 50,000
MARRIED	Rs. 50,000	Rs. 75,000



ANOTHER EXCITING ADDITION TO KEEP YOU **HEALTHY & FIT**

Because we
CARE



Packages Group is pleased to announce the

BRAVE GYM

membership for its staff in Grades:
E2 and Above | TE4 and Above
(Lahore based)

TERMS AND CONDITIONS

- 40 employees will be facilitated per day.
- First come, first served basis.
- Gym entry passes can be collected and returned to Gym reception on daily basis.
- Facility can be availed before/ after office hours.
- Gym Timings: Monday to Friday 7 am to 11 pm,
Saturday 12 pm to 8 pm.
- Gym remains closed on Sundays.



For more details, contact your HRBP.

Because we
CARE

NO MORE CAP ON HOTEL STAYS!

All employees can now avail their entitled hotel stays, on official visits, without any monetary limits.



See Intranet for details

Because we
CARE

NOW OFFERING LAPTOPS BUYBACK OPPORTUNITY TO ALL THE EMPLOYEES

We are pleased to announce that you can now buy back your company-provided laptops on completion of 4 years at **only 15% of the cost**.



- Effective for laptops having a purchase date from 1st January 2022 onwards
- Terms & Conditions apply
- See the attached laptop policy for details

Because we
CARE

**ENJOY THE
VACATION WITH
YOUR FAMILY
AND FRIENDS**

We are pleased to announce a new, upgraded Junior Rest House facility in Murree for E3-E2 and TE2-TE5 grades.

Other Terms & Conditions will remain same.



Because we
CARE

NOW OFFERING MOTORBIKES TO TERRITORY INCHARGES

We are pleased to announce that all Territory Incharges in BUCP Sales Team will be provided with company maintained motorbikes in order to perform their duties and market visits more efficiently.*



 Terms & Conditions apply.

DO YOU WANT TO MAKE EXTRA MONEY?

Follow the

LEAD GENERATION PROGRAM

for Packages Group employees

Packages Group employees can avail two types of incentives from IGI Securities:

- One-time up-front incentive at 2% upon opening of account/onboarding client capped at Rs. 50,000.
- Recurring incentive at 22% as and when brokerage fee is generated from the introduced client.

For further details, contact on numbers below during business hours:

Lahore: Zaeem Khan – 0321 4772883

Karachi: Nida Pervaiz – 0301 8433639

Islamabad: M Naveed – 0345-5599900



Because we
CARE

NOW OFFERING MOTORBIKES TO IGI GENERAL EMPLOYEES IN E, E1, E2 & E3 GRADES

- ✓ We are pleased to announce that the benefit has been extended to employees in grade E, E1 and E2.
- ✓ The Entitlement limit has been upgraded for employees in E3 grade.



Terms & Conditions apply.
Contact your HRBP for detailed policy.

Variable Pay (VP) Policy

All E-4, E-1 & 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 internet portal for details

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 31st 2022**, for Packages Ltd., Packages Convertors Ltd., BSP, DIC Pakistan Ltd., OmyaPack, StarchPack, Packages Mill, ICI General, ICI Life, and ICI Securities.

NEW LIMITS (in PKR)

- Hospitalization (Annual) **250,000**
- 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	150,000
Legal Abortion	50,000



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

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



Log on to internet portal for details

✓ 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 charged after six years only as per car policy.*



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 is personal user's car delivery certificate. (Effective from 1st May 2022).
*Apply for the car monetization allowance.



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 internet portal to see the eligibility criteria and contact your HRBP for further details.



SUCCESS STORIES





Once again, in partnership with Lahore University of Management Sciences, our bespoke **Certificate Program in Business Management (CPBM)** is back!



ORGANIZATIONAL DEVELOPMENT

CERTIFICATE PROGRAM IN BUSINESS MANAGEMENT (CPBM)

In accordance with our value to lead, we are staunch believers in building future-ready leaders. Packages Group's flagship program, CPBM, was re-ignited in 2022 after a gap of almost 5 years.



CPBM is designed as a mini-MBA in collaboration with LUMS to develop the organization's top talent to take up leadership roles in the future. This 12-month program covers various areas like Operations, Sales & Marketing, Finance, Talent Management, etc. to give the participants a holistic overview of the business. Most importantly, this program helps build a leader's mindset and induces an appreciation for the fact that no function can operate as a silo. Effective cross-functional coordination is a must for successfully operating a business. A strategic leader must have a deep understanding of all the business areas to effectively operate and develop the business.

OD team carried out extensive pre-work before launching the CPBM program. The structure for CPBM was discussed at length with the LUMS faculty to update the content of modules according to changing business dynamics, for instance, a module related to Digitalization and Innovation Strategy has been included. Furthermore, the CPBM faculty conducted in-depth LNA Sessions on 30th October 2022 for the first 2 modules. In these sessions, they met all the BUMs, Group Heads for different functions, and line managers of the participants to get a clear perspective on what issues need to be focused on and developed cases based on current challenges being faced by Packages Group. 2 focus groups were also conducted with the participants to gain an understanding of their expectations from the program.

The program was officially initiated in a ceremonious event at REDC – LUMS on 8 November 2022 where we celebrated 25 years of partnership between Packages and LUMS. The purpose of this event was to brief the participants about the program structure and introduce them to the faculty. Our revered guests (various BUMs and Group Heads) shared their personal CPBM experiences and learnings with the participants and some words of wisdom as to how to best utilize this opportunity. As a result of our rigorous selection process, 43 outperformers were chosen for CPBM 2022 batch from across the group. We wish the very best of luck to all the participants in this program and their future endeavors. Onwards and upwards!



EMPLOYEE ENGAGEMENT CONNECT WITH MR. KAIFEE SIDDIQUI

Kaifee Siddiqui GHRL, Samar Khosa Group OD Manager, and HRBPs held engagement sessions across the Group with employees. More than 600 employees across Lahore, Kasur, and Karachi attended the sessions, where candid discussions regarding career, development, and their concerns were addressed. As an outcome of these discussions, the HR team developed action plans to address any burning concerns shared by employees and the employees got an opportunity to understand the company policies better.



PERFORMANCE RECOGNITION AWARDS FOR TE GRADES

Star Performer awards were presented to high achievers amongst the Technical Executives across the Group. These awards were presented as a token of appreciation to all those employees who have made contributions beyond the scope of their JD's to push the organization further toward achieving its targets. The award categories identified are as follows:

- Cultural transformation
- Innovation
- Value addition
- Kaizen
- Outstanding Contribution

To celebrate the success of our Star Performers, standees with their names, pictures, and details of achievements were displayed in their respective business units. We are thankful to all our employees for their unwavering dedication and tireless efforts that have helped us excel as a Group.



EMPLOYEE ENGAGEMENT SURVEY

Packages Group OD team-initiated Employee Engagement Survey on 26th October 2022 to gauge the level of employee engagement throughout the organization. An engaged workforce is highly motivated and aligned with the organizational goals, more productive, and likely to yield a lower turnover rate. Engagement survey scores provide crucial insights into the opportunities and challenges within the organization. These insights serve as guidelines for management to build strategies that are more impactful and effectively address employee pain points.

The survey was concluded on 25th November with an overwhelming response rate of 98% across the group. The entire HR team is highly obliged to the employees for their active participation and the management now eagerly awaits results to play its part in building a better organizational culture through more targeted strategies. We look forward to continued trust, support, and cooperation on part of all the employees.

Thank you

all for your taking out the time to fill the Employee Engagement Survey.

We are delighted at the record response rate for the survey at

98%

BUSINESS UNIT	COMPLETION RATE
BSP	95%
DIC	99%
IGI General	100%
IGI Securities	100%
OmyaPack	100%
PCL - BUCP	99%
PCL - BUFC	100%
PCL - BUFP	98%
PREL	100%
Shared Services	95%
StarchPack	100%
TPFL	99%
OVERALL	98%



LEARN TO LEAD

Behold your learning partner! After conducting a rigorous training need analysis across the Group of over 1,000 employees, the OD team has designed a Learn to Lead learning platform to address the learning gaps of our employees. Learn to Lead is an effort to bring together employees across the Group on a shared learning platform where leading experts from the industry can equip our future leaders, all the while keeping our unique culture and learning needs in mind. Stay tuned for our learning calendar.

From September to December 2022, we successfully organized 8 training programs for the entire Group. The details of these trainings are as follows:

LUMINA SPARK

- o Organization: SeidoHR
- o Trainer: Zainab Khan
- o Dates: 15-16 September and 15-16 December 2022

Lumina Spark is a self-awareness journey combined with the science of people management. The Lumina tool is based on and validated by scientific research. It helps you embrace your personality traits and build on your strengths and examine your weaknesses. Participants also learn to identify their archetypes as well as those of others to effectively manage teams while discovering their "3 Personas" - the Underlying self, the Everyday self, and the Overextended self.



MULTIPLIERS

- o Organization: FranklinCovey
- o Trainer: Huma Magsood
- o Date: 1 November 2022

This training is specially designed for mid to senior-level managers to help them keep their teams engaged while increasing their productivity. It helps participants understand how to unlock people's natural aptitudes at work, resulting in rekindled energy and enthusiasm as teams achieve stronger results. Leaders learn how to discover and ignite their teams' intelligence while creating a space for others to innovate and give them the right-size stretches to help them grow.



SPEAK LIKE A LEADER

- o Organization: Learning Minds
- o Trainer: Sohail Zindani
- o Date: 3 November 2022

We believe that effective communication is an art that can help you win battles. This training focuses on upgrading the public speaking skills of managers and stakeholders who must effectively put across their thoughts to engage the audience and inspire others to join their cause. The audience might range from senior management in the organization to your clients and team members. Participants also learn how to create content that pulls people in and how to organize their presentations and address questions.



ADVANCE EXCEL

- o Organization: PSTD
- o Trainer: Khuram Khan
- o Date: 8 and 15 November 2022

Since MS Excel is the most used tool in almost every department of the organization hence, we organized a 2-day training program for Advance Excel. The purpose of this training was to sharpen employees' data handling and analytical skills since extracting information from raw data is the real art. The training focused on how to organize and visualize data effectively, vital Excel Functions to make day-to-day tasks more effective and data presentation and analysis using pivot tables and charts. The participants were also introduced to Excel BI and basic functions.



EMOTIONAL WELLNESS SESSION

Our emotional and mental well-being is equally as important as our physical health. We are only as productive as our mental health allows us to be. An insightful half-day session was delivered by a renowned psychiatrist Dr. Saad Bashir on ways to manage stress and cultivate happiness. The session emphasized on how we are the masters of our state of mind, reactions, and happiness. He discussed the factors that lead to happiness and shared physical exercises that reduce stress and relax body muscles. Participants also experienced music therapy with positive affirmations for deep relaxation.



6 CRITICAL PRACTICES

- o Organization: FranklinCovey
- o Trainer: Huma Magsood
- o Date: 22 November 2022

This program is specifically designed for first-time managers since transitioning from an individual contributor to a manager's role can be challenging. All they need is to develop a leader's mindset and learn how to engage their team and delegate responsibilities. This training teaches them how to develop a culture of 2-way "constructive feedback" to help improve their team's performance as well as their own. Young managers also how to manage their time and energy as newly appointed team leaders.



MAKE A MARK

- Organization: Camelion
- Trainer: Muhammad Ali
- Date: 7 December 2022

Make a Mark is designed to improve participants' understanding of the business landscape and business drivers which can help them identify core problem areas in any given situation. Training also helps participants enhance their strategic orientation and decision-making skills to harness changing dynamics. The trainer used case studies and fun activities to implement the theories while creating a space for others to innovate and give them the right-size stretches to help them grow.



CONNECT CAFÉ

Connect Café is an initiative to strengthen communication between our leadership and employees. Short, informal coffee chats were held between Syed Hyder Ali, Syeda Henna Babar Ali, and some of our younger employees where they shared their innovative ideas and challenges with SHA and SHBA, and found prompt solutions, suggestions and encouragement to innovate. We hope to build on this platform going forward to instill a culture of openness within the Group.



ENGLISH LANGUAGE WORKSHOP

- Organization: All Institute of Education
- Date: 14 October 2022

A one-day English Language workshop was arranged at All Institute of Education for the employees from TE Grades to enhance their English communication skills. The training involved exercises like how to effectively introduce yourself and put across your requests both verbally and in writing.



MANAGEMENT TRAINEE PROGRAM

Packages Group aims to be the leader in every industry. Hence, we are always on the lookout for the best talent in the market. Our Management Trainee Program is designed to filter the most outstanding candidates who are not only highly competent and rigorous but also appreciate our values and culture. Inducting young blood into our organization is always a ceremonious event marking new beginnings for both the trainees and the Group.



Management Trainee Batch 2022 comprising 18 MTs was on-boarded on 4 August 2022 followed by a week-long orientation session. The highlights of the orientation week are as follows:

- Session with MD Packages Group, Syed Hyder Ali: MTs briefly introduced themselves to the MD while he shared the growth trajectory for Packages Group thus far and plans for the future.
- Insightful sessions with Group Heads and BUMs: During these sessions, the trainees learned about the journey of our senior management and the dynamics of their respective functions/business units.
- Health and Safety Training: Management Trainees were filled in on the safety protocols of the facility and were trained on how to use a fire extinguisher in case of emergency.
- Factory Visits: Management Trainees also had a chance to visit the production sites in Lahore and Kasur where the production teams exposed them to the entire production process with all its intricacies and challenges.

