

# LAMHAY!

January'23 - June'23

17<sup>th</sup>  
Edition

OUR PEOPLE ARE OUR  
**GREATEST ASSET**



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[www.packages.com.pk](http://www.packages.com.pk)

# CREATING A BETTER TOMORROW



# MESSAGE FROM THE CEO

Dear Members of the Packages Group Family,

As we navigate through these challenging times, I want to thank you for your hard work and dedication. Your commitment to our Group is what makes us successful.

This difficult situation requires us to be more efficient than ever before. We need to focus on individual performances and teamwork to ensure that we not only meet our goals but also exceed them.

We also remain committed to our sustainability agenda. Though we have made great strides in this area, but there is still much work to be done. I encourage you to continue to look for ways to reduce our environmental impact and make our operations more sustainable.

Thank you for your continued support.



**Syed Hyder Ali**

CEO and Managing Director  
Packages Group

# CONT

## CONTRIBUTORS



**Saira Asif**  
PL / PCL  
Shared Services



**Mehwish Mahmood**  
Packages Convertors  
BUCP



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Packages Convertors  
BUFP



**Fizza Kazmi**  
Packages Convertors  
BUFC



**Muneef Abid**  
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**Meraal Malik**  
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**Anam Yousaf**  
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**Nousheen Rasheed**  
Starch Pack



**NALAKA**  
Packages Lanka



**Talha Tariq**  
IGI General



**Abeer Zahid**  
IGI Life - Vitality



**Tahira Sadiq**  
IGI Securities



**Alina Kanwal**  
Packages Mall



**Asfia Salahuddin**  
Sanofi-aventis Pakistan

**POWERED BY**  
Group Communications Team

**DEPUTY GROUP HEAD HR**  
Jawad Gilani

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# PACKAGES GROUP

## SHARED SERVICES

### SYED BABAR ALI'S TALK WITH THE SENIOR LEADERSHIP OF THE GROUP

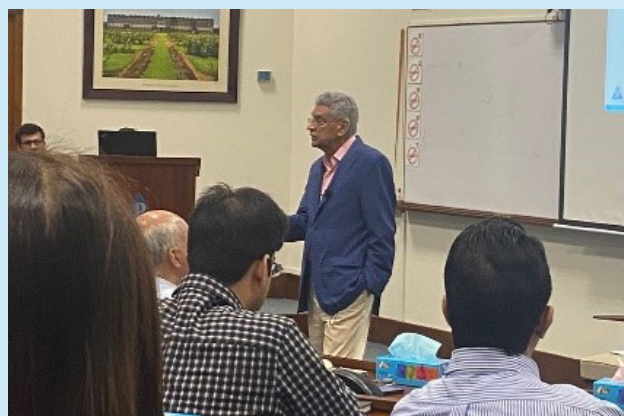
Syed Babar Ali delivered a special talk to senior leaders of the Packages Group in Lahore, emphasizing the importance of developing future leaders and attracting good talent for the Group. Participants of the meeting interacted with SBA and suggested ideas to induct high-quality talent into the Group.



### A SPECIAL SESSION ON HOW TO LEAD IN TURBULENT TIMES

We are excited to share the highlights of the recent session conducted by our esteemed board member, Mr. Irfan Mustafa, on the topic of "How to Lead in Turbulent Times." The session proved invaluable for the senior leadership team to gain insights from a seasoned leader with an extensive experience in navigating challenging business environments.

The session focused on harnessing untapped opportunities and leveraging existing resources to drive growth. Attendees discovered inventive ways to increase market share and boost volumes without compromising on marketing expenses or resorting to price reductions. Mr. Mustafa's thought-provoking insights challenged conventional thinking and encouraged participants to explore alternative avenues for expansion.



## HR STRATEGY SESSION BY MR. NAUSERWAN AKRAM

We are excited to share the highlights of the HR Strategy Session conducted by the renowned consultant and strategy specialist, Mr. Nausherwan Akram. The session proved to be an enlightening experience as Mr. Nausherwan guided teams through the process of developing a challenge map and an action plan for the future.

Under Mr. Nausherwan's expertise, HR teams were introduced to a unique and highly effective problem-solving technique. This technique promises to revolutionize participants' approach to tackle obstacles and find innovative solutions. The HR Strategy Session was a great opportunity to enhance strategic thinking and align departmental efforts towards achieving organizational goals.





## ANNUAL MTOs AND FTOs INDUCTION PROCESS 2023

A rigorous evaluation and selection process was planned for the induction of Management Trainee Officers (MTOs) and Functional Trainee Officers (FTOs) for 2023. This year, we added the stream of FTOs to ensure that we provide specialized training to certain fresh graduates who wish to gain a deep understanding of their field of interest. The Program was kicked off with an attractive online ad campaign. We managed to attract a large student population from top universities of Pakistan, as a well-thought-out career fair participation had already been executed by our team before the launch of the MTO/FTO Program. Once the applicant profiles were run through the selection criteria, the shortlisted candidates were sent an online link to take an aptitude test.

Further shortlisted candidates were then invited to an Assessment Centre which was led by Umer Khan from Activ8. Modern-day evaluation techniques include assessing the behavioral competencies of individuals which enable us amongst others, to foresee future potential, general demeanor, resilience, alignment with our values, etc. The Assessment Centre was held at Park Lane Hotel in Lahore over a period of 3 days. Activ8 used personalized assessment tools in line with our requirements and selection criteria. It was a high-energy packed 3-day event. About 35 senior managers from various Group Companies also participated as assessors in addition to the HRBPs. The assessors had been formally trained by Activ8 during a day-long event at Irshad Hall before the assessment.

In Karachi, we ran Assessment Centers which included giving prompts/case studies to the candidates. The criteria of assessment were uniform across the country.

Interviews are ongoing with the final shortlisted candidates, and we are hopeful to induct a high-quality, high-potential group of young MTOs and FTOs who shall be the future leaders of the Group. A well-streamed development program will ensure that we capitalize on the strengths of the hired population and further develop them. Diversity has been one of the top agendas throughout this process, mainly targeting females, to attain gender equity amongst our teams, where possible.



## CAREER FAIRS AND RECRUITMENT DRIVES 2023

The importance of evolution in an organization, that too as per the needs of the changing times, cannot be overruled. In alignment with this belief, each year the HR team ensures to participate in career fairs and recruitment drives across the country to keep students informed about the Group, its businesses, its culture, etc. and likewise hear from students what they are looking for as an 'employer of choice'.

HRBPs along with alumni of various universities, currently working across different companies within the Group, attended recruitment events. University selection was based on Group requirements and covered diversified disciplines. Giveaways were handed out to students. We also conducted on-spot interviews for future internships and MTOs/FTOs.

Overall it was a highly beneficial activity and surely improved our employer branding 'by leaps and bounds'.



**CHEER  
UP!**

# ENHANCED CAR MONETIZATION ALLOWANCE

Effective **1<sup>st</sup> June 2023**

	Old Monetization Amount	Enhanced Monetization Amount
Suzuki Alto VXR	Rs. 29,000	Rs. 56,000
Suzuki Cultus VXR	Rs. 35,000	Rs. 76,500
Honda City	Rs. 41,500	Rs. 100,000
Toyota Corolla	Rs. 53,000	Rs. 135,000
Kia Sportage Alpha	Rs. 69,000	Rs. 147,500
Honda Civic Oriel	Rs. 60,000	Rs. 173,000



## \*Terms & Conditions

Facility to switch from a maintained car to car financing and monetization allowance or vice versa is not available anymore.



## SUSTAINABILITY

### INTERNATIONAL WOMEN'S DAY CELEBRATED AT THE PACKAGES GROUP

International Women's Day was celebrated at the Packages Group in collaboration with our new brand Embrace. Female employees from across the Group representing Packages Limited, Packages Convertors Limited, Bulleh Shah Packaging Pvt. Ltd. (BSP), DIC Pakistan Limited, Packages Mall, OmyaPack, Starch Pack, and IGI participated in the event. In addition to that, our senior management including the Group CEO & MD, Syed Hyder Ali, Syeda Henna Babar Ali, Mr. Kaifee Siddiqui (Group Head of HR), Mr. Jawad Gilani (Head of HR - BSP), Mr. Waqas Munir (CFO - BSP), Mr. Ahsan Cheema (Group Manager IR), and Mr. Tariq Ikram (Head of IT Projects) were also present to support women of the Packages Group and endorse the Group's commitment towards gender equality and sustainable development. A half-day workshop on unconscious bias was conducted by Ms. Medeeha J. Khan from the Center of Advanced HR and Executive Presence.

The event included awareness and knowledge sharing session on the importance of equity, the launch of Embrace DVC, and various engaging activities arranged by our honorable guest, Ms. Madeeha Khan from LSEF. On this International Women's Day, not only our women but our men also contributed to the campaign and showed their concern by participating in the "Embrace of Equity" posing a challenge with insightful messages.



## MOTHER'S DAY CELEBRATION THROUGH ACTS PLATFORM



Packages organized a Women's ACTS (a forum for women at Packages Group) session on account of Mother's Day in Lahore. Working women in general and working mothers specifically face a lot of challenges while balancing their responsibilities with their careers. An interactive discussion on how to overcome those challenges and what improvements can be made to our policies was led by the Group Sustainability Team, along with valuable insights from Syeda Henna Babar Ali, Chairperson of DIC Pakistan Limited, and Advisor Consumer Division at Packages Limited. Former CEO of Starch Pack Ms. Humaira Shazia, the founding member of the ACTS platform, also shared her experience over a long career. Ms. Afia Mansoor from Maria B. Cares was the guest speaker at the event. We also took the opportunity to thank and acknowledge our dear colleague Ms. Robina Aziz, who has served the Packages Group for over three decades before she retires next month.

## STRENGTHENING WOMEN'S ECONOMIC EMPOWERMENT CONFERENCE



Our Group Manager of Sustainability Ms. Ayesha Aziz represented Packages Group at the Conference on Strengthening Women's Economic Empowerment to accelerate progress on SDGs, organized by UN Women Pakistan in collaboration with the Embassy of Norway in Islamabad. Distinguished guests from the industry including PepsiCo, Interloop, Sapphire, Mehmood Group, and Atlas Copco were among those invited. Representatives from various foreign missions in Pakistan, NGOs including the Behbood Association, Hashoo Foundation, and Pakistan Business Council were also present at the event. Packages Group has taken several initiatives for this cause including education enablement and skill development for the women and children in our supply chain communities.

## PANEL DISCUSSION FOR GENDER PARITY COMMITMENT



Our Group Manager Sustainability, Ms. Ayesha Aziz, talked about the importance of women's networks in achieving sustainable development goals, particularly SDG 5: Gender Equality at a panel discussion conducted by Centre of Excellence in Responsible Business and hosted by MG Apparel on the SDG leadership program for SDG 5. Packages Group has a strong internal network, ACTS, *Actively Caring Through Sharing*, for the female employees, with almost 200 members from various companies. Established in Bulleh Shah Packaging Pvt. Ltd. (BSP) in 2017, this network has been championing gender equality and women empowerment initiatives across the Packages Group. It serves as a safe space for networking, mentorship, guidance, and capacity building of our female colleagues.

## 14<sup>TH</sup> ANNUAL LADIES FUND WOMEN'S AWARDS

Individuals from across the group attended the 14th Annual Ladies Fund Women's Awards held in Karachi. Iqra Sajjad from Packages Limited, Anum Ali from Bulleh Shah Packaging Pvt. Ltd. (BSP), Tahira Sadiq from Packages Convertors Limited, and Samrah Moin from Tri-Pack Films Ltd represented the Packages Group.



### CERVICAL CANCER SESSION

Packages Group organized awareness sessions on cervical cancer for female employees. Dr. Noreen Zafar from GWHI spoke about the disease and its prevention. Sessions were held in Irshad Hall and attended by employees from Packages Limited, Packages Convertors Limited, Bulleh Shah Packaging Pvt. Ltd., DIC Pakistan Limited, and IGI.



### MANAGE STRESS AND CULTIVATE HAPPINESS

Mental and emotional well-being is as important as physical health. Dr. Saad Bashir's half-day session on stress management and happiness emphasized how we are masters of our state of mind. He discussed factors that lead to happiness, physical exercises to reduce stress, and music therapy for relaxation.



### HEALTH & SOCIAL WELL-BEING AT PACKAGES GROUP

Campaigns were conducted across the Group throughout the quarter to show solidarity, raise awareness and act on global issues that need attention, and healthcare facilities were provided to the underprivileged. Packages Group works with esteemed partners who are specialists in their fields to help us with this agenda.

### TRAINING AND AWARENESS

#### SETTING SCIENCE-BASED TARGETS FOR CLIMATE ACTION

Packages Group in collaboration with CERB on the SDG Leadership program organized a workshop on Business Ambition for 1.5oC, Setting Science-Based Targets for Climate Action. Participants from Packages Group companies including Packages Convertors Limited, Bulleh Shah Packaging Pvt. Ltd. (BSP), DIC Pakistan Limited, Tri-Pack, Omya Pack, and Packages Mall attended the full-day session in Irshad Hall, Packages Limited. Participants from other companies including National Foods Limited, Amreli Steels Limited, SGS, Fatima Group, Decathlon International, MG Apparel, and others also joined this interactive workshop. Dr. Fazilda Nabil from UNFAO and Ms. Warda Zaman from Pakistan Environment Trust also presented a business case for Climate Action as well as the SBTi standard.

#### CARBON MANAGEMENT AND ISO14064 INTERNAL TRAINING



A Groupwide one-day workshop on Carbon Management and ISO14064 was conducted by the members of the Packages Group Carbon Team led by Syed Muhammad Taqi (BSP), Usman Ghalib (PCL), Omer Iqbal (PCL), Ubaidullah Arif Qureshi (PCL) and Arslan Nazir (BSP) in Irshad Hall. Syeda Sidra Sarfraz and Zoha Naveed from the Group Sustainability team facilitated the session for the participants from Packages Convertors Limited, Bulleh Shah Packaging Pvt. Ltd. (BSP), DIC Pakistan Limited, OmyaPack, and Packages Mall.