Our 18 MTs, coming from both Business Management and Engineering backgrounds, have been placed in different business units across the Group including Shared Services, Packages Convertors Limited, DIC, and PREL. During these rotations, MTs are assigned individual projects and their performance is evaluated every quarter. Every quarter MTs present their progress on the assigned projects to the MD and his direct reports from across the group. This quarterly feedback cycle ensures that our Management Trainees get the best learning experience and share their innovative ideas with the management. The first quarterly presentations were held on 4 November 2022.

To further elevate the learning experience for our MTs, they have been assigned Mentors who are either Group Heads for different functions or Business Unit Managers. The purpose of this arrangement is to provide an opportunity for the Mentees to build a relationship with and learn from the experience of our senior management. Mentors are supposed to guide Mentees regarding their projects, their careers, and how to effectively deal with the challenges they might be facing. To help them adjust better in the organization and understand our culture, each MT has also been assigned a Buddy.

Muniza Talib
MTOArfa Waseem Khan
MTOAyesha Neuman
MTOAhmed Munir
MTOAsad Manzoor
MTOFatima Raza
MTOHamza Rashid
MTOHira Tehseen
MTOMehwish Javed
MTOSyeda Ailzeh Jafri
MTOZoha Naveed
MTOTanzeel Ali
MTOHaris Bilal
MTOHaris Imran
MTOKhizer Adnan
MTOHamza Zaib
MTOJunaid Wahab
MTOM. Hamza Javed
MTO

We are excited to be a part of such a dynamic and growth-oriented organization that provides opportunities to fresh graduates like most of us not only to explore the business and learn in the most conducive environment but also to voice and implement innovative ideas. Additionally, one also gets a chance to be mentored by the best in the industry. Looking forward to growing with Packages Group.

A FRESH PERSPECTIVE

SUMMER INTERNSHIP PROGRAM

Packages Group kicked off its Summer Internship Program on 6 July 2022 with the induction of 34 interns. A full-day orientation session and lunch were organized to welcome our batch of Summer 2022 interns. The applicants were put through a thorough screening process after which the selected interns were offered internships for a duration of 6-8 weeks. The interns with both business and engineering backgrounds were placed in various business units and were assigned several projects. After completing their internship duration, all interns presented their projects to their line managers for evaluation, and internship certificates were awarded to them by their respective business units. The program not only helped strengthen our employer brand but also helped us build a robust talent pipeline while also providing an excellent opportunity for students to explore the corporate world.



VALUING THE VALUES

Our corporate values are our guiding principles not just for business but also for our day-to-day dealings within and outside the organization. These values are what make our culture all the more unique and desirable. As a result, we have taken the initiative to highlight people who have fully embraced our values and whose actions reflect them. The idea behind this approach is to spread positivity and to impress upon our employees the importance of living by these values.



Thank you
*Nayab
Bibi*

We owe our gratitude to **Nayab Bibi** for her **Honesty & Integrity**. She returned the lost wallet of our guest which he forgot in the restroom.



VALUING THE
VALUES

Nayab Bibi
HR Head Staff

SHARED SERVICES

SBA TALK SESSIONS

Two SBA talk sessions were held on 22 July & 29 July respectively for Packages Limited and Packages Convertors.



FEMALE TOWN HALL

As a part of our diversity & inclusion agenda female employees from all over the group were invited for a session with HR. The purpose of this session was to understand the type of challenges female employees might be facing within the organization and to devise effective solutions in collaboration with them. We are thankful to all our female employees for sharing their valuable feedback with us as such sessions help us enhance employee experience.



IT DEPARTMENT'S CRICKET MATCH

IT hosted a team-building event in the form of a cricket match which is the right way to engage, boost and forge an unstoppable crew. It was a sort of ice-breaking event to engage cross-company IT staff members.



LONG SERVICE AWARD

Long service award has been awarded to all long serving employees of the Packages Limited and Packages Convertors.



SUSTAINABILITY

PACKAGES LIMITED'S COMMITMENT TO THE UNITED NATIONS GLOBAL COMPACT

Packages Limited is now a proud member of the United Nations Global Compact, which is our commitment to the UNGC's principles in the areas of human rights, labour, environment and anti-corruption. UNGC is the world's largest corporate citizenship initiative with thousands of business participants and other stakeholders from civil society, labour and government bases in over 160 countries. With this commitment we will internalize the ten principles within the company's strategies, policies and operations and undertake projects to advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. Implementation of the universal principles into business is a long-term process and a path to continuous improvement must be followed through sustained support from the leadership.



PACKAGES LIMITED ON CDP

Today's sustainability leaders know that their environmental risks and impact don't end at the office door. Investors, consumers and policymakers want to see companies taking responsibility for their value chain and purchasing decisions. At Packages Group, as a responsible organization, we strongly believe in doing well and doing good. In continuation of our sustainability efforts, Packages Limited is now on CDP, which is a global environmental impact non-profit, providing a platform for all companies and cities to report information on their climate, water and deforestation impacts. Over the past 20 years CDP has created a system that has resulted in unparalleled engagement on environmental issues. The global economy looks to CDP as the gold standard of environmental reporting, and they hold the world's richest and most comprehensive dataset on how companies and cities measure, understand and address their environmental impacts. This would be a big step towards our sustainability goals as an organization.



ENERGY MANAGEMENT SYSTEMS TRAINING BY SGS PAKISTAN

2-day training on Implementation and Auditing of Energy Management Systems ISO50001:2018 was conducted in Inhad Hall Packages Limited with the help of SGS Pakistan. Rana Atif Naseer delivered this informative session for participants from Packages Limited, Packages Convertors Limited, Bulkeh Shah Packaging (Pvt.) Limited, DIC, OmyaPak and Packages Real Estate. This voluntary EnMS standard helps organizations boost energy productivity and cut costs, ultimately benefiting the organization. ISO 50001 provides a framework in order to achieve your energy goals-reducing depletion of energy resources which in return helps mitigate climate change, and also improving the efficiency within the organization's operations.



TREE PLANTATION WITH WWF PAKISTAN

6,000 trees were planted with the help of WWF Pakistan at GCU and UET RSK campuses. Volunteers from different Packages Group companies participated in the activity and spreading awareness about the importance of trees in a sustainable world and also in mitigating the climate risks associated with global warming.



VISIT TO STORA ENSO, SWEDEN

Our Group Manager Sustainability, Ms. Ayesha Aziz visited Stora Enso Head Office in Stockholm, Sweden to share the progress of the LSK schools and discuss other topics of mutual interest. Meetings with Corporate Sustainability team of Stora Enso and Tetra Pak were also part of the agenda to enhance knowledge and share ideas of embedding sustainability across the organization at all levels. Discussions on Sustainability Data Management, Materiality Assessment, Responsible Sourcing and Risk Management, Human Rights and Gender Equality were also part of these meetings with the leading international packaging organizations.



Our Group Manager Sustainability, Ms. Ayesha Aziz along with CFO Bulieh Shah Mr. Waqas Munir participated in the two-day training on Green, Social and Sustainability Bonds conducted by IFC in partnership with International Capital Markets Association (ICMA) at Ritz Carlton Dubai. The training was led by Ms. Berit Lindholt - Senior Climate Finance Specialist at IFC and Mr. Martin Mills - Capital Markets Banker and Advisor to the IFC along with Mr. Francisco Awendano and Ms. Kalkham Onedarmy from the IFC. The training was designed to provide a deep technical insight on the GSS Bonds and the underlying drivers in sustainability finance. It also covered the latest climate finance and financial instruments. Esteemed international organizations participated in the dynamic training with some top companies from Pakistan including Packages Limited, Interloop Limited, Sapphire Textiles, Engro Corporation, Cui Ahmed and many others.



AWARD ON "RESPONSIBILITY IN HEALTH AND SAFETY"

Packages Limited received an award in the category of "Responsibility for Health & Safety" at the 8th International Conference and Awards organized by the Professionals Network. Muhammad Kashif and Tanveer Ahmed Sheikh represented Packages Group on this occasion at Marriott Karachi.



RESPECTFUL WORKPLACES TRAINING FOR NEW JOINERS

Respectful Workplaces training for the Prevention of Sexual Harassment in the Workplace session was conducted in Inshad Hall, Packages Limited Lahore for the employees of Packages Limited, Packages Convertors Limited and DIC Pakistan Limited. Being a signatory to the United Nations Global Compact and endorsing the Sustainable Development Goal, this is one of our initiatives for SDG 5: Gender Equality.



MEDICAL CAMPS WITH PHOENIX FOUNDATION FOR RESEARCH AND DEVELOPMENT

4 medical camps were organized with the help of Phoenix Foundation for Research and Development at Jhang, Peer Mahal, Hujra Shah Muqem and Dheing Shah in the 3rd quarter of 2022. More than 1200 patients were treated free of cost and given free medicines and guidance for further treatment.



EXECUTIVE PRESENCE & PERSONAL SAVVY FOR WOMEN

3rd batch of female employees participated in the full day Master Class on Executive Presence and Professional Savvy for women in Inshad Hall Packages conducted by Ms. Madelha I. Khan from Center for Advanced HR and Executive Presence. These customized modules are aimed at SDG 5: Gender Equality and specifically at target 5.5: Ensuring women's full and effective participation and equal opportunities for leadership at all levels of decision making.



GROUP WIDE QMS TRAINING PROGRAM

Group wide QMS training program was initiated at Inshad Hall Packages Limited, with a session on QMS Risk Management, conducted by Mr. Asif Javed from DIC. The modules on Cost of Quality and QMS Process Approach were conducted by Mr. Omar Iqbal from PCL and Muhammad Shabbir from BSP in the second phase of our Group Wide QMS training plan. A module on 7 Principles of Quality Management was conducted by Mr. Nemat Ali from Ormya Pack. Participants from PCL, BSP, DIC and Ormya Pack attended the interactive modules in Inshad Hall Packages Limited. This is part of our integrated and standardized approach to Management Systems with a focus on Quality Management, which is directly linked to Business Sustainability. More sessions are in the pipeline by various internal trainers from across the Group.





Fatma Hamied
Group Manager Talent

Having a passion to make an improvement in human lives, I have joined a new community where I am fully geared to make a notable difference. Human talent is limitless and to tap the right features and competencies of employees at the right time is what takes a company to new heights! Looking forward to helping each employee reach and exhibit their true potential and together seeing the business grow and thrive continually.



M. Ali Chaudhary
Internal Auditor

Packages, as an organization, is very welcoming for young professionals and individuals, it has been a great learning experience for me so far at Packages. One should surely benefit from this organization's vast amount of exposure that it provides due to its range and scope of operations and add to their skill set.



Tahira Sadig
HR Business Partner
Karachi

Being part of Packages Group as a fresh graduate has taught me many things; every day is a new learning opportunity. I would say the most interesting part of my role would be that I get to set a precedence with whatever I do since it is a new position. And I think that in itself is very empowering.



Ibrahim Shah Khan
Data Analytics Manager
Business Excellence

The journey at Packages since my joining in July has been a roller coaster ride. The group is an ecosystem of many business entities, and it presents tons of learning opportunities for data enthusiasts like me. Looking forward to what the future holds!



Maha Athar Butt
E-Commerce Manager

I am pleased to share that I have joined Packages Group as a Group E-commerce Manager in Business Excellence Department. I have a total of 6 years of corporate experience in the field of Ecommerce, Category Building and Strategic Planning. In my overall working experience, I have been honored to work with renowned companies of Pakistan such as Nishat Group, Daraz & EMPG. I am excited to be a part of this prestigious organization and I look forward to learning from all my colleagues.



Syed Talha Ali
Financial Analyst

I am excited that I joined Packages Limited, so far I have met some of the most competent and hardworking people here. I hope my journey here is full of learning and advancement, and I hope that it brings out the best in me. I aspire to do great things here

A FRESH PERSPECTIVE



M. Aamir
Head of ERP

I don't judge each day by the harvest I reap but the seeds I plant. I try to focus on values rather than a man of success and I believe Packages does. I steer myself in the direction that I choose and its Packages now because I foresee the great potential of growth of Packages Group and deep learning opportunity for myself.



Ahsan Arshad
Portfolio Manager
Investments

It's been an exciting start so far and my job motivates me. Organizational culture is also good and coworkers are very supportive.



M. Salman Ahsraf
Team Lead ABAP

I joined packages a few months back and it has been a very enriching experience for me so far. I find myself among a group of like-minded colleagues who share their experiences and work together in the spirit of betterment. The best part of working in Packages Group is that you get to work with people from multiple entities and different sets of technologies to achieve a common goal. I am looking forward to a wonderful journey with the Packages.



M. Khubaib Alam
Head of IT Governance &
Program Management

"I am excited to be a part of a dynamic and innovative team at a leading and diversified group of companies. I am glad to join at such an exciting and growth-oriented time when the group is initiating a major digital transformation journey. I aspire to learn and grow myself during this transformation and bring in my contribution in this journey through my past experiences to solve the critical problems and deliver the most value to the business.