## WWF - GREEN OFFICE TRAINING

An awareness session on WWF Green Office Certification was conducted by Ms. Fatima Khan, Coordinator Climate and Energy Program WWF Pakistan in Irshad Hall, Packages Limited. Packages Limited has been on this certification for a long time with various sites and offices certified to this standard. Participants from Packages Limited, Packages Convertors Limited, Bulleh Shah Packaging Pvt. Ltd. (BSP), Omya Pack, DIC Pakistan Limited, Tri-Pack Films Ltd., Packages Mall, and IGI General Insurance Ltd. attended this informative and interactive session to take this certification forward at a Group level led by the Group Sustainability Team.



## CREATING DIGNIFIED WORKPLACE WORKSHOP

UN Women Pakistan conducted a workshop for the senior management of Packages Group on "Creating Dignified Workplaces" under the umbrella of Women Empowerment Principles (WEP) in Irshad Hall Packages Limited Lahore. The workshop focused on: Understanding Gender Concepts, Harassment at Workplace, Protection against Harassment of Women at the Workplace Act 2010, Important Features, Evolving Jurisprudence, Obligations of Employees and Employers.



## WORKSHOP ON ESG IMPLEMENTATION

An interactive workshop on ESG Governance was conducted by our ESG partners KPMG, led by Mr. Rana Nadeem and Syed Ahson Ali Shah for the senior leadership of Packages Group in Irshad Hall Packages Limited. The participants included the CEOs, CFOs, and Group Heads amongst other business leaders representing the Packages Group companies from Lahore, Kasur, and Karachi. Group CEO, Syed Hyder Ali and Syeda Henna Babar Ali, Chairperson DIC and Advisor Consumer Division also attended the session and shared their valuable input, demonstrating absolute leadership commitment to take this cause further across the Packages Group.



## CLIMATE 2 EQUAL KICKOFF SESSION

Packages Group has committed to advance the participation of their women employees in tackling climate change, as part of a new initiative launched by IFC and the Pakistan Business Council (PBC). The Climate2Equal initiative, launched in Karachi, will establish a peer learning platform bringing together more than 90 Pakistani companies from the sectors hardest hit by climate change, including textiles, manufacturing, telecommunications, e-commerce, and logistics. The aim is to support these companies in implementing gender-responsive climate action plans. A cohort of 34 "Future Women Leaders in Climate Action" will go through climate-related trainings which will help transition into more green jobs. The cohort was joined by their line managers to endorse the leadership commitment in this regard. Syeda Henna Babar Ali (Chairperson of DIC Pakistan Limited, and Advisor Consumer Packaging Division at Packages Convertors Limited) explained how both causes are strategic to Packages Group. Ms. Nazish Sheikh, Head of the Center of Excellence in Responsible Business (CERB), and Ms. Zara Qaiser from IFC spoke about the concept of the project and the way forward. Ms. Fauzia Safdar Khan from Crowe Pakistan also shed light on the role of women in Climate Action. Former CEO of Starch Pack (A Packages Group company), Ms. Humaira Shazia explained how decision-making as a leader can have an impact on the company's climate strategy.



## ALLIANCE FOR WATER STEWARDSHIP WORKSHOP

The Packages Group Sustainability Team participated in a full-day workshop on Alliance for Water Stewardship arranged by Interloop Limited in collaboration with WWF at LUMS. The AWS is an internationally recognized standard that promotes responsible water management practices, focusing on sustainable use, conservation, and protection of water resources. By adopting AWS, businesses can enhance their water stewardship performance, mitigate risks and contribute to the well-being of the local community and environment.



## UN INTERNATIONAL CAMPAIGNS AT THE PACKAGES GROUP

Packages Group is committed to support UN International Campaigns. In the last six months, the Group has held a series of events to mark World Water Day, Global Recycling Day, International Day of Zero Waste, World Health Day, Environment Day, World Food Safety Day, and World Day Against Child Labour across all companies including Packages Convertors Limited, Bulleh Shah Packaging, Tri-Pack Films Limited, DIC Pakistan Limited, OmyaPack and Packages Mall.

These events have been an opportunity for the group to raise awareness of these important issues and to engage its employees in taking action. A variety of activities and sessions were planned and carried out across all Packages Group companies to raise awareness and educate the public.

The Packages Group is committed to continuously support these important initiatives and to make a difference in the world. By raising awareness of these issues and engaging its employees in taking action, the group is helping to create a more sustainable and equitable future for all.



entails respons...  
posal of product...  
means that resou...  
as possible and...  
on to air, land o...


INTERNATIONAL DAY OF  
**ZERO WASTE**  
30 March 2023

**GROUNDWATER**  
MAKING THE INVISIBLE VISIBLE

نظروں سے اوجھل، ہمارے قدموں کے نیچے، زمینی پانی ایک چھپا ہوا خزانہ ہے جو ہماری زندگیوں کو تقویت بخشتا ہے۔

UN WATER  
22 MARCH  
WORLD WATER DAY

دنیا میں تقریباً تمام مائع میٹھا پانی زمینی ہے۔ اسے ذمہ داری سے استعمال کریں۔



**WORLD DAY AGAINST CHILD LABOUR**  
12 JUNE 2023



**SOCIAL JUSTICE FOR ALL.**  
**END CHILD LABOUR!**



ماحولیات کا عالمی دن  
WORLD ENVIRONMENT DAY  
UN  
**BEAT PLASTIC POLLUTION**

5-9 JUNE  
**ENVIRONMENT WEEK**

**REDUCE REUSE RECYCLE**

Big or Small  
#YourActionsMatter



**BE THE CHANGE YOU WANT TO SEE IN THE WORLD**



2023 Accelerating Change

World Health Organization 75 HEALTH FOR ALL

**Health For All**  
صحت سب کے لیے



Food and Agriculture Organization of the United Nations  
**WORLD FOOD SAFETY DAY**  
7 JUNE 2023

**FOOD STANDARDS SAVE LIVES**  
خوراک کے معیارات زندگیوں بچاتے ہیں

World Food Safety Day on 7 June 2023 will draw attention to food standards. Foodborne diseases affect 1 in 10 people worldwide each year, and food standards help us to ensure what we eat is safe.



Global Recycled 18 • 03 Feb

**BE THE CHANGE**

**REDUCE • REUSE • RECYCLE**  
#SAVETHEPLANET



5-9 JUNE  
**ENVIRONMENT WEEK**



## RECYCLING HEROES AWARD

Packages Group was awarded as one of the ten winners of Recycling Heroes 2023 by the Global Recycling Foundation. The company represented Pakistan among global leaders from 9 other countries.



## INNOVATIVE SOLUTIONS FOR PLASTIC POLLUTION AT LUMS

Packages Group participated as a panelist on the World Environment Day roundtable discussion on "Innovative Solutions for Plastic Pollution" by the Center for Business and Society at LUMS. The esteemed panel included WWF, Green Earth Recycling, Tetra Pak Pakistan, Unilever Pakistan, Engro Polymers, Spel, Ecolan, Ouroborus, and many others. The event was hosted in collaboration with the Lahore Chamber of Commerce and Industry.



## LIVING THE GLOBAL COMPACT AWARD

Packages Group's efforts in implementing the Sustainable Development Goals and the United Nations Global Compact were recognized through "Living the Global Compact Award" by Global Compact Network Pakistan. Our Company Secretary and Legal Counsel Ms. Iqra Sajjad, along with Mr. Muhammad Kashif from Bulleh Shah Packaging Pvt. Ltd. (BSP) - Karachi and Ms. Samrah Moin from Tri-Pack Films Ltd received the award on behalf of Packages Group.



## PROJECT LAUNCH BY EFP AND ILO

The EFP, with the support of the International Labor Organization (ILO), is piloting a project to introduce the National Skills Passport (NSP) for recognizing the Skills and Experiences of workers. The recognition of skills will help the workers to get decent employment in the overseas market and better employment opportunities in the local market. Mr. Muhammad Kashif from Bulleh Shah Packaging Pvt. Ltd. (BSP) Karachi and Mr. Qasim Ali from DIC Pakistan Limited - Karachi represented Packages Group at the launch event at Movenpick Hotel Karachi.



## SUSTAINABILITY DISCLOSURES AND REPORTING WAS ORGANIZED BY SECP

A capacity-building session on Sustainability Disclosures and Reporting was organized by SECP and The Institute of Chartered Accountants of Pakistan at the Pearl Continental Hotel Lahore. Our Group Sustainability Manager Ms. Ayesha Aziz shared the journey of the Packages Group over the last five years and the challenges that we encountered during this process. As a result of this process, we can develop a plan for a robust future strategy at the Group level.

Our Chief Investment Officer Mr. Sajjad Iftikhar also shared the vision of Packages Group from the investment perspective. Packages Group was represented at this prestigious event by Mr. Sajjad Iftikhar, Mr. Amjad Sheikh CFO of Packages Convertors Limited, and Ms. Ayesha Aziz along with Ms. Saira Sheikh representing IGI General.



## 15<sup>TH</sup> ANNUAL CSR AWARDS

The National Forum for Environment and Health (NFEH) recognized the efforts of the Packages Group and was awarded in the category of "Green Energy Initiatives" at the 15th Annual CSR Awards organized in Islamabad. Mr. Muhammad Usman Ghalib from Power House, Packages Convertors Limited, and Mr. Adnan Sarwar from Bulleh Shah Packaging Pvt. Ltd. (BSP), Energy Operations received the award from Federal Minister for Planning and Development Mr. Ahsan Iqbal Chaudhary, who was also the Chief Guest at the occasion. It is pertinent to mention here that almost 45% of Packages Group's energy needs in Pakistan, are met through renewable energy sources including Solar and Biomass.



## FCCU'S INDUSTRIAL VISIT AT BULLEH SHAH PACKAGING

A group of students from the Environmental Sciences Department of Forman Christian College (A Chartered University) led by Dr. Derk Bakker, visited the Bulleh Shah Packaging Pvt. Ltd. (BSP) Kasur plant to see the environmental sustainability initiatives of the Packages Group. The visit was facilitated by Energy and Resource Efficiency Associate Ms. Zoha Naveed and the Admin department of Bulleh Shah Packaging (Pvt.) Limited. BSP's EHS team members Mr. Asad Farooq and Mr. Muhammad Tayyab Khan ensured a safe site visit for the young guests.



## EHS

### FORMULATION OF GROUP EHS COMMITTEE

The Packages Group has established a Group EHS Committee to oversee and provide guidance on EHS-related issues within the organization. The committee's main objective is to promote, enable, and ensure a safe and responsible work environment across all companies within the Packages Group. Under the leadership of the CEO & Managing Director, Packages Limited - Syed Hyder Ali, the committee conducts monthly meetings with representatives from each Group Company. An independent board member, Mr. Riyaz Chinoy also participates regularly in the deliberation of these meetings. These meetings act as a platform to discuss and address EHS concerns, share best practices, and provide guidance on implementing effective safety measures.

### PACKAGES GROUP EHS TEAM BUILDING

Group Head EHS organized a Team-Building Engagement Activity for the EHS Team from different companies, including PCL, BSP, PREPL, OmyaPack, DIC, and Starch Pack. The primary objective of this activity was to foster passion, energy, and teamwork among the EHS team members. During the engagement activity, the team had the opportunity to reflect upon their achievements during the first half of 2023. They discussed the challenges they faced and worked out a plan for the second half of the year. To recognize the contribution of different individuals, Safety Excellence Appreciation certificates were distributed.



### CYCLONE BIPARJOY MANAGEMENT      LAUNCH OF GOAL ZERO BOARD

In anticipation to manage Cyclone BiparJoy, the Packages EHS Team, led by Group Head EHS Mr. M. Ali Sheikh, took swift action to offset its impact. A crisis team was formed to handle the potential impact of the cyclone. To ensure the safety of all personnel, safety advisories were issued to all Group companies within Packages. Daily meetings were conducted by the EHS Team to stay updated on the preparation. From these meetings, precautionary measures were discussed and conveyed.



The Packages Group has recently launched the Goal Zero board as part of its commitment to pursue the Goal Zero initiative. These Goal Zero boards have been installed at the entrances of each Group company within the organization. The launch of the Goal Zero board reinforces the Packages Group's commitment to safety. It encourages everyone within the organization to actively contribute towards creating a culture of safety and responsible practices.



## EHS VISITS/AUDITS OF GROUP COMPANIES

In our journey towards cultivating a safe and sustainable work environment, Group EHS Team visited all Group Companies in Pakistan and Packages Lanka, Sri Lanka, to conduct EHS Audits. These visits/audits facilitate the sharing of best practices across the group. Group Head EHS identifies successful EHS initiatives during his visits and encourages knowledge sharing among the companies. This collaborative approach helps to create a culture of continuous improvement, as each company can learn from the experiences and successes of its counterparts.



## SAFETY AWARENESS WEEK

Safety Awareness Week was celebrated at Packages Group with active participation from all Group Companies. The week-long event featured multiple safety activities aimed at promoting awareness, knowledge, and skills related to workplace safety. Some of the activities conducted during the Safety Awareness Week included: Work-related Quiz, Hazard Hunting Activity, Fire Safety & ERP Mock Drill, Safety Poster Competition, Role Play on Machine Guarding, Scaffolding Competition, Basic Life Support & First Aid Training and Safety Oath Ceremony. Additionally, awards & recognition were given to acknowledge outstanding contributions to safety. This recognition aimed to motivate employees and teams to maintain high safety standards and actively participate in safety initiatives.



## AWARENESS SESSION ON HEAT STROKE / DISTRIBUTION OF ORS

As the summer season approached and temperatures began to rise, the Packages Group launched a group-wide campaign to raise awareness about the importance of taking precautions against heat stress in the workplace. The campaign aimed to ensure the well-being and safety of employees during hot weather conditions. As part of the campaign, heat stress precautions training sessions were organized. These sessions provided employees with knowledge of how to identify the signs and symptoms of heat stress & dehydration. Recognizing the significance of proper hydration in combating heat stress, the Packages Group distributed necessary electrolytes (ORS) among employees.