Abdul Moesed Faisal
Data Analyst
Supply Chain

As a new member of the team, I am excited to join such a dynamic and forward-thinking company. I have been impressed by the company's commitment to innovation and providing high-quality products and services to our customers. I am eager to contribute to the team and help drive the company's success in the future. I am looking forward to getting to know my colleagues and working together to achieve our goals. I am confident that my skills and experience will be valuable assets to the team and I am excited to see what the future holds for our company.

Hamza Butt
Digital Marketing Manager

As a new member of the team, I am excited to join such a dynamic and forward-thinking company. I have been impressed by the company's commitment to innovation and providing high-quality products and services to our customers. I am eager to contribute to the team and help drive the company's success in the future. I am looking forward to getting to know my colleagues and working together to achieve our goals. I am confident that my skills and experience will be valuable assets to the team and I am excited to see what the future holds for our company.



WORLD CLASS MANUFACTURING (WCM)

World Class Manufacturing is the process of being the best, the fastest, and the lowest cost producer of a product or service. It implies the constant improvement of products, processes, and services to remain the industry leader and provide the best choice for customers regardless of where they are in the process. We have kicked Off WCM in all 3 Business Units at Packages Converter Limited BUFP, BUFC and BUCP. We have launched 6 Pillars in total out of 10.

Autonomous Maintenance-Planned, Maintenance-Quality, Management-Focused Improvement-SHE-Education & Training, Concluded Pillar Formation in all BUs along with Roles and Responsibilities, Basic Trainings on WCM Methodology, Pillar Master Plan, Launch Kaizen Teams, Root Cause Analysis, Skill Gaps identification and their training Plan, Cell & Pillar Structures.

Recently an external Audit was conducted by Auditor [Mr. Kizu Sugiyama] from the Japan Institute of Plant Maintenance [JIPM]. He audited all 3 Business Units at PCL along with a presentation given to him by all Pillar leaders. He also had a detailed round of all Shop Floors to have a clear understanding of operations and how to improve the activities as per WCM Methodology. He was satisfied with the overall efforts of the teams and showed complete confidence that PCL is on the right track to becoming a world-class manufacturing facility. He also Audited Corrugator Plant at Bulleh Shah Packaging.



PACKAGES CONVERTORS

LAMHAY



Packages Convertors

BUCP

EMBRACE LAUNCHED - PAKISTAN'S MOST COMFORTABLE SANITARY NAPKINS

We are delighted to share with the world that Packages Convertors Limited has launched Pakistan's most comfortable sanitary napkins under the brand name "embrace".



APPRECIATION SESSION FOR MALFLEX INTEGRATION TEAM

An appreciation session was conducted for the Malflex Integration Team which was attended by MD Syed Hyder Ali as well who appreciated the efforts of the team and distributed gifts to them.



SUCCESS CELEBRATION FOR QUALITY ASSURANCE TEAM

To inculcate a culture of recognition and employee success celebration, a small celebration activity was conducted for the Quality Assurance team to celebrate their win and recognize the performance of the best team.



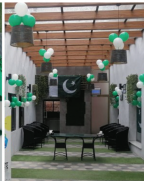
BIRTHDAY CELEBRATIONS AT BUCP

A glimpse of how we celebrate little happiness. Employees Birthday Celebrations at BUCP:



INDEPENDENCE DAY CELEBRATIONS AT BUCP

Every corner of the Consumer Division office is ready for the 75th Independence Day celebration. The unity of our team enables us to achieve every goal, faith in ourselves helps us add value, and only through sheer hard work and discipline, do we keep ourselves going. For us, Independence Day is the celebration of people who believe in our vision of making a safer and healthier Pakistan.



EARTH DAY CELEBRATED AT BUCP

We're driven to play our part for a sustainable future. Each year, we wish to make consistent efforts in achieving a greener earth. And we couldn't find any way better than this to celebrate Earth Day.



TRAINING SESSION FOR AFH SALES TEAM

We believe in empowering our teams by providing them with a richer understanding of the products, customers, and industry, so they can provide better support to customers. This is the culture that we want to cultivate for our employees, where their leadership skills get boosted. A session was conducted for the AFH sales team in Karachi, Lahore, and Islamabad for AFH Sales Territory Operational Plan Training.



LONG SERVICE AWARDS AT BUCP

Long Service awards were given to employees to thank them for their contribution to the company for a such long tenure.



TEAM BUILDING LUNCH IN KASUR

CPO Retail Sales Team heads to Kasur to enjoy Javed fish after the successful month closing activity.



LAUNCH OF EMBRACE AND AWARENESS SESSION ON MENSTRUAL HYGIENE AND SEXUAL/REPRODUCTIVE HEALTH

The embrace team arranged an Awareness Session on Menstrual Hygiene and Sexual/Reproductive Health for all the female employees of Packages. This session was specifically arranged to have an in-depth discussion with our Gynecologist that can help females to better understand their bodies during menstruation and the reproductive cycle.



SALES TRAINING



We believe in empowering our teams by providing them with a richer understanding of the products, customers, and industry, so they can provide better support to customers. This is the culture that we want to cultivate for our employees, where their leadership skills get boosted. Safer Pakistan is our ultimate objective for institutional sales.

**ROSE
PETAL[®]
PROFESSIONAL**



SAFETY LOCK

2022

SAFETY LOCKED

HIGHEST NUMBER OF SAFER WORKPLACES UNLOCKED

PARTNERING WITH CUSTOMERS FOR BETTERMENT

The Safety Lock Campaign is initiated by ROSE PETAL Professional marketing. Partnership objective is to assure hygiene safety and employees wellbeing for hospitals and restaurants. For this purpose free of cost 200 hand towel dispensers deployed nationwide by ROSEPETAL Professional team and customers made an agreement of year long hand towel consumption. Together we aim to make Pakistan a safe and hygienic country.

14+ ACCOUNTS COVERED



PATEL HOSPITAL
A Project of Patel Foundation

300+ HAND TOWEL CASES CONSUMPTION PER MONTH SECURED

SAFETY LOCKED AWARENESS

The Safety Locked Campaign was also pushed through our digital content to raise awareness among potential customers about the significance of clean offices, hospitals, and commercial spaces. Our existing and potential customers

informed about our platform as one stop solution.



FEATURED ON DISCOVER PAKISTAN



Discover Pakistan is Pakistan's First Tourism HD Satellite TV with the mission of projecting Pakistan's natural beauty and developments in different industries. ROSE PETAL Professional's story was covered in their Made in Pakistan Series which highlighted the most successful businesses of the nation. The episode was received very well by the audience appreciating the efforts of ROSE PETAL Professional for offering the complete hygiene basket for institutions.

Wash

Dry

Germs Bubyel!

ROSE PETAL



The ^{ROSE}PETAL brand took on many endeavors this past year, all of which proved to be extremely successful! Always keeping under the umbrella of hygiene and well-being, our campaigns and their unique communications sought to make Pakistani families safer and healthier.

Our mentholated Flu Pack re-entered the market with a sophisticated, revamped design with the main objective of providing our consumers with the utmost, soothing relief during flu and allergy season. With a refreshing menthol fragrance and soft quality, the product provides immediate and comforting alleviation to stuffy noses that would otherwise be harmed with rougher, flimsier alternatives.

Furthermore, our Maxob Toilet Roll "Wash, Dry, Germs Bubyel!" campaign saw an evolution in its messaging by building on the product's new and improved softness that makes its significant use-case all-the-more appealing and practical. With a consumer friendly and conversational tone of voice, the mega campaign continued to push for the much-needed behavior change of "washing after drying" with a softer-than-ever toilet roll across multiple mediums: 46 nationwide OOH, deployment of brand ambassadors at 70 stores, toilet stall branding on 89 doors, going on-air on 14 channels, as well as substantial push across all digital platforms like Facebook, Instagram, YouTube and Google - all of which was CTA driven towards our Daraz store where the product can be purchased efficiently in the form of several promos and offers.

An exciting collaboration materialized for the brand this year in partnership with the hit blockbuster film "The Legend of Maula Jatt". Our special edition Pocket Packs featured the film's popular protagonist and antagonist in a modern design with further delight for our consumers with the 20% discount coupon on "The Legend of Maula Jatt" movie tickets found upon our Multi-Color packs.

ROSE
PETAL
FLU PACK

It is mentholated and a great partner in flu and allergy season.



ROSE
PETAL
Maxob
Toilet Roll

Introducing The New and Improved Maxob




ROSE
PETAL
POCKET PACK

collaborated with the Blockbuster hit and introduced special edition pocket packs and a 20% discount coupon on the ticket on our multicolor





The  brand saw the dawn of a new era in the year 2022 by going big and going digital with our communications!

The 'big idea' leant on the insight that Pakistani's, at the intersection of their 'desi-ness' and 'creativity', are able to come up with effective solutions or 'jugaad', and in our case, they found solutions to all things cleanliness and cleaning up with our strong, absorbent and multipurpose Tulip tissue.

The #TulipKiJugaad campaign came to life using the lively platform: TikTok! Major influencers, the likes of Jannat Mirza, Nimra Ali, Ali Fayyaz and many more, hopped on the trend and showcased their top-notch creativity and belief in our product.

Our digital front grew stronger with the integration of other platforms like Facebook and Instagram, all CTA driven to our Tulip Daraz flagship store which offers many deals, promotions, and efficient online purchasing of our varied products like the absorbent Tissue Roll, water-resistant and multipurpose Soft Pack and ever-so convenient and durable Party Pack.



MOTORBIKES DISTRIBUTION CEREMONY HELD

A motorbikes distribution ceremony was conducted to hand over bikes to Territory In-charges in BUCP, as a tool of trade so that they can effectively perform their market visits and job activities



BUFP

BUFP ORGANIZED A TRAINING SESSION FOR ITS STAFF, "SIMPLEXITY THINKING"

BUFP organized a training session for its staff, "Simplicity Thinking" at Greenfields Country Club. The Simplicity Thinking training guides through the 8-step process that asks "How might we" from problem finding to action. The training provides a clear process for problem solving, a metric to create balanced teams and ensure that participants understand the innovation styles and have the tools they need to tackle any kind of problem.



BLOWN FILM LINE INSTALLATION AND COMMISSIONING

It is a pleasure and honor to announce that BUFP, EHS and Civil team has achieved 151,032 Safe Man-hours in installation and commissioning of W&H 5 Layer Blown Film Line. This milestone is achieved through team work on EHS protocols and depicts both systematic approach and implementations on the field. This would have not been possible without the strong management commitment and dedicated effort of each individual. BUFP and EHS is committed to continue this journey with same zeal and zest.



151K
SAFE MAN HOURS
WITHOUT LTA

LAUNCH OF BUFP DIGITAL TRAINING PLATFORM IN COLLABORATION WITH IGI FSI

BUFP collaborated with IGI FSI to launch a digital training Platform on 'Safety Precautions for Rotogravure Printing Machine'. Training and Upskilling is a pre-requisite to enhancing operations and workforce productivity and it needs to be in line with the way the world is now consuming content – primarily on computers and Smartphones. A growing body of evidence is also showing that digital learning is more effective and interactive compared to the more traditional ways. Packages Limited believes in empowering employees through training and learning opportunities. This training will help equip the Machine Crew on the safety and Production Protocols of the Rotogravure Department. The Training Platform entails an interactive video, followed by a Quiz to test your understanding of the subject matter. On attaining a sufficient understanding of the subject, the trainee is provided with a digital Certificate as well.

MANAGER OF THE YEAR 2022



**MANAGER
OF THE
YEAR 2022
BUFP**

for outstanding performance
in BUFP Sales.



Key Account Manager



NEW SALES OFFICE

I think one of the primary considerations of a workplace environment is interior design. For me, the relationship between workplace interiors goes far more than just aesthetics. The workplace environment plays a vital role in enhancing employees' performance, efficiency, productivity, and focus and impacts the attitude and overall output. Talking about the shift from the old to the new office, one thing that has made a significant change is the space and no more clutter. Everyone loves space and a suitable layout in their workplaces. Besides the fact that it makes employees free enough to express themselves, it gives room for proper workplace design. The office has optimized lighting and I think light is a vital element in any workplace to boost the energy level of employees. Now, the lighting is abundant. Both, natural and electric sources make a perfect mix. The office all brightened up not only just brighten up the floor but the mood and vibe of the workplace. The interior, décor, furniture, and color theme make the environment warm and welcoming. Various wall arts and other forms of décor increase the beauty of the interior design of the workplace. The perfect blend of earthy colors along with the plants and greenery make the workplace feel relaxing. The breakout area is beautifully maintained along the kitchen which gives everyone time to take quick breaks and recharge for work again. Top of everything, improved hygiene and cleanliness is commendable and aid everyone to feel happier and healthy without losing concentration. I would also like to thank Mr. Ahmed Hassan Tariq (AMM-N&C) who presented customized gifts to BUFP Sales team to welcome us into the new office.