## COLLABORATION WITH REGULATORS FOR DENGUE CONTROL & PREVENTION

Packages Convertors Limited organized an awareness session on dengue prevention with the government's primary and secondary healthcare department. The session focused on dengue breeding season, hazards, and prevention methods. Assistant Commissioner Lahore, Mr. Mohammad Murtaza, emphasized active preventive measures against the spread of the dengue mosquito.



## GROUP EHS TRAININGS – AWARENESS SESSION ON ERP, FIRE SAFETY, RESCUE & FIRST AID

An essential aspect of maintaining the safety and well-being of the staff is organizing an awareness session on Emergency Response Preparedness, Fire Safety, Rescue Measures, and First Aid Safety Training. These training sessions provide employees with the necessary knowledge and skills to effectively handle emergencies. Mr. Nadeem Sharif (AM – Fire Safety) conducted a comprehensive awareness session for DIC staff members, where active participation was encouraged.



## GROUP SAFETY INTERVENTIONS

The Packages Group initiated a group-wide activity focused on enforcing the Stop Work Policy in the event of any violations. This activity involved the active participation of all group companies within the organization. As part of the intervention, multiple measures were implemented regularly to ensure adherence to safety protocols and the Stop Work Policy. These interventions were designed to create awareness, enhance understanding, and reinforce the importance of prioritizing safety in all work activities.

## REFRESHER TRAINING ON ERP & PRACTICAL USE OF FIRE EXTINGUISHER

The Fire Safety Department at PCL consistently arranges refresher training sessions that focus on Emergency Response Preparedness (ERP) and the practical utilization of fire extinguishers. The primary objective of these sessions is to strengthen and update knowledge and skills of the staff members, enabling them to respond efficiently during emergency scenarios. During the training, participants engage in a comprehensive review of ERP, which involves identifying potential risks, establishing evacuation procedures, and assigning specific roles and responsibilities. The session places significant emphasis on the importance of maintaining composure and adhering to established protocols when faced with emergencies. Through the provision of refresher training on ERP and the practical use of fire extinguishers, we actively cultivate a culture of safety and preparedness among our staff members. This empowers them to respond to emergencies with confidence and effectiveness, ensuring the well-being of all individuals involved.



## SMOG AWARENESS SESSION AND INITIATIVES

The Packages EHS team, in collaboration with WWF, conducted a smog awareness session that focused on addressing the issue of smog. In addition to the session, several SMOG awareness initiatives were implemented to further promote safety and awareness among the employees. These initiatives included: reflective stickers on all HTV (Heavy Transport Vehicles), reflective tapes on bikes, reflective core values stickers on laptops & bags, and awareness through employee notifications & alerts.



## SUCCESSFUL CUSTOMER AUDIT

Customer audits play a significant role in ensuring business continuity. They provide valuable insights into various aspects of the business and help maintain strong relationships with customers. In this context, multiple successful customer audits have been conducted at Packages with the support of all Business Units Teams. These audits encompass a range of areas including health and safety, environment, food safety, and quality. Audit teams from renowned organizations such as English Biscuit Manufacturers (Pvt) Ltd, Reckitt, Unilever, Nestle, National Foods, BAT, and Fauji Foods have visited Packages to conduct these audits.



## SUCCESSFUL FOOD SAFETY AUDIT - BRC HI-HYGIENE AUDIT FOR PACKAGING MATERIAL WITH AA GRADE

Packages is proud to announce the successful completion of a Food Safety Audit - BRC Hi-Hygiene Audit with AA Grade, focusing on packaging material. This audit is crucial in ensuring that Packages maintains the highest standards of food safety throughout its operations. The successful completion of the BRC Hi-Hygiene Audit signifies Packages' dedication to ensure the highest level of safety and quality in packaging materials. It highlights the company's ongoing commitment to provide customers with products that meet or exceed industry standards for food safety.



## SUCCESSFUL FSSC 22000 V5.1 RECERTIFICATION - FOOD SAFETY SYSTEM CERTIFICATION (EXTENSION TO SCOPE AUDIT)

We are pleased to announce the successful recertification of Packages' Food Safety System Certification (FSSC) 22000 V5.1. This recertification includes an extension to the scope audit for Paper Straw Material, ensuring continued compliance with the highest standards of food safety. During the recertification and extension to scope audit, Packages underwent a thorough evaluation of its food safety management system. The audit team meticulously examined all aspects of the Packages' operations to assess compliance with the FSSC 22000 V5.1 requirement.



## NEW PROJECTS

### TEAM BLITZ - KNITTING HORIZONS

Though featured for the first time for any Lamhay edition, Team Blitz (Projects & Infra Department) has been working hard & quietly to extend the skyline around the Mighty BSP. Leading the race to the swift, the first project to usher into the hinterland is Project Unicorn, which started exactly twelve months ago. Three firsts are very important for any industrial plant i.e. receiving the first raw material truck, the first product, and the first dispatch. On the 8th of June this year, Project Unicorn achieved its first milestone after decanting the first corn truck into the StarchPack massive silos, which are also the biggest of their kind, in the country. During the course, the team has engaged with more than 100 suppliers and has orchestrated the symphony to strike the right balance to keep cost, timeline & quality according to the mandate. Backed by the confidence of 1.5 million safe manhours, the team is determined to achieve the commercial start-up in August this year. Dovetailing Unicorn is the Project Iris (DIC). The official groundbreaking was done on June 13, 2023, in a ceremony with Syed Babar Ali as the Chief Guest. In the preview, various construction machines worked in harmony to dig the foundations for glory. To reach this momentous occasion, it required meticulous planning & engineering effort. The project is due to complete in May 2024. Team Blitz is also entrusted with Project Force (BUCP Conversion), Project Synergy (PM-9 relocation) & BUFC projects, in addition to Bulleh Shah Girls High School.





# SUCCESS STORIES



Packages Group



**Saad Moeen Bajwa**  
Manager Internal Audit

Greetings! My name is Saad Moeen Bajwa, I am an ACA and a member of ACCA. Currently, I am serving in the Internal Audit Department at Packages Limited, since March 2023. Throughout my time at Packages, I have sharpened my proficiency in interpersonal skills, data analysis, management abilities, and team leadership. I am committed to continuous learning and look forward to further expanding my knowledge during my tenure with Packages Ltd. I am excited about the opportunities that lie ahead and eager to make a valuable impact through my skills and dedication.

**Hiba Batool**  
Project Controller  
New Projects

I am thrilled to share my journey as a new joiner at Packages Limited. My name is Hiba Batool, and I am a passionate and self-driven individual currently pursuing Chartered Accountancy. This has been such a wonderful experience for me, and I'm grateful to my whole team for supporting me. I believe that working here will provide me with several opportunities to grow professionally and I'll be able to achieve my goals.