Article by Laiba Tariq

BUFP SAFETY TOWNHALLS

Safety is more than just ticking a box — it lays a foundation that brings out the best in your team, your protocols, and your outputs. With the right tools and systems, people are empowered to do their best work every day and the difference is observed in the bottom line. Incassant efforts for EHS revamp in BUFP are being made and Townhalls are being organized regularly to build a true safety culture from the ground up with the shop floor team and recognize the efforts of the shop floor team on their excellent EHS performance.



BUFC

MANAGER OF THE YEAR 2022



**MANAGER
OF THE
YEAR 2022
BUFC**

for outstanding performance
in BUFC Sales.

Rhurrman Mannan



BUFC

HIGHEST DAILY PRODUCTION – OFFSET PRINTING

Our offset printing team achieves highest daily production i.e. 1,066,951 sheets in a single day



NEW MACHINE INSTALLATION – PAPER CUP

A new paper cup machine was installed at BUFC. A vertical startup - For 100 ml machine with a design speed of 200 cups/min.



NEW MACHINE INSTALLATION – FOLDING & GLUING

A new folding and gluing machine was installed at BUFC. A vertical startup for in-line glue detection, in-line mixing detection and automatic ejector



IN-HOUSE MODIFICATION

New FG Machine could not run due to drive malfunction and replacement drive could not be received due to the current economic situation (LCs issue), so the BUFC Electrical Team did in-house modification to run the machine successfully.

PKR 7.5 MILLION SAVED YTD BY

- Installation of VFDs
- Optimization of AHUs
- Offset Printing job-wise optimization
- Compressed air losses reduction



SHARED SERVICES

ANNUAL FAMILY FESTIVAL

One of the best days out was spent at the Annual Family Festival, celebrating and bringing together the families of non-management staff, arranged by the IR-Welfare department on 18 Dec 22. The families enjoyed the atmosphere and the children were excited about fun games, rides, and lucky draw prizes. Free biryani and mithai were distributed to all celebrating the fun and joy.



UMRAH BALLOTING

Umrah balloting was conducted to select three lucky employees from each category of executives and workers. Congratulations to all those who were selected for the Umrah pilgrimage.



WINNING HEARTS AND SAVING LIVES

IR-Welfare department joined hands with Sundas Foundation and held a blood donation drive on 01 November 2022, where PCL employees actively participated in the noble cause.



FOCUSING ON ONE OF THE CORE VALUES OF "CARE"

IR-Welfare department organized a free health & wellness camp on 30 November 22, by providing medical screening and dental consultancy for PCL employees in collaboration with Dr. Essa Laboratory and Diagnostic Centre.



MERRY CHRISTMAS TO ALL OUR CHRISTIAN COLLEAGUES!

Keeping up the traditions alive, the IR-Welfare department celebrated the annual Christmas cake cutting with sumptuous lunch for all the Christian employees. Group Head HR graced the occasion for the joy of sharing and spreading love this Christmas.



EHS

INTERNATIONAL DAY FOR FOOD LOSS AND FOOD WASTE AWARENESS

Packages Convertors Limited understands the importance to be aware of the food loss and food waste issue now more than ever to support and implement the global efforts towards resolving the problems of hunger and malnutrition. Therefore, this International day was observed through in-house awareness sessions with all employees regarding Food Loss & Food Waste Food Loss. Emphasizing its importance through religious teachings and ways to reduce food loss and food waste generation in our factory as well as homes.



FLT'S – TRAINING, AWARENESS & NEW FLEETS ADDITION

New 7 Battery Operated Heli Fork Lifts were added to improve work safety. External Trainer Mr. Babu Lal Joseph was engaged in the training of 96 operators in which Theoretical Training & Practical Assessment of all FLT staff was carried out. Successful participants were awarded the Certificate to authorize them for safe operation.

SAFE WORK ACHIEVEMENTS

We are delighted to announce that below mentioned Business Units & Departments have observed LTA-free days. This achievement resulted from continuous team effort and management commitment.

- | | |
|------|---|
| I. | HVAC has remained incident free since 2015; |
| II. | BUFC has observed 96 LTA-free days; |
| III. | MSRC has observed 459 LTA-free days; |
| IV. | BUFP has observed 238 LTA-free days. |

WALKWAYS CAMPAIGN

A walkway campaign has been initiated factory-wide to emphasize the importance of using walkways on roads and within departments along with keeping the walkways clean and clear especially for emergency purposes.

EMERGENCY RESPONSE PREPAREDNESS – FIRE MOCK DRILLS

To enhance the PCL Emergency team's capabilities, knowledge, and readiness to ensure site safety by timely and properly tackling an emergency, 22 Fire Mock Drills on Emergency Response Preparedness were conducted. Night Shift was the main focus area in which Scenario based drills were conducted throughout all Business Units.

The main aspect of the drill covers practical demonstration of:

1. Firefighting with the fire extinguisher and fire hydrant.
2. Rescue of injured or trapped persons during an emergency.
3. Inspection & Monitoring of firefighting truck of Packages Convertors was also a part of the Drill.
4. Competency Evaluation of PCL & PREPL Fire Team.



FIRE FIGHTING COMPETITION

Our fire team and security team took part in an Inhouse Fire Fighting Competition designed to work on combined firefighting skills and promote physical fitness, an essential part of structural firefighting. The competition includes a Running Competition (220 Meter Within 60 seconds), Wearing Fire Suit and SCBA within 60 seconds, Running with Fire Suit, SCBA, and Fire Hose 220 Meter Within 75 seconds, and Firefighting with Fire Hydrant.



IMPROVED WORKPLACE SAFETY - REVAMP & REINFORCEMENT OF ELECTRICAL SAFETY FRAMEWORK

The 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 i.e. Earthing Connections, Electrical Cables, Electrical Wiring, Earthing Pits, Sockets, Transformer, and all other Electrical Infrastructure. A detailed inspection for closure validation of External - Electrical Infrastructure was done by Central EHS, Engineering & WCM Team in which Earthing Pits, Electrical Distribution Boxes, and LT Panels were done.

DENGUE AWARENESS SESSION WITH PRIMARY AND SECONDARY TEAMS

An awareness session on Dengue Prevention and Control was organized by Packages Convertors Limited. The session focused on Dengue Breeding Season, Dengue Hazards, and Dengue Prevention Methods. Active measures were taken to control the dengue hazards within factory premises.

INTERNAL PTW & HAZARD AWARENESS TRAINING

All hazards that are found in the workplace should be reported immediately to a supervisor, the safety department, or management. Every employee should be made aware that this is the appropriate action to take should they encounter any hazard or potential hazard they discover. Regarding that to nourish a safety mindset within our staff, a PTW & Hazard Awareness Session was planned to improve the safety awareness culture in our organization. Topics covered under this training were Knowing & Understanding Workplace Hazards, Levels of Actions to Reduce or Remove Hazards - Hierarchy of Controls, Hazard Identification Exercise, Knowing & Understanding about Safety Gears, Operation, and Application of PTW, PTW Team Responsibilities, and Limitations of the PTW System.



FSSC UP-GRADATION VERSION 5.1 AUDIT



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. FSSC upgradation version 5.1 audit was conducted on 14.07.22. We are now being recommended for version 5.1 certification. This newer version will help the business units to ensure better food safety measures on floor and throughout the supply chain.

AWARENESS SESSIONS ON QMS & SPILL MANAGEMENT.

QMS awareness sessions of the stores team, BUCP, and BUFP were conducted in stores and Inshad Hall in August 2022. An awareness session on spill management along with a mock drill was conducted in Business Unit Flexible Packaging (BUFP) and Stores, focusing on avoiding and containing chemical spillage/contamination. The drill proved to be very useful for the participants for whom the key learnings were relatable and practical in their daily chemical handling activities.

CANTEEN HACCP CERTIFICATION AUDIT

HACCP certification audit for canteen was conducted on 5th and 6th of July 2022. We are now recommended for canteen HACCP certification.

KFC GLOBAL QUALITY & FOOD SAFETY TEAM VISIT

KFC global team lead including quality and food safety visited PCL BUFC and BUCP Conversion on 19th of July 2022. The visit was successful with overall good supplier customer business relationship.



FSC COC PRINCIPLES & STANDARD AWARENESS

An extensive session was conducted on FSC CoC – Principles & Standards in which participation from the Operations, Sales, Supply chain/ Dispatch and EHS teams of BUFC & BUCP and IT team was done. FSC CoC management system, material sourcing, material handling; FSC product records' sales, timber legality, Control of CoC Claims Credit, Percentage & Transfer Systems Labelling requirements, outsourcing and Activities on reclaimed wood and paper materials were majorly covered to ensure in-depth awareness and to explore R&D options within the standard scope; a total of 384 manhours were clocked.

EnMS ISO 50001 – SURVEILLANCE AUDIT

Packages Convertors Limited has a focused approach towards Energy Conservation through a continuous improvement process with an established framework of an Energy Management System to govern the same. PCL has done its Surveillance Audit for Energy Management System (EnMS) ISO 50001 by SGS Pakistan. The system of EnMS enables Business Units and Utility Departments in the certification scope to improve their energy performance through the identification of improvement opportunities in their operations and through better management of their energy resources hence contributing towards Energy Efficiency and Environment Sustainability.



Larailb Tariq
Accounts Executive



Packages group is the road where my professional journey has officially begun. I look forward to a ride filled with diversity, growth, and opportunities for my career excellence!



Hareem Fatima
Assistant Manager
Procurement



Reality comes with your mind. And your heart follows that reality. So, keep your mind focused and you'll be on the right path.



Syeda Ifrah Hashmi
Civil Engineer



I joined PCL as an AM Civil five months ago. This has been such a wonderful experience for me, and I'm grateful to my team and manager for supporting me and making this job so easy and enjoyable for me. I believe that working here will provide me with several opportunities to grow professionally and I'll be able to achieve my goals.



Sehrish Javed
Area Sales Manager - LHR
BUCP



This is Sehrish Javed, a mother of two wonderful children, an individual who is juggling between the hats she carries all day from corporate Boss lady to wifey & from a mom to an important person for herself. I just started working for Packages Group as a BUCP Area Sales Manager - Lahore. By giving me the chance to experience and learn about the diversity of business and culture, Packages has demonstrated their great faith in me. I am proud to share that company is facilitating me to break the stereotype that is glued to gender-specific roles. Here I am all thrilled & excited to be a Female Area Sales Manager & trying to inspire all the ladies who are still doubting. I am grateful for the opportunity I am availing myself with great responsibilities on my shoulders



Maham Asif
Graphics Designer
BUFP



Packages has helped me discover the technical knowledge of printing. The experience in the company has been great for me and has helped me become a better professional. In the end, I have to say that Packages gives us chance to become more successful in the future.

A FRESH PERSPECTIVE



Waqar Khan
Graphic Designer
BUFP

I joined Packages back in August 2022 and I knew Packages to be one of the best in the country in terms of providing packaging solutions - I knew what I was stepping into but I didn't know the sheer volume of institutional knowledge available. The amount of knowledge I gained over the period of 4 months is vast and every day is a step forward. The environment here is very encouraging and the team members are very supportive. I see myself with the company for a long time given the opportunity.



Teoba Irfan
Graphic Designer
BUFP

This is not only the start of my journey with packages but also in the cooperate world, and I won't deny that I'm blessed to begin this challenging yet wholesome time with a system like here in packages that uplifts their employees. I have really helpful colleagues and seniors, and I hope to strive for the best with their support.



M. Ali Mohsin
AM Electrical
BUFP

I am extremely delighted to be a part of a prestigious organization like packages group, which empowers me to learn and grow. I have been given a chance to network with professionals from diverse backgrounds and best of all is the cooperative environment which I found at packages. I am looking to take on exciting challenges and adventures that come with it.



Mehwish Mehmood
AM Planning
BUCP

I'm Mehwish Mehmood, an Electronics engineer employed by Packages Limited, as an Assistant Manager Planning. I now have the chance to debunk the myths about women in engineering and all thanks to Packages. The BUCP department has provided me with the chance to demonstrate that engineering is not just limited to one field by giving me the ability to lead teams, manage the planning, and improve my supply chain skills. And I genuinely value this cross-functional activity of my daily work. I've been able to learn more about my strengths as a team player as well as a team leader. I would advise those girls out there who are still debating whether engineering is the correct field for them to get into, or if they have already decided, to just know that they should never hesitate to follow their engineering careers just because it is known to be an uncommon path for women. Just stay committed and focused, and never view failure as a setback. Instead, get back up and continue working toward your objective.



Khuldeon Afi Baza
AM Electrical
BUFP

I'm having a phenomenal time working with packages. I've advanced professionally and personally with a remarkable learning experience, and I have made lifelong friendships and connections.





Fiaz Ahmad is working as Office Attendant in Internal Audit. He spent 45 years with the Packages family since 1977. 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!



Riaz Masih is working as a Housekeeper at BUCP. He is a very dedicated person and is always there to extend support to everyone in daily routine matters. Riaz is helping us to achieve the agenda of Hygiene and maintain a safe and healthy working environment for BUCP. We thank him for all his contributions.



M. Tariq is working as Gardener with Packages Group. He has a very positive attitude and has a lot of contributions in maintaining and enhancing the beauty of the BUCP lawn. We thank him for all his support.