**Daniyal Ijaz**  
Internal Audit

Hi, I am Daniyal Ijaz, an ACA final-level candidate, currently serving as an Assistant Manager Internal Audit at Packages Limited. I joined the company because of its stellar reputation for excellence, integrity, and innovation. During my tenure, I have gained valuable skills in internal audit, financial analysis, communication, problem-solving, and adaptability. Working in a dynamic environment has enhanced my abilities to assess risks, analyze financial data, collaborate effectively, and provide valuable insights to drive organizational success.

**Burhan Uddin Nauman**  
Senior Internal Auditor

Hi, I'm Burhan Uddin Nauman, a Senior Internal Auditor at Packages Group. I have a strong academic background in accounting and finance, and I'm a member of the Association of Chartered Certified Accountants (ACCA). I'm passionate about lifelong learning and I'm eager to broaden my knowledge within the company. I joined Packages Group in May 2023 and have since been involved in conducting comprehensive internal audit assignments, evaluating risk management processes, and ensuring compliance with regulatory standards. I'm proud to be a part of this company and I'm excited to see what the future holds.



# A FRESH PERSPECTIVE

# PACKAGERS CONVERTORS



## BUCP

### BUCP TOWN HALL Q1 2023

BUCP town hall for Q1 was conducted in April 2023 to brief the team regarding the progress of the BU in terms of strategic goals and also to share the business plans with them so that all the employees are well informed about the BU strategy and program sessions soon was followed by Q&A where Head of Consumer Division Mr. Nasir Zaman answered all the queries of employees.



### BIRTHDAY CELEBRATIONS AT BUCP

BUCP celebrates small happiness with Employee Birthday Celebrations.



## LONG SERVICE AWARDS AT BUCP

Long Service awards were given to employees in Jun 2023 to thank them for their contribution towards the company for such long tenure.



## SALES CELEBRATIONS

In January 2023, ever highest sales of Rose Petal Pop-Up 1 Billion was achieved. Great achievement by Sales Team and all the other departments who supported for achievement.



## ANNUAL SALES CONFERENCE 2023

The annual Sales Conference was conducted in January 2023 to review the performance made in the year 2022 and to set goals for the year 2023. Nation-wide sales team gathered together to attend this conference.



## AWARDS NIGHT 2023

Awards Night was conducted to recognize the performance of star performers of the year 2022. Congratulations to all those who won the awards and best wishes for the year 2023.

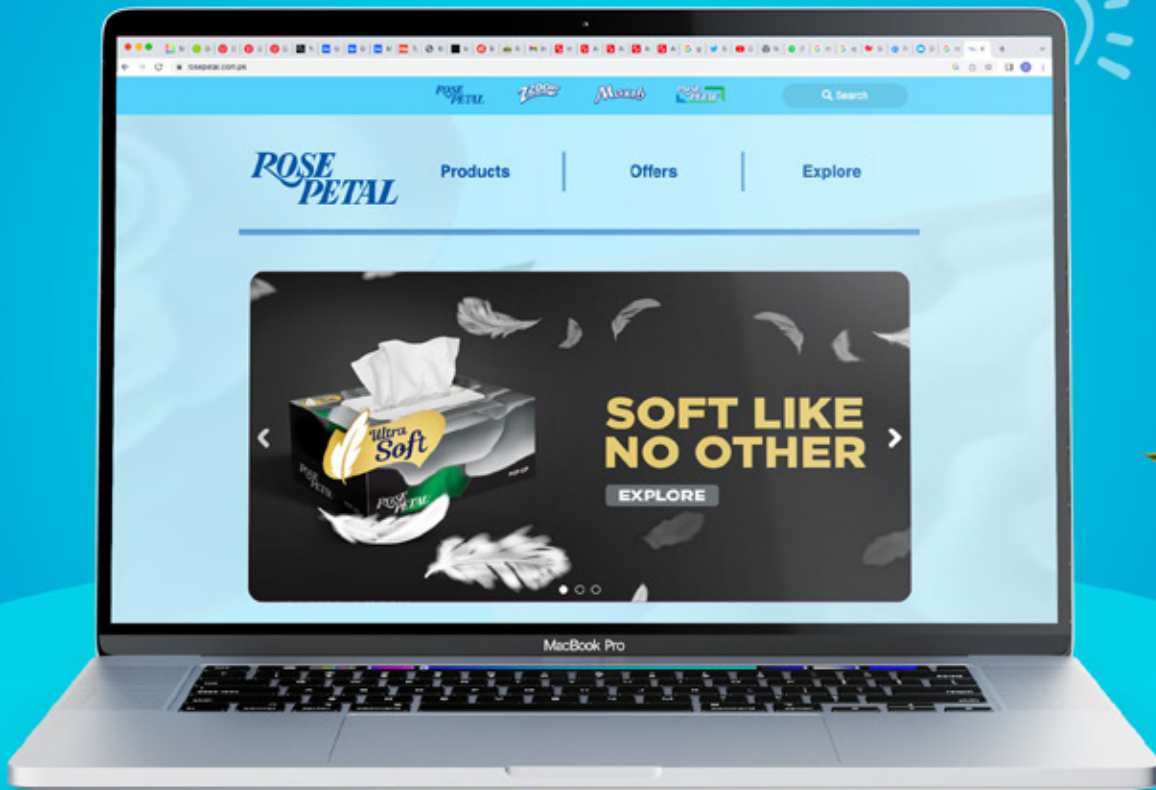


# REFRESHED & REVAMPED

THE ALL NEW ROSE PETAL WEBSITE IS NOW LIVE!

With a user-friendly interface designed to offer a seamless browsing experience. Customers can now quickly find the information they need, explore product options, and make informed decisions with ease.

We've added a new blogs section to provide users with valuable information and insights in order to make hygiene easy and convenient. With tips on how you can best maintain it with Rose Petal.



EXPLORE THE REVAMPED WEBSITE TODAY!



# EXCITING CROSS CATEGORY PROMOTIONS

## Zzooop x Tang Promo

Beat the heat with the ultimate summer offer - for a limited time, customers can enjoy a complimentary pack of Tang with every purchase of the Zzooop Twin pack. Enjoy the convenience of two rolls while savouring the delightful flavors of pineapple, mango, orange, or lemon juice.



## Zzooop Ramadan Promo

The best Iftar combo - fried food, Dipitt sauces and Zzooop Kitchen Towel! And that's exactly what our customers got in our Ramadan promo. With each purchase of Zzooop Kitchen Towel, customers got a FREE Dipitt sachet, making their iftars all the more enjoyable.



## Tulip Kitchen Towel x Scotch Brite Promo

We're committed to clean kitchens - in every and all way. That's why our customers were able to enjoy the complete kitchen hygiene package with our Tulip x Scotch Brite promo. With every purchase of a Tulip Kitchen Towel, customers got a free Scotch Brite.



## The Return of a Favourite Bundle Offer

We know what our customers want & we make sure they get it - which is why we relaunched our bundle offer! With this offer, customers got a four pack bundle of Rose Petal facial tissues and saved Rs. 100!