OUR HEROES

BULLEH SHAH PACKAGING

1. Focus on preventive maintenance

2. Autonomous Maintenance Pillar

3. Planned Maintenance Pillar

4. Skills Development Pillar

5. Early Management Pillar

6. Quality Maintenance Pillar

7. Overall PM Pillar

8. Safety & Environment Pillar

TOTAL PRODUCTIVE
MAINTENANCE



RESPONSIBLE
Packaging

TOP PERFORMERS AWARDED "BSP STARS" TITLE

To acknowledge and appreciate the efforts of our top performers in different cost-saving and other projects BSP management hosted an award distribution ceremony with the name of "BSP Stars".



FAMILY MELA 2022

To Engage the families of our workers and third-party staff working in BSP, BSP management organized a Family Mela in one of the amusement parks in Kasur. More than 2500 hundred family members of our workers and 3rd Party employees attended the event. Some of the highlights from these are below:



UMRAH BALLOTING

As per the CBA agreement, balloting for Umrah 2022 was conducted in BSP's Kasur Mosque. M. Aslam from PM-6 Rebuild and Naveed Hassan from Gate Office along with M. Ishaq and Moazzam Ali from CP Kasur are the lucky ones who will be going to perform Umrah.



LONG SERVICE AWARDS

To respect and value experienced employees, BSP organizes Long Service Awards ceremony biannually. A ceremony was organized on 19th December 2022 in honor of employees who have completed their 35, 30, 25, 20, 15, and 10 years of service.



THE DAYCARE FACILITY IN KASUR

To facilitate working women at BSP, the management of BSP and HR set up a small daycare facility in Kasur. It is currently being used by two of our female employees and we are hoping to keep on expanding and improving the facility to help our diversity agenda as well.





M. Jahangir

Cost Controller
BUCP - BSP



Joined Packages in 1982, worked in the costing department and had different roles. Transferred to BSP in 2013 in the costing department, strongly believe in, "loyalty".

1. 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 makes me remain constant.

2. Do you recall your first day on the job?

Yes, I still recall the first day of my job. On the day of my joining, I was very nervous and anxious. I gave my best to the company and in return, the company has compensated me for my good-doings.

3. What is your favorite memory of BSP?

There are bundles of memories associated with BSP. One of my best memories which I would like to share is when the CEO of Stora Enso arranged a function in BSP for the employees, the function was well-managed and it built up the morals of the staff.

4. What motivates you to keep working at BSP?

The cooperation in the team is my biggest motivation. Moreover, the team works in a family-type environment and this thing gives me a feeling of motivation to work at BSP.

5. 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 employees. I urge them to stay loyal to the company.

6. 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.

7. Do you have a work nickname?

All my coworkers and my seniors call me "Dogar Sb".

OUR HEROES



Hamda Khalid
Accounts Executive

Hello, I am Hamda Khalid, I completed my BSc (Hons) in Accounting and Finance from Newcastle University, UK. I recently joined Bulleh Shah Packaging in the Financial Controlling Department as an Accounts Executive. I have also done an internship of three months at BSP. This experience has been quite influential in my career in terms of enriching my learning and networking with various individuals.



Abdul Mohamin Hashmi
Maintenance Engineer

My name is Abdul Mohamin Hashmi and I am a graduate of NUST in Electrical Engineering. I joined BSP in July as a Maintenance Engineer and in my time here and I have experienced a professional environment, with a lot to learn in the field of work. This place provides an acclimating environment for people from diverse backgrounds where one can grow both professionally and personally. I also enjoy working with my colleagues and we will strive to help and guide each other as much as we can. The best part of the job is we are open to research and take initiatives for the betterment of our department which is a great source of learning too.

A FRESH PERSPECTIVE

TRI-PACK FILMS



Tri-Pack Films Limited

MAJOR EVENTS

INDUSTRIAL VISITS AT TPFL

Tri-Pack Films Limited (TPFL) strengthens its employer brand by inviting engineering students for industrial visits to give them exposure to the practical working environment, new technologies, industrial practices and showcasing our culture and encouraging them to join our organization upon completion of their degree. One such industrial visit was conducted for Chemical students from NED University on 22 November 2022.



PARTICIPATION IN CONFERENCE, IN COLLABORATION WITH WPO & FLEX PACK

TPFL as a platinum sponsor participated in a conference organized by the World Packaging Organization (WPO) & Flex Pac to synergize on best practices in the local market of the packaging industry in Pakistan. The conference was held on September 30, 2022. Tri-Pack representatives also showcased the Company profile and product suite and were also awarded an appreciation souvenir.



PARTICIPATION IN THE MIDDLE EAST EXPO

Tri-Pack Films Ltd. took part in World Tobacco Middle East Expo in Dubai which was held on 15 - 16 of November 2022. The aim was to expand the export footprint. Tri-Pack witnessed a positive response and connected with relevant customers, from Southern Europe, Turkey as well as Asian markets. Tri-Pack was represented by the Senior Manager Sales & Head of Exports, Kamil I.A. Khan, Export Manager, Farhaj Aulakh & Manager Sales & Business Development, Hansha Rodrigo.



VISIT TO PACKAGES LANKA

TPFL's senior management, consisting of CEO, Mr. Nasir Jamal, Senior Manager Sales & Head of Exports Business, Kamil I.A. Khan & Senior Manager Manufacturing BOPP, Quality, Research & Development, Junaid Hashmi visited Sri Lanka in Nov'22 to meet their customers. During the said visit the team also visited Packages Lanka to strategize for future business prospects.



PARTICIPATION IN FEMALE INCLUSIVITY WORKSHOP CONDUCTED BY EFF

Tri-Pack Films Limited participated in a conference held by the Employer Federation of Pakistan on 18th November 2022 to promote female inclusivity in the workforce through entrepreneurship capacity building and enterprise policy recommendations.



EMPLOYEE ENGAGEMENT SESSIONS FOR E2 & ABOVE

TPFL conducted employee engagement sessions on the 20 & 21 of October 2022, for all their staff from Grade E-2 & above. The purpose is to ensure that our employees feel engaged and motivated and bring their best selves forward and feel a sense of purpose at work.



PARTICIPATION IN INNOVATION, ENTREPRENEURSHIP & INDUSTRY-ACADEMIA WORKSHOP COLLABORATION BY HABIB UNIVERSITY

TPFL employees participated in an innovation, entrepreneurship, and industry-academia collaboration workshop held by Habib University. This included a panel discussion titled, 'Innovation and Sustainability in Utility Sector' and an award announcement by Chairman NEPRA, Tauseef H. Farooqi. The workshop was held on 18 November 2022.



INDEPENDENCE DAY CELEBRATIONS

As Pakistan marks its 75th Independence Day, Tri-Pack commemorated this celebration, on 16th August 2022, at all Office locations nationwide with fervor and enthusiasm. Tri-Pack was decorated with green and white national flags and balloons. To commemorate the day, we kicked off the event by playing our National Anthem and cutting the celebratory cake. Our employees did their part by dressing up in our national colors.

FLOOD RELIEF

To support the millions of people in the Country affected by heavy rainfall, flash floods, and landslides since July, Packages Group and Tri-Pack in the association have dedicated their efforts to raise funds to assist in relief work in the flood-hit areas of Pakistan by rebuilding homes and livelihoods for displaced families. To that end, we have further partnered with the Shahid Afridi Foundation to maximize the outreach of relief work in Balochistan.

AWARDS & RECOGNITIONS

Tri-Pack has been awarded the best corporate reporting & sustainability awards 2021 on 27th September 2022, securing 3rd position by ICAP & ICMAP in the miscellaneous others industry category.



Tri-Pack Films Limited was awarded the 12th Fire Safety Award 2022 by the National Forum of Environment & Health (NFEH) and the Fire Protection Industry of Pakistan (FPIP) for its commitment to safety, emergency response, and the reactive approaches to fire safety throughout its business operations.



Tri-Pack Films Limited was the recipient of the 19th Annual Environmental Excellence Awards 2021 on 16th August 2022. The award showcases TPFL's progressive approach toward environmental sustainability. TPFL will continue to play a part in its efforts to stop the degradation of the environment and the conservation of resources.



EMPLOYEE AWARENESS CAMPAIGNS

**WORLD HEPATITIS DAY | 28TH JULY 2022
(COMPLYING WITH SDG 03:
GOOD HEALTH & WELL-BEING)**

On account of World Hepatitis Day, an awareness session on Hepatitis Prevention & Awareness by Prof. Dr. Ahmar Ali Ibrani (Head of Burns Ward Civil Hospital Karachi), which was followed by a screening camp at PQ Plant for all our staff, free of cost (LFT, Hepatitis B/C tests and Covid-19 booster vaccination).

**INTERNATIONAL DAY OF AWARENESS
OF FOOD LOSS AND WASTE**

For the month of September, we observed the international day of awareness of food loss and waste. We celebrated by running an awareness training session at the Plant on the impact of Food Loss and Waste as well as initiating a food waste management campaign/ mechanism at all our Karachi facilities with a robust compliance and monitoring system.

HEPATITIS TREATMENT CAN'T WAIT

Starting hepatitis
treatment on time
can save your life.

Don't wait.
Speak to
your health
professional
about treatment.

اپنے ڈاکٹر سے بیٹھا ٹائیس کے بارے میں مزید جاننے۔
کل نہیں آج، آج نہیں۔ ابھی!



Food and Agriculture
Organization of the
United Nations



UN
Sustainable
Development
GOALS



Packages Group

INTERNATIONAL DAY OF
AWARENESS OF FOOD LOSS
AND WASTE

**STOP
FOOD LOSS & WASTE,
FOR THE PEOPLE,
FOR THE PLANET**

خوراک کی کمی اور ضیاع کو روکیں۔



WORLD HEALTH DAY- 18 OCTOBER 2022 (COMPLYING WITH SDG 03: GOOD HEALTH & WELL-BEING)

We celebrated mental health awareness by conducting a session in liaison with Ms. Sharmeen Khan – Psychologist & Wellness Trainer, member of the American Psychological Association & Taskeen, for all our employees to raise awareness of mental health issues around the world and mobilize efforts to support those in need of help.



BREAST CANCER AWARENESS – 27 OCTOBER 2022 (COMPLYING WITH SDG 03: GOOD HEALTH & WELL-BEING)

On 27 October we conducted an awareness session on Breast Cancer for all our female staff. 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 the task force of the First lady, Ms. Samina Aivt.



WORLD DIABETES DAY – 17 NOVEMBER 2022 (COMPLYING WITH SDG 03: GOOD HEALTH & WELL-BEING)

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. The session was conducted by Ms. Farheen Shahid on a very important subject.



SUMMER INTERNSHIP PROGRAM - 1 JULY TO 18 NOVEMBER 2022

Each year we deliver our flagship Summer Internship Program to develop a pipeline of future leaders. This year was no different and proved to be a great success. All applicants were then put through a rigorous screening and selection process and upon conclusion we onboarded 10 interns, of which 03 were females. They were all welcomed at Tri-Pack Films Limited with a grand orientation and lunch on Day 1. The Summer Internship program ran for 6-8 weeks and during which our interns were thrown at the deep end and received hands-on experience, dealing with real-time business challenges as well as a chance to rub shoulders with senior management. After the internship, the interns presented their projects to their managers and were thanked profusely for their time and efforts and given certificates.





M. Sajjad

Junior Executive Sitter
TPFL



Meet Muhammad Sajjad: One of the oldest employees at Tri-Pack Films Limited. He has spent 20 years and is currently working at the Sitter Dept., as Junior Executive Sitter, Karachi. 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 20 May 2002. It's been 20 years but I still remember the day like it was yesterday. I am currently working as a Junior Executive Sitter in the Sitter Dept., at Tri-pack Films Limited.

What's the best part about working here?

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

What motivates you?

Constructive and positive feedback, appreciation and reward for performance at the end of the year, good management and learning opportunities are my greatest motivator.

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

I have learned the 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 acknowledged

OUR HEROES

Tri-Pack Films



Kiran Ziwani
Team Lead Finance
(Costing & Taxation)



Sanjna Bai Nadawani
Finance Trainee
Officer



M. Mansoor
Operator



M. Asad Hussain
Operator KS-2



Ihsan Ali Bhatti
AM Admin



Noman Sohail
Team Lead Admin PQ



Ahmad Akhtar Rehman
Head of SHE



Hamza Mustafa
AM Sales South



Haris Baig
Jr. Executive Stores



Zainab Ali
AM BOPP Lines



Maham Sahar
Credit Admin Executive



M. Tayyab
Operator



Temkinat Razaq
Maintenance Management
Systems Officer



Zain ul Abideen
Dispatch & Logistics
Executive



Ameer Adam
Operator FL-4



Naveed Ahmed Solangi
Junior Executive
Film Line 4



Taha Ahmed
Operator FL-4



Murk Najam Hussain
AM - HR & HRIS



Samia Fatima
AM Quality



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 is in compliance with safety standards, 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.

A FRESH PERSPECTIVE

DIC PAKISTAN



dic
Color & Comfort

EMPLOYEE BIRTHDAY CELEBRATIONS

Here are a few glimpses of employees' birthday celebrations in DIC.