## LAUNCHING ZZOOOP MAXI ROLL

**BIGGER. BETTER. LONG-LASTING**

These are the benefits you get with Zzooop's upcoming launch - Zzooop Maxi Roll! This innovative product is designed to offer our customers the same absorption and hygiene benefits as two regular Zzooop rolls in a single, convenient package.

To celebrate this launch, we are offering a special discount of Rs. 100 on the introductory price. This bundle offer has been well-received by our customers in the past, and we believe the Zzooop Maxi roll will be another hit in our product lineup.



We are thrilled to announce the launch of our

## NEW VALUE PACKS!

Now available at the Fair Price Shop for all Packages Group employees at a discounted price!



Get your pack today &

# WIN EXCITING PRIZES!

## TERRITORY IN CHARGE OF QUARTER 1 2023

It gives us immense pleasure to announce that our GT BEST TERRITORY IN CHARGE of 1st QUARTER 2023 is Mr. Raja Asim who had performed consistently throughout the quarter. To recognize his outstanding performance Mr. Raja Asim was invited to the national Retail Sales SOR at BUCP Head Office. Mr. Nasir Zaman – Head of Consumer Division presented him with the trophy and appreciation certificate. Well done Raja Asim! Wishing all other Territory Incharges the best of luck for the next quarters!



**Sarah Zubair**  
Marketing Manager AFH - BUCP



In a women-empowered company, the seeds of success are sown in an inclusive soil, where women are provided with equal opportunities, fair recognition, and a supportive ecosystem that nurtures their growth, enabling them to flourish professionally, inspire others, and redefine what it means to be a trailblazing force in the business world. Packages Convertors provides a platform where I can excel in my career while keeping my child next to me. It gives me wings with a strong platform to fly from. In this workplace, the power of collaboration, innovation, and progress is amplified, as diverse perspectives and talents come together to drive positive change, break down barriers, and create a workplace culture that uplifts and empowers women to excel and lead at every level.

# GENDER DIVERSITY



**Adeel Khalid**  
Manager FemCare Plant  
BUCP

The experience of joining this prestigious organization has been nothing short of amazing. I genuinely feel like I've found my professional home here, from the friendly greeting I received from every team member to the easy onboarding procedure. I can relate to the culture's dedication to excellence, the spirit of innovation, and the sense of teamwork. I feel privileged to have been given the job of managing our production operations as a Manager FemCare Plant. I am certain that we will reach new heights of success with the help of competent staff. I am thrilled to use the enormous potential that our team possesses, and I am confident that our combined efforts will not only meet but also surpass the goals that have been set for us.



**Asad Manzoor**  
Area Sales Manager (North)  
BUCP

As a business graduate from IBA Karachi, I joined Packages Group as an MTO-Commercial and got permanent as Area Sales Manager (North). The group empowers its employees to grow and learn through its diverse opportunities. In the group, the most inspiring thing for me is the cooperative environment and growth prospectus. The group has allowed me to learn from highly experienced individuals daily. I am looking forward to the rest of my training period with zeal each day.

A FRESH  
PERSPECTIVE



**Irtiqa Batool**  
Accounts Executive

Hello! I am Irtiqa Batool. I hold an MPhil degree in Accounting & Finance and recently joined the Financial Accounts department of the Packages Group as an Accounts Executive. The main thing that has enticed me to join the Packages group is their revolutionary facilities for female employees who are homemakers as well. I am delighted about the opportunity to work at Packages Convertors and looking forward to work with everybody and accomplishing greater things together.



**Nimra Tanveer**  
Accounts Executive

Greetings! My name is Nimra Tanveer, and I hold a distinguished degree in MBA Finance and a bachelor's in accounting & Finance. Currently, I am serving in the Accounts Department at Packages Convertors, leveraging my expertise since January 2023. Throughout my time at Packages, I have sharpened my proficiency in interpersonal skills, data analysis, management abilities, and team leadership. I am committed to continuous learning and look forward to further expanding my knowledge during my tenure with Packages Ltd. I am excited about the opportunities that lie ahead and eager to make a valuable impact through my skills and dedication.



**M. Mahmood**  
SAP PM Planner  
BUFP

I joined BUFP as SAP PM Planner in May 2023. I have been consistently impressed with the company's environment and supportive team. The work environment is very positive and collaborative, and I have always felt supported by my colleagues. I am also very impressed with the company's commitment to innovation and continuous improvement. I am confident that Packages Convertors Limited is a company that will continue to grow and succeed in the years to come.

## BUFP

### BUSINESS UNIT OF THE QUARTER - Q1 2023

Business Unit Flexible Packaging wins 'BU of the Quarter award' for Q1 2023 for its outstanding performance. Congratulations to the entire BUFP management and team for their efforts and dedication!



## BUFC

### VERTICAL START UP CUTTING CREASING – EXPERTCUT IN-LINE BLANKING MACHINE

The Vertical Start-Up of Cutting Creasing Expertcut 106 PER 3.0 was completed with the additional feature of In-line Blanking in March 2023 with the design Speed of 9000 Sheets/hour. The installation was done in collaboration with BUFC's technical team and BOBST technicians. The machine has achieved a job performance of 90%. Inline Blanking of tobacco, tea, lactogens, custards, and tissue categories has been completed, and work is underway to convert spice and other HL categories to inline blanking.



### VERTICAL START UP FOLDING GLUING – AMBITION A1 106 MACHINE

A new Folding Gluing machine was installed in BUFC. This machine is a Vertical Startup for inline glue detection, inline mixing detection with an inline barcode reader installed, and an automatic ejector to produce the best quality products. In-house, handy pack drive modification which was malfunctioning and was unable to replace due to LC issues was also done on this machine by BUFC Electrical Team to run the machine successfully. The machine has achieved 61% EE.



## LOWEST EVER WASTE – OFFSET LINE

BUFC Offset Line achieved an all-time low waste of 1.85% in May 2023. This was made possible by the consistent and hard work of the entire offset line team, including line managers, process specialists, lead operators, and assistant operators. The team is motivated to achieve even greater results in the future.



## CELEBRATING SALES ACHIEVEMENTS IN Q1 2023: A TESTAMENT TO TEAMWORK AND DEDICATION

We are proudly highlighting the outstanding sales achievements of our Folding Carton during the first quarter of 2023. In the face of extreme cost pressures and inflation, our remarkable team showcased unparalleled dedication and teamwork, ensuring our success in delivering exceptional results. Let's delve into the key highlights and records achieved across different regions and with our valued customers.



### South Region: Raising the Bar and Breaking Records

The South Region emerged as a shining star, surpassing its own sales records month after month throughout Q1 2023. Thanks to our relentless efforts and one-to-one association with our customers, we were able to achieve extraordinary results. Key driving customers such as Freezeland Compania, Tapal, Shan, Unilever Foods, Unilever Rahim Yar Khan, National Foods, and Getz played a pivotal role in our success. March 2023 proved to be the pinnacle for the South Region, as we reached an unprecedented sales figure of 483 million. This remarkable achievement highlights our team's commitment to excellence and demonstrates our ability to understand and cater to the needs of our key customers. Moreover, our bottom-line targets were shattered consistently month on month, underscoring our ability to navigate challenges and deliver exceptional performance.