HALF YEAR CELEBRATIONS

DIC Pakistan Limited arranged a dinner for their Finance team on the successful closing of the Mid-year Audit. On this occasion, the contribution of every employee toward successful closing was appreciated and recognized by CFO.



HIGHEST SALE CELEBRATIONS

DIC Pakistan Limited celebrated the milestone of achieving the Ever-Highest Sales in the History of the Central Region. The management team along with the sales team gathered for the celebrations.



INDEPENDENCE DAY CELEBRATIONS

The DIC team celebrated Independence Day (14th August) in full swing. All employees dressed in Green and white to celebrate the day.



LONG SERVICE AWARDS

Long Service Awards distributed to employees with long service in the Group. These awards were presented by the CEO of DIC Pakistan Limited.



MANAGEMENT TEAM LUNCH

DIC makes sure that all employees on all levels are appreciated. DIC CEO took his management team for Lunch and a Movie to celebrate their efforts towards meeting targets and building their teams successfully.



TEVTA STUDENTS VISIT DIC PLANT

A visit of printing and graphic arts students was arranged at DIC which was a learning experience for students. Around 40 students visited the plant. Our EHS, Production and Technical department gave an overview of DIC operations to the students. They also visited the floor and lab of the DIC plant. Students interacted at the departmental level to learn the practical application of theories. The main aim of the industrial visit was to provide exposure to students to EHS practices, production activities, and the R&D field in a running working environment.



CHRISTMAS CELEBRATIONS

DIC Management celebrated Christmas for Christian staff in Lahore and Karachi.



A DAY OUT FOR ALL TECHNICAL GRADE EMPLOYEES OF DIC

Playing Together – Winning Together. This day was full of fun activities, food, and an assortment of prizes for the winning team. The key to the success of this day was the participation of all employees. More than 45 employees from the TE grade participated in the event which made it a big success.



TREE PLANTATION

Trees promote a strong economy and can provide numerous resources to the people that need them. While cities are getting hotter, trees can reduce urban temperatures. They provide habitat and food for animals. Finally, trees are valuable green infrastructure to manage stormwater." DIC team planted around one hundred plants near our factory at the Korangi industrial area in the green belt area of the Korangi road. Tree plantation also conforms to UNGDC No 13 which is climate action and UNSDG No 15 which is life on land.





Tayyaba Jaz
Assistant Manager EHS

Being a part of "DIC Pakistan Ltd" I feel honored to work with such a diverse group of professionals with a rare mix of work-life balance and being appreciated. The working environment is so inspiring. It continuously motivates me with newer challenges and develops me to deploy my intuition and skills. The support that I am receiving throughout this journey is incredible. I cherish the cross-functional aspects of my job every day. Working closely with different teams and stakeholders has allowed me to discover more about my strengths. I'll always be grateful for this opportunity.



Abdul Ghafoor
R&D Manager

Working at DIC Pakistan Limited is an adventure of a lifetime. Its energetic and vibrant culture offers flexibility to express your talents. I liked the interaction with my team members, managers, and top management. Learning about colors and inks in the past few months has been a wonderful experience. I am enjoying the confidence and support of the management while working on various challenging tasks. Being an environmentalist by heart, I am impressed by DIC's commitment to sustainability and circular economy. Finally, I would again express DIC Pakistan is a great location to work and enjoy the colors of life.



Atzal Khan
Product Development
Manager

Being a part of "DIC Pakistan" I feel honored to be here and working with amazing professionals. On behalf of the R&D department, culture and environment are very professional & motivational. I am very keen to develop new products with my R&D TEAM for the innovation "DIC PAKISTAN LIMITED". I will always be appreciative of this opportunity and hope to discover a lot from this opportunity. The assistance that I'm receiving from my team members is admirable and hope that I'll have this support throughout my journey in this organization.

A FRESH PERSPECTIVE



DIC Pakistan


M. Ammad Butt
AM Maintenance

Being a part of "DIC Pakistan Ltd" I feel esteemed to work with such a diverse group of professionals to enhance my professional skills more conveniently. "DIC Pakistan Ltd" is always a growing organization, so I moved here. I developed my passion for the Mechanical Maintenance of machines when I was a Trainee Engineer for 1 year in 2017. The support that I am receiving from the entire management throughout this journey is incredible. I'll always be grateful for this opportunity.


Amina Naveed
Senior Finance Executive

Being a part of "DIC Pakistan" I feel honored to be here and working with amazing professionals. It's my goal to get a job in Packages after doing an internship here because of the great culture and environment. I will always be grateful for this opportunity and hope to learn a lot from this privilege. The support that I'm receiving from my team members is praiseworthy and hope that I'll have this support throughout my journey in this organization.


Rahat Iqbal
Research Executive

It gives me immense pride in saying how great it is to work with the most dedicated and productive team in Pakistan. Being a part of DIC Pakistan is like a dream comes true for a chemist. They acknowledge your efforts and value your input, which keeps my motivation up every day. It's great how this encouragement inspires me to give my best and perform a commendable job. Thanks for being a continuous source of motivation. Cheers!

OMYAPACK



OMYAPACK'S OTIS-SAP GOES LIVE

OmyaPack kicked off the OTIS-SAP rollout project earlier this year as part of one of the companies in Cluster 5 of Omya's Asia Pacific regional rollout. Now, after 6 months of monumental effort on part of the team and Omya SAP experts, we have successfully gone live in December.

OTIS-SAP is a template system tailored to the needs of the calcium carbonate business. Template strategy advantages are:

- Maximum business process standardization
- Shorter, safer implementations
- Easier, optimized business support



By implementing OTIS-SAP, we aimed to

- Save costs with fewer IT systems, fewer project risks, and easier maintenance
- Improve data quality through consolidation and optimized handling of data
- Increase productivity through improved processes and better communication

OTIS-SAP includes business modules for Finance & Controlling, Purchasing & Logistics, Production, Sales, Plant Maintenance, Environment, Health & Safety (EHS) and we are happy to report that all are running well!



SALES TRAINING IN OMYA TRAINING CENTRE SINGAPORE (OTCS).

I feel grateful to share my learning outcomes from recent training at Omya Training Centre Singapore (OTCS). As OmyaPack embraces a good customer base in the Polymer segment and assures technical support to its customers in making high-quality products, OmyaPack believes in providing ample opportunities for its employees to thrive as outright professionals. I am thankful to be chosen for this opportunity to further strengthen my technical knowledge and be on a good page as a technical service engineer to support the development and troubleshooting activities of our different finished products in the Polymer segment. The training covered the diverse aspects of GCC value-adding propositions in different polymer applications and provided hands-on exercises to perform different trials on blown film extrusion lines, injection molding, and twin-screw extruders. With this hands-on training, I learned to design the optimum formulations for Polyolefins, PVC & Engineering Plastics compounding and its troubleshooting to ensure high-end finished products. Furthermore, I learned the detailed analysis of masterbatch & compounds by using state-of-art equipment like FTIR, SEM, EDS, XRF, DCS, and TGA. After this training, I am positive that I am ready to leverage my learning outcomes to bring a positive impact in the technical support services to further support our existing customers and could add further strengthen our customer base.



OMYAPACK TEAM'S AWAY DAY

To promote teamwork and collaboration within the team, OmyaPack took its management and staff for an away day in Nathiagali.



STARCH PACK



BIDDING FAREWELL TO MS. HUMAIRA SHAZIA

We ended the year with a bittersweet farewell to Ms. Humaira Shazia on her retirement after service of almost 4 decades with Packages Group. Her Farewell program was organized on 24th Nov 2022 at Ishaad Hall where all senior Leadership members from across the Group attended the program, and the CEO Packages Group presented her with the Shield of Gratitude in honor of her long services to the company. The company highly regards the utmost amount of loyalty and dedication with which she has served Packages Group and we will be forever thankful to her for the services she has provided throughout her career.



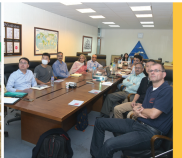
STARHPACK'S KICK-OFF SESSION

A kick-off session carried out with VogelBusch, China Ocean Aviation Group (COAG) & StarchPack team dated 21 & 22 October 2022 at StarchPack Site as per the following agenda:

- Project status review including site construction & imported equipment inspection
- Development of best sequence equipment installation plan ensuring safety
- Road map development to deal day to day activities



Participants of the meeting were Ms. Humaira Shazia, Mr. Fazeel Rehman, Mr. Imran Niaz, Mr. Shahid Hafeez, Mr. Rana Javed Bashir, Mr. Faraz Mirza, Mr. Zahid Akram, Mr. Ali Raza, Mr. Zeeshan Rehman, Mr. Ali Nazeer, Ms. Nousheen Rasheed, Mr. Michael [COAG], Mr. Freddy [COAG], Mr. Markus Lehr (VB) and Mr. CK Hoong (VB).





Rana Javed Bashir

Project Manager – StarchPack Pvt. Ltd



1. Any learning experiences during your service that you particularly enjoyed and remember?

Although I have been provided a multitude of opportunities by Packages Group, few really stand out for me from a career developmental point. First is when I was recommended for a Paper Technology Course in Sweden in 1987, which was an outstanding experience. Secondly, I was a part of the First LUMS DBM Batch which is something that I feel immensely proud about.

2. What has motivated you through the years to remain a part of Packages Group?

The best part about Packages Group has always been its drive to provide its talent the growth opportunities, be it in regards to career growth opportunities or exposure for personal and professional development through learning programs. I have always felt blessed and thankful to the management for all the wonderful opportunities provided throughout the years and that is what majorly kept me motivated to remain a part of the Group.

3. What difference do you see in the Packages Group now from the early times when you were inducted?

I feel the company has matured a lot since that period and we have moved from an era of complete manual or semi-manual methods of work to fully automated systems which have been an achievement in themselves. Packages had always absorbed the changing needs of time and adapted to modern time requirements. When we joined many of the benefits and systems that are now a part of the Packages offered to young Engineers had not yet been aligned and it has been fascinating to see all the transitions throughout the years.

4. Any Achievements that you'd like to share?

In 1996, when I was Head of Paper & Board, I felt proud that I was part of the team that developed Tetra Pack packaging material. It was the first of its kind to be introduced in Pakistan and we'd always carry that with us. Similarly, when Rose Petal tissue paper was developed, we were among the pioneering team to have innovated that as a product and it was an achievement. I've always enjoyed being a part of such ventures where we got the opportunity for product innovation and the development of projects from scratch.

5. What is your work nickname?

I have always been known as Rana by all my work colleagues.

OUR HEROES



Ali Raza
Manager Production

At first, I feel obliged to packages group for bestowing me this extraordinary opportunity to serve as Production Manager in StrachPack. Working with Packages Group is not just only several tasks to be done rather it's more of getting enriched with core values and personal development by challenging ourselves in day-to-day assignments. A new job is like a blank book, and I am sure that this book will be furnished with Excitement, Continuous Improvement, Encouraged Learning, Commitment to Diversity, Inspiring organizational culture and accomplishments



Sarmad Awais
Maintenance Engineer

Packages is one of the fastest-growing organizations in Pakistan and I feel pride in becoming a part of this esteemed organization. I have joined packages as a Maintenance Engineer with 4 years of experience in the field of maintenance and am looking forward to putting in all effort to make Strach Pack one of its kind Plant. I am dedicated to completing the project and management of the maintenance of the Plant afterward with full zeal and commitment. Especially thankful to the Management and the support departments for their cooperation and assistance throughout.



Starch Pack

Umair Feroq
Shift Engineer

I am delighted to become a part of the Packages family in the role of Shift Engineer. This is a very exciting opportunity considering the environment and culture that is driven by the core values of Packages. I am hoping to bring my best to work every day and built my skills on the way. I feel thankful to my parents and my mentors throughout who helped me develop myself to become able for achieving this goal.



Zahid Akram
Manager Maintenance

I'm very excited to work in an environment of growth and excellence and looking forward to furthering opportunities for excelling both personally and professionally. I'm committed to serving with the utmost level of commitment and excellence bringing in my best professional work for the overall benefit and growth of the company along with hard work.

A FRESH PERSPECTIVE

PACKAGES LANKKA





N.A. Manoj Priyankara Jayatissa

Roto Machine Operator (Printing Division)



What is your service history with PLL?

I joined Packages Lanka in 2011 in my 20s. Last November marked the 11th year of my service here at the company.

What is your role at the company?

Today, I work as a Roto Machine Operator. Ensuring a smooth printing process from the loading of materials to the completion of the job while assuring good printing quality is my main role. Precision and accuracy are a few of the skills I have developed and mastered over the years being an operator.

What made you stay with Packages Lanka for so long?

I joined here as a Trainee Assistant Machine Operator and today I am a Roto Machine Operator. Over the years, the company appreciated my hard work, has given me remunerations and trusted me for a job well done. When I see a product manufactured by my hands going to the Market I feel pride in being a member of the PLL family.

OUR HEROES



Vidura
Production Engineer



Coming to Packages Lanka never felt intimidating because everyone around us gave close and constant guidance until we got familiar with our work. The work environment is very comfortable which makes the experience of coming to work more enjoyable. We take pride in getting to be a part of Packages Lanka and it is our collective goal to contribute the absolute best to our respective departments.



Numaya
Secretary to MD



Nuwanthi
Senior Executive of Commercial

A FRESH PERSPECTIVE

IGI GENERAL

IGI

General

ALL PAKISTAN CHARTERED ACCOUNTANTS CONFERENCE

IGI general was proud to be a part of this year's All Pakistan Chartered Accountants Conference under the umbrella of IGI Holdings which was one of the sponsors for the said event. The event took place on October 15th at PC Hotel Karachi, Avari Lahore & Marriott Islamabad via a hybrid connectivity model. The theme of the conference was "Sustainability, Technology & Transformation" and many finance and business leaders were in attendance to discuss the aforementioned topics in light of today's economy.



A SNOWY DAY OUT FOR THE WORKING BEES

The staff of the Lahore region embarked on a recreational tour of the chilly mountains and natural scenery of Nathlagali from the 9th to the 11th of December. The participants gathered at the Lahore office and buses departed around 10 am buzzing with upbeat music along with munching on snacks. The lunch was served at Bhera interchange and then the journey continued forward. The buses arrived at Park Plaza hotel in Nathlagali and a taste bud rendering dinner was served. The journey though long and tiring did not bring anyone's energy down and everyone danced around and sang songs after the meal. The next morning lit up everyone's day as it started snowing heavily. Different groups set out on a hiking expedition to Mushkpur top and basked in the glory of nature. Upon their return to the hotel, they were served a ravishing dinner. The night concluded with watching the FIFA matches on big screens and enjoying a merry time with each other. The next morning, the buses departed for their journey back. The tour highlighted many never before seen talents and was a refreshing break from the everyday hustle and bustle with many memories that everyone will cherish for years to come!



The Lahore claims team took a trip to Dagri Bangla in Callyot Forest located in KPK at a height of 8924 feet above sea level for a hiking expedition.

The Karachi region team enjoyed their fun-filled trip to Ziarat while relaxing their worries away from a hectic work schedule. The highlight of the tour was a visit to Quaid's residency.



BREAST CANCER AWARENESS SESSION

IGI General conducted a Breast Cancer Awareness session to spread and promote the basic knowledge and awareness of breast cancer among its female staff in the offices of Lahore, Islamabad, and Karachi. The session was conducted by one of IGI's most talented doctors on the panel, Dr. Noreen Sara who comprehensively explained the pre-diagnosis and treatment of the said disease.



RISK REVIEW OF BSP, DIC, TRI-PACK AND PACKAGES MALL

IGI General's risk engineering team visited different Packages group companies namely Buleh Shah Packaging, Packages Convertors Limited, DIC, Tri-Pack and Packages Mall in November 2022 to assess and review the risks pertaining to the said companies and their premises. Different foreign and local experts accompanied the team and critical observations were made and recommendations for improvement were shared. This activity was carried out to highlight the importance of Risk management and to make sure that we as a group are continuously improving the risks. The aerial shots above are of different sites that were visited by the team.



TURNING OUR SPECIAL MATES INTO UNDERWRITERS

More than a billion people live with different disabilities around the globe and most conglomerates either ignore or hesitate from recruiting such individuals but IGI General has proven itself to be the opposite of those. IGI has made individuals from the special community who are deaf and consequently unable to speak a part of its family and is also working towards helping them gain expertise in the field of insurance. For this purpose, a training seminar was conducted by IGI at the Lahore office comprising Ansan Sadique and Umar Naeem (our family's special members) along with their respectable teacher Mr. Ubaid Waris from Deaf Reach, Underwriter Talha Tariq Qureshi, and branch coordinator Syed Awaiz Zafar. Both our talented special members were taught basic underwriting skills of the Motor and Marine departments with the help of their teacher. IGI is proud to have them as a part of its diverse family and to utilize their hidden talents.



IGI FAMILY MEMBERS - ACCOMPLISHMENTS



Shah Bakht
Business Controller
(Completed his CA)

I am honored to be a part of IGI General Insurance, a company that has values and a mission I admire. Previously I worked with the Packages group for 3.5 years in the group's internal audit department where I got cross-section exposure to both the manufacturing and financial sector. I rejoined the group in Oct 2022 as a business controller in IGI General to contribute towards the values of the company which I admire. I look forward to becoming a successful professional here whilst nurturing my skills and also contributing towards the success of the company.



M. Omer
Deputy Manager Risk Management
(Completed his ACI)

IGI congratulates Mr. Omer on this amazing feat and hopes that he will continue to serve this organization with full zeal and zest with his extensive knowledge and experience in the field of risk management, assessment, and prevention. It is quite difficult to pursue higher qualifications along with your professional work schedule but Mr. Omer has shown us practically that indeed where there is a will, there is a way.

M. HISHAM ELECTED CHAIRMAN OF IAP RCN

Muhammad Hisham (General Manager & Regional Head- Lahore Region) was elected unopposed Chairman of IAP RCN for 2022-2023. This is his second election as Chairman OF IAP North in the last three years. His passion and resilience toward making the insurance sector in Pakistan an integral part of the economic circle on a national level has earned him this spot. As IAP chairman, Mr. Hisham works continuously with different training organizations in the country and around the globe to arrange seminars and training sessions for the professionals of insurance companies in Pakistan. He has organized five conferences on various topics between 2015 and 2019 from IAP and LII platforms. The entire IGI family wishes him the heartiest congratulations for this tremendous feat.



MR. TAHIR MASAUD (CEO OF IGI GENERAL) WAS RECOGNIZED BY IAP NORTH

Mr. Tahir Masaud (CEO, IGI General Insurance Limited) was awarded the Outstanding Achievement award for his dedication and services to IGI and the insurance sector in Pakistan at IAP Annual dinner. The company has grown exponentially under his great leadership and is setting the bar higher each year. We wish him continued success in the future and congratulate him on achieving this award.



IGI PARTICIPATES IN IAP NORTH ANNUAL DINNER 2022

IAP annual dinner was held on 21st October 2022 at Flaties Hotel Lahore commemorating the achievements of those who have spent their lives diligently contributing to the field of insurance in Pakistan. The audience was enthralled by the performance of famous singer Jawad Ahmad and gifts were distributed among the participants through a lucky draw. Team IGI participated wholeheartedly in the Annual dinner. Syed Awais Naqil and Asad Malik were part of the organizing committee. M. Hisham Chairman of RCN and Regional Head of IGI General was the chief organizer of the event.



EMPLOYEE APPRECIATION

IGI encourages the think tanks to come up with new and exciting ideas to help the growth of the company and its staff for the better. Further appreciation for a significant contribution is provided in the form of either a cash prize or an award from the company. The IGI ESP committee awarded Mr. Nasir Siddique (Team Lead Underwriting Lahore) with a cash prize for the conception and successful implementation of his idea regarding the charging of admin surcharge in Takaful policies. His marvelous contribution will increase the revenue of IGI Window Takaful services by a handsome amount. Well Done Nasir!



INDEPENDENCE DAY FESTIVITIES

IGI General's offices across Pakistan celebrated Independence day with great energy and patriotism. The entire company followed the theme of green and white and badges of our flag were worn by the staff. All the offices were decorated with green and white balloons along with the Pakistan flags and cake-cutting ceremonies were held to commemorate our country's independence of 75 years.



BIRTHDAY CELEBRATIONS

Celebrating the birthdays of our fellow IGI family members is a token of appreciation for their dedicated work and input that drives this company forward. IGI keeps this tradition alive and well and tries to bring people together by organizing such events.



SINGAPORE RE-INSURANCE CONFERENCE 2022

IGI General was proud to be a part of the Singapore International Reinsurance Conference that took place under the umbrella of the Singapore Reinsurer's Association between October 31st to November 3rd, 2022 in Singapore. Nearly 2,300 delegates from more than 64 countries were part of the mega event. Mr. Tahir Masaud (CEO, IGI General), Mr. Faisal Khan (Chief Risk Officer) and Mr. Jamshaid Hussain (Chief Underwriting Officer), Mr. Muhammad Hisham (Head of Retail Business) represented IGI at the conference. Many important meetings were held on the sidelines of the conference between team IGI and professionals from top Reinsurance companies.



ENJOY A
**STRESS-FREE
 HOLIDAY**
 WITH IGI TRAVEL
 INSURANCE





Jahanzaib Khan

Assistant General Manager of Claims



Jahanzaib Khan graduated with an MBA from Hailey College of Banking and Finance and joined IGI in 2007 as an Assistant Manager claims. His keen eye and exceptional management skills from the get-go had the potential to turn him into a leader. During his tenure here, he helped develop and sustain many unique and well-needed projects for the claims department namely, the in-house surveyors model, the movement from the decentralization of motor claims intimation to centralization to again decentralization. He helped developed a claim portal that connected the in-field surveyors with the claims team at the office to minimize paperwork and smooth things along as per the turnaround schedule. His work towards creating a portal for the workshops responsible for the claim work of motor vehicles has helped the clients as well as the claims department very significantly as the workshops can access the necessary documentation with ease.

Jahanzaib is very mindful of training both his in-house team and his field team from time to time to enhance their knowledge and working skills and he arranges different seminars and workshops to get the job done. Currently, he is serving his duties diligently and efficiently as an Assistant General Manager of claims and he is a vital part and an unmatched talent that has taken the claims department to new heights.

IGI is proud to have him as a part of its family and we wish him continued success in his future endeavors.

OUR HEROES



Asif Hussain
Senior Officer Underwriting
(Gujranwala Branch)

I believe that feeling welcomed is extremely important within the workplace culture. I have the immense privilege to join a culture very much centered on high levels of respect, honor, and hard work. Being surrounded by these cultural attitudes has allowed me to develop a somewhat different approach to the professional arena & I developed an understanding of the importance of being respectful to my colleagues and coworkers. I will try to prove myself as a humane asset to this organization.



Muhammad Kamil Butt
Assistant Manager
Underwriting

Kamil joined us recently at our Packages Mall Branch as an Assistant Manager – Underwriting. He has a Bachelor's degree in Commerce and amassed experience in the field of underwriting. Previously he has been associated with Al Falah Insurance Company and Tawassul Insurance Services LLC, Abu Dhabi. His expertise in the field of underwriting will help the branch grow and build long-lasting relationships with clients. He's excited to be part of the IGI General Family.



Salman Umer
Deputy Manager
Underwriting (Karachi)

I have a rich experience of 5 years in the insurance industry, while currently pursuing my MBA from Iqra University. I always had the dream of joining a progressive organization such as IGI Insurance and this dream came true in October 2022. It's admirable how IGI values its human resource and everybody has a positive attitude towards work. This will be a true professional journey to embark upon, I see myself growing and learning more about the insurance industry. Thanks, IGI Insurance Management!

A FRESH PERSPECTIVE



Syeda Aqsa
Senior Officer Claims
(Lahore)

I am Syeda Aqsa, a Registered Pharmacist, working as a senior officer in the Claims Department. Working with this organization allows me to utilize my skills and knowledge. I consider myself fortunate to work in such an enlightened environment, which has consistently motivated and guided me.



Yumnah Arshad
Senior Officer Claims

I joined IGI General Insurance shortly after graduating in 2020. I completed my Pharm.D from the University of Central Punjab, Lahore. As a recent graduate with little practical experience, I needed to join an organization that offered me rich experiences and opportunities to explore, develop, and polish not just my technical talents, but also my interpersonal and managerial abilities. Working in the Health Claims Department at IGI General Insurance has proven to be exactly that for me. As a member of the claims team, I was exposed to challenges that allowed me to learn and grow in a variety of ways. I'm looking forward to establishing a long-term career with this group.



Adeel Arshad
Senior Officer Claims
(Lahore)

I have done my MBA in Finance from Islamic International University Islamabad. I have recently joined the claims department as a senior officer, after working with Open Testing Services Pvt Ltd for more than three years. I am very happy to be a part of the IGI family. The main thing that encouraged me to join this company is the great learning and growth opportunities. Looking forward to building a long-term career with the company.

Faqiha Maryum
Senior Officer
Tracking Division

I have completed my BS Hons from LCWU. I have previously 5 year's customer service experience and recently joined IGI as a Senior Officer in Tracking Division in Lahore. I feel so honored to avail this opportunity to learn and grow. I'm looking forward to working in a dynamic environment and exploring new challenges.



IGI LIFE VITALITY

IGI
Life

Vitality



DO YOU KNOW?
 IGI Life Vitality is a new brand of insurance plans that offers you the best of both worlds - the security of life insurance and the flexibility of health insurance. It's the perfect solution for those who want to protect their loved ones and themselves at the same time.

★★★★★
Best brand

DO YOU KNOW?
 IGI Life Vitality is a new brand of insurance plans that offers you the best of both worlds - the security of life insurance and the flexibility of health insurance. It's the perfect solution for those who want to protect their loved ones and themselves at the same time.

Get healthy. Get rewarded!

APPLY TODAY!



Aaj Ka Socho, Kal Is Taken Care Of...

DO YOU KNOW?
 IGI Life Vitality is a new brand of insurance plans that offers you the best of both worlds - the security of life insurance and the flexibility of health insurance. It's the perfect solution for those who want to protect their loved ones and themselves at the same time.

Aaj ka socho, Kal is taken care of.

Such as:

What is your goal for wealth?