## Packages Convertors

### Center Region: Shattering Records and Strengthening Partnerships

In February 2023, the Center Region set a new sales record, surpassing all previous milestones. Our team's exceptional dedication and insightful approach to key customers were instrumental in achieving this remarkable feat. By fostering strong relationships with our valued customers, we were able to understand their unique requirements and deliver tailored solutions that exceeded expectations.

### North Region: Inspiring Growth and Surpassing Expectations

The North Region kicked off the year on a high note, breaking its own sales record in January 2023. PTC and Khyber Tobacco emerged as key drivers of this remarkable achievement. By leveraging our one-to-one association with these important customers, we were able to deliver unparalleled value and service, ultimately leading to exceptional sales performance. Notably, the North Region also exceeded its bottom-line targets in January, February, and once again in March, showcasing our unwavering commitment to excellence.

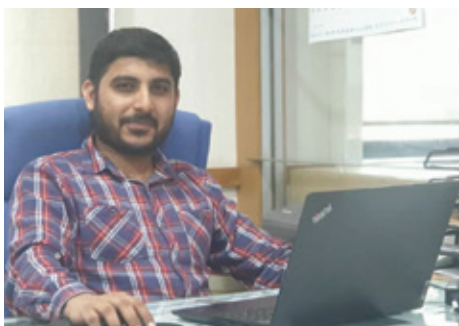
### Folding Carton: Reaching New Heights

In January 2023, our Folding Carton Business Unit achieved its highest sales figure to date, soaring to an impressive 1.42 billion. This outstanding performance not only demonstrates our ability to meet and exceed customer demands but also showcases our position as a leader in the packaging industry. The Folding Carton team's unwavering dedication to excellence and operational efficiency played a vital role in achieving this record-breaking milestone.

### Offset and Rotogravure: Breaking Sales and Contribution Margin Records

Our Offset and Rotogravure divisions demonstrated exceptional prowess in Q1 2023, breaking both sales and contribution margin records. In March, the Offset division achieved its highest sales figure of 893 million, while the Rotogravure division achieved a record-breaking sales figure of 611 million in January. These achievements highlight our divisions' commitment to delivering superior printing solutions while ensuring sustainable profitability.

In conclusion, the outstanding sales achievements of our packaging company during Q1 2023 serve as a testament to the unwavering dedication and teamwork of our exceptional employees. Despite extreme cost pressures and inflation, our team's timely price increases and ability to deliver on customer expectations propelled us to new heights. We celebrate our remarkable achievements across different regions, with South, Center, and North breaking their own sales records. Additionally, Folding Cartons, Offset, and Rotogravure achieved new heights in sales and contribution. The constant dedication and hard work of the Offset, Cutting and creasing, Folding Gluing, QA, Planning, Pre-press, Development, and Supply Chain teams have been instrumental in accomplishing these remarkable milestones. Their unwavering commitment to collaboration and unity has played a significant role in our collective success, embodying the spirit of "One for all & all for one".





## REGIONAL SALES OFFICE - KARACHI

### PCL REGIONAL SALES OFFICE BECOMES WWF GREEN OFFICE CERTIFIED, AGAIN!

Packages Convertors Limited Regional Sales Office in Karachi renewed its WWF Green Office Certification in March 2023, which is an initiative to reduce offices' ecological footprint. A WWF representative assessed the Office's performance based on certain parameters i.e., communications and engagement, energy and water, procurement, recycling, sorting and cleaning, travel and paper. After a discussion session and an office walkthrough with the designated Packages' WWF team, the office was given a score based on which the criteria were met for becoming Green Office Certified. It was truly a testament to Packages' sustainability efforts!



### BIRTHDAY CELEBRATIONS!

Birthdays are those special days in the Packages' Regional Sales Offices when the employees, especially the sales personnel, get a chance to escape the hustle and bustle of their daily work routines or customer visits. It also acts to create a festive and uplifting atmosphere, boosting overall morale and motivation. Most importantly, this regional sales office is a combination of Packages Limited, Packages Convertors as well as Bullehshah personnel, therefore a birthday celebration brings them all together leading to a cohesive culture and environment.



# BULLEH SHAH PACKAGING

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

TOTAL PRODUCTIVE  
MAINTENANCE



RESPONSIBLE  
Packaging

## YOUNG ENGINEERS' SESSION WITH SYED BABAR ALI

Syed Babar Ali visited Kasur and reviewed the progress of various projects in and outside BSP. He also interacted with young engineers of BSP and guided them about life, career, and values that the Packages Group upholds.



## HIGHLIGHTS OF HAJJ BALLOTING

Hajj Balloting 2023 held in BSP Kasur's mosque.



## FAREWELL TO RETIRING STAFF

A Farewell party was held in order to honor and acknowledge the services of employees who retired from BSP in 2023.





**Amna Khushi**  
EHS Engineer



Hey! I'm Amna Khushi. I'm an Environmentalist by Profession. I am elated to introduce myself as the newest member of the EHS team at BSP. As an EHS Engineer, I'm committed to foster a culture of safety and sustainable practices within our organization. In addition to technical skills, I do possess a skill in 2D animation which makes me a unique addition to the existing skillful EHS team. Being a patriot, I want to play my role in a way that benefits my company and the country-wide industries.



**Daniyal Fawad**  
Trainee Engineer SCM



After graduation joining a renowned and innovative corporation is always the way to go and that is exactly why I choose to join Bulleh Shah Packaging. I completed my Electrical Engineering from FAST- NUCES and joined BSP as a Trainee Engineer – Commercial (SCM) where I am presently managing engineering and imports procurements, it wouldn't be wrong to say that a traineeship at Packages Group isn't for the pusillanimous. I had a strong learning curve right away due to exposure to new domains, different projects, and diverse colleagues who are striving to help me achieve my goals. BSP anticipates exponential growth from the staff, leading to an up-or-out development cycle.

# A FRESH PERSPECTIVE

# TRI-PACK FILMS



## ANNUAL FAMILY GALA

Tri-Pack Films Limited held the Annual Family Gala for all its employees on 14<sup>th</sup> January 2023 at the Bahria Adventure Land and Carnival, Bahria Town, Karachi from 08:00 am – 06:00 pm. Around 1100 guests attended this festive event. The family gala is a long-standing tradition of Packages Group where all employees come together as a single family to engage in fun activities and make memories for life. The gala offered fun rides and games designed for employees and family members of all ages, as well as, Foodies' kiosks which offered various delicacies that were a hit among the guests. The festive event at Bahria Adventure Land was followed by a memorable dinner at Carnival, Bahria Town, Karachi, which was much enjoyed by all guests. It was a great day for the employees to bond with their families and also to mingle with cross-functional teams and Co. Leadership outside of the office setting. We actively encourage and support such endeavors which help to strengthen the family relation we've already built with our employees.



## ANNUAL CRICKET TOURNAMENT

Building on the cricket fever from yesteryears, Tri-Pack held its fourth Annual Cricket Championship