Apniy "Aaj" Ke Liye, A IGI Life Insurance Plan With Vitality

Secure your future?

Super Saver
 is designed to accumulate funds for various purposes.



It also provides generous loyalty bonuses at the end of each 5-year period.

Taakay aap Aaj ke socho, Kal is taken care of.

APPLY TODAY!

is the Vitality Saver

What cho

IGI LIFE VITALITY RELAUNCH - AJJ KA SOCHO, KAL IS TAKEN CARE OF...

IGI Life Vitality brand was relaunched in July with a new slogan and new content that carries the notion and essence of living life to its absolute fullest! With an uplifting tone and messages, the content was designed to make one think, and ask important questions... Am I living life to the fullest? Have I been prioritizing my health and well-being? Moving forward, what plan suits my particular needs best to ensure happiness and security?

DO YOU KNOW?

DO YOU KNOW?
 IGI Life Vitality is a new brand of insurance plans that offers you the best of both worlds - the security of life insurance and the flexibility of health insurance. It's the perfect solution for those who want to protect their loved ones and themselves at the same time.

★★★★★
Best brand

Vitality Rewards You Staying Fit And Active

Aaj Ka Socho, Kal Is Taken Care Of...

APPLY TODAY!

With IGI Life Insurance Plans

- Life Insurance
- Accident and Health Insurance
- Retirement Planning
- Family Debt & Wealth Management Solutions

Apniy "Aaj" Ke Liye, A IGI Life Insurance Plan With Vitality

Think about your child's future?

Live For Yourself Today And Get Rewarded Tomorrow!

Taakay "Kal" Ke Saath Saath, Aapka Aaj Bhi Bahay Roshan.

Get IGI Life Insurance
 Child Education Savings Plan for a worry-free future!

What is the IGI Life Vitality Super Saver Plan?

IGI LIFE INSURANCE LTD PARTNERSHIP WITH HBL PRESTIGE

IGI Life Insurance Ltd. has successfully partnered with HBL Prestige to launch IGI Prime Vitality Plan. The Plan was announced at a signing ceremony held on October 28th in Lahore. Mr. Muhammad Aurangzeb, President and CEO – HBL, and Mr. Syed Hyder Ail, CEO – IGI Life Insurance Ltd were present at the ceremony. Senior officials from both organizations were also in attendance at the occasion.



IGI LIFE INSURANCE LTD (WTO) JOINED HANDS WITH UBL AMEEN

UBL Ameen has joined hands with IGI Life Insurance Limited – Window Takaful Operations, to launch IGI Better Life Takaful Vitality Plan. This new innovative Vitality plan has been designed exclusively for UBL Ameen Account holders to offer a great investment opportunity with flexible coverage in a shariah-compliant way. The signing ceremony was held on September 15th at the UBL Head Office, Karachi, and the agreement was signed by Mr. Tanveer Farhan Mahmood, Group Head Islamic Banking, UBL Ameen, and Mr. Ali Nadim, Deputy Chief Executive Officer, IGI Life Insurance Limited.



IGI LIFE INSURANCE LTD (WTO) JOINED HANDS WITH UBL AMEEN

After the successful launch between UBL Ameen and IGI Life Insurance Limited (WTO), launch and training events were held at UBL Head Office, Lahore, and UBL Head Office, Islamabad. Vitality product Trainings were also provided by the IGI Life Insurance Team.



GLOBAL BUSINESS OUTLOOK AWARDS, 2022

Congratulations IGI Life Vitality! We are proud to announce that IGI Life Insurance Limited has won the Global Business Outlook Award in the "Most Innovative Life Insurance Company" category for the Second Time in a Row.



CONSUMER'S CHOICE AWARDS, 2022

IGI Life Insurance Ltd. has been presented with the Consumer Choice Award in the Best Innovative Product in Life Insurance - Vitality category once again for the second year in a row. We are humbled and thankful to the jury for this acknowledgment and can't wait to do more! Consumer's Choice Awards, 2022 - Press Release. We rolled out a press release in print and digital media and managed to cover the story in numerous newspapers.



IGI LIFE VITALITY AD IN DAWN NEWSPAPER

An insurance ad for IGI Life Insurance Ltd. was published in Dawn Newspaper. The ad was aimed at raising awareness about the significance of IGI Life Vitality plans.



Get healthy, get rewarded with IGI Life Vitality

Get Healthy. Get Rewarded!

Buy IGI Life Insurance Policy now and become a Vitality policyholder to boost your savings by living an active life.



**Aaj ka socho
Kal is taken care of.**

THE IGI brand has been associated with the insurance industry since 1953, making it one of the earliest and most respected insurance providers in the Pakistani market. It falls under the IGI Holdings umbrella which is part of the Packages Group.

IGI Life is focused on providing innovative products and comprehensive protection solutions, making it the first company to bring a wellness-based insurance program to Pakistan.

In a highly challenging insurance industry, where companies are striving to bring change and working hard to diversify their product portfolio, IGI Life was the first one to team up with Vitality South Africa. The world's largest behavioral engagement platform to introduce a dynamic and science-based behavior change programme that combines data analytics with rewards and incentives to make people healthier and protect their lives. Vitality is present in 40 coun-

tries around the world that provides its par excellence services.

We all know the importance of living healthy, but most of us find it difficult to live up to our aspirations. This is where IGI Life Vitality comes in and incentivizes the policyholders on weekly, monthly and annual basis for changing their lifestyles to live a healthier life. Our customers are incentivized to know their health, improve their health and get rewarded along this amazing journey.

In 2019, our distribution channels under Bancassurance consisted of only two Banca partners which has now grown into a larger network of partnerships with all leading banks in Pakistan due to the values IGI Life Vitality uplifts and the tangible impact we create. This offers a great opportunity to reach as many individuals as possible to change their lives for the better.

The program now has also led to higher customer engagement rates with the programme with clients who understand and utilize the benefits that sets us

apart and bring actual changes to their lives via an active lifestyle.

Furthermore, our vision expands to a healthier future for all with a pledge to the UN where Vitality aims to have 100 million customers worldwide, living a healthy, happy, and active life by 2030 and IGI is part of the aim.

The company's Vitality new business has grown by 51 per cent since last year, with a continued focus on making the entire IGI Life Vitality experience digital, whereby our customers have immediate and easy access to all relevant information they require to keep their life active and healthy.

Keeping in view our fundamental principle of enhancing people's lives, IGI Life Vitality pledges to provide its customers with the best insurance solutions in Pakistan. Thus, we continue to achieve success through a total commitment to customer satisfaction by sharing the benefits of better living, which is good for you, good for us and good for society. ■

BREAST CANCER AWARENESS SESSIONS

IGI Holdings organized Breast Cancer Awareness Sessions for its female staff at Karachi, Lahore, and Islamabad Offices. The session was held to promote awareness and basic knowledge about Breast Cancer among the female workforce. The session was conducted by Dr. Noreen Sara, who talked about Breast Cancer symptoms, its detection, and diagnosis.



BREAST CANCER AWARENESS SESSIONS

KARACHI | LAHORE | ISLAMABAD

IGI LIFE VITALITY SAHIWAL WALK

IGI Life Vitality team in Sahiwal arranged a Vitality Walk to promote our brand and its message "Aaj Ka Socho, Kal Is Taken Care of...". The employees were holding placards with messages promoting Vitality and the benefits of living an active and healthy life. The walk aimed to spark motivation in health by empowering people to be more active.



A TRIP TO TURTLE BEACH

IGI Life organized a team outing for its employees to Turtle Beach. It was a day trip full of exciting team-building activities for the employees. The team outing was a great initiative by IGI Life and a great way to boost employees' morale, motivation, and engagement.





Faizan Asif
Assistant Manager
Banca Operations

Faizan Asif embarked on his journey with IGI Life insurance in 2015 in the department of customer services. He successfully led the operations department and started gaining proficiency in diverse areas. He was later transferred to the Group corporate department where he showcased substantial professional and personal growth. In recognition of his devotion and excellence, he has recently been allowed to lead the Bancassurance Department as an Assistant Manager. He has been a vital part of the IGI Life Insurance team and his continued efforts have helped us become one of the leading insurance companies in Pakistan.



Faizan Ali
Officer - Underwriting

Faizan Ali joined us as a fresh graduate from St. Patrick College. He joined IGI Life as an AML Project Team Leader in CSC Department. His excellent work ethic and passion for his work got him selected for the Underwriting department as an Officer. He continues to be an outstanding employee and an important asset to our company.



OUR HEROES



M. Faisal
Senior Officer
Bancassurance

I became part of IGI Life as a senior officer in the Bancassurance department recently. My professional experience in the banking sector for more than four years showcases my professional growth. I am excited to be a part of IGI Life - vitality.



Arsalan Khan
Manager Persistency
Bancassurance

Arsalan Khan has recently joined us as a Manager Persistency - Bancassurance. He has completed his MBA in Finance from Muhammad Ali Jinnah University and his bachelor's from KASBIT. He has been associated with Jubilee Life Insurance as a Junior Executive in the Bancassurance department, Recruitment, and Ops. Having amassed a wealth of industry knowledge, Arsalan is a professional who is always keen on sharing new and innovative ideas for organizational development. He is a dynamic team player with an amicable personality who is appreciated by the entire IGI Life family.



Aema Mohiuddin
Deputy Manager
Human Resource

After spending 8 years working in HR in diverse industries, joining IGI Life Insurance Ltd. was the next big adventure for me. When I was given this opportunity, I was excited but nervous at the same time. Several things were on my mind. "What will my colleagues be like?", "Will I be asked to do late sittings?", "Are there opportunities for advancement?", 2 months later, I can safely say that all my fears never materialized. The people at IGI Life Insurance Ltd. are friendly and professional. We have a great work-life balance and there are plenty of opportunities for advancement in the company as well as the group.



Waqif Siddiqui
Trainee - Human Resource

After graduating from IBA with a bachelor's degree in Social Sciences, I joined IGI Life Insurance as a Human Resource Trainee in August 2022. My short period hasn't been short of excitement, challenges, and development and I am very excited to be a part of the Packages Group family.



Atif Usman
ACM - Compliance

With ever-increasing gratitude after reaching up the ladder day by day in my career, I always felt like being honored to be part of this prestigious organization's success. So far, in this short journey of my career, I have a feeling that my decision to be part of the IGI Life family is already started to pay off in reaching my desired career goals.



A FRESH PERSPECTIVE

IGI FINNEX SECURITIES

IGI



LEAD GENERATION PROGRAMME LAUNCHED BY IGI FINEX SECURITIES

IGI Finex Securities has collaborated with our group companies Packages Limited, IGI Life, and IGI General, and have successfully launched a Lead Generation Programme. This approach pursues our Group's vision to enable sales teams to sell all financial products i.e. Insurance/protection as well as investments and savings plans. The core objective of the program is to enhance the skills of our existing sales force and offer products to clients that serve better so they can earn more attractive rewards/incentives. To make this program successful, extensive training is provided to Packages and IGI Employees on the stock market and commodity investments for ongoing development and networking.



PINKTOBER 2022

IGI Holdings organized Breast Cancer Awareness Sessions for its female staff at Karachi, Lahore, and Islamabad Offices. The session was held to promote awareness and basic knowledge about Breast Cancer among the female workforce. The session was conducted by Dr. Noreen Sara, who talked about Breast Cancer symptoms, its detection, and diagnosis.



BIRTHDAYS AT WORK

Employee engagement is an essential factor to consider to increase employee morale and work efficiency. It is necessary to retain employees, improve company culture, and increase productivity. Celebration of Employees' birthday at the workplace enables employees to feel recognized and cared for by the organization, leading to increased engagement and motivation.





Priyanka Ann George
Assistant Manager
Business Development

"Diversity is the mix, Inclusion is making the mix work." Working under one umbrella, a multiplicity of perspectives has enlightened creativity and innovation at the workplace where being a female employee in less of a number than male employees have never made me feel biased. I am grateful to the company for giving me a platform to explore new abilities inside me while continuously learning and contributing to the organization's growth as well as to my career growth.

GENDER DIVERSITY

M. Haphiez Ullah Ansari
Trainee - Human Resource

Greetings! Being the new addition to the compliance department as a trainee at IGI Securities, I have felt that this will be a great professional learning experience for me the office staff here has been helpful to me in adjusting to the new environment and I'm sure I will learn a lot from all of them.



A FRESH PERSPECTIVE

PACKAGES MALL



Packages Mall

PACKAGES MALL ORGANIZED A CRICKET NIGHT

Packages Mall organized a cricket match for its staff to experience the spirit of one team.



PACKAGES MALL SHOPPING FESTIVAL

A month of festivities at the Packages Mall Shopping Festival concluded with a grand lucky draw and a rocking performance by Aif Alam. Packages Mall congratulates all the winners of PSF'22 lucky draw.



PSF
2022
PACKAGES MALL
SHOPPING FESTIVAL

#DHAKDHAKPSF

PACKAGES MALL SHOPPING FESTIVAL

**SPEND 15,000 TO
WIN A BRAND NEW MG HS**

FROM 25th NOV. TO 25th DEC.



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ATIF ASLAM

LIVE PERFORMANCE



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Packages Group



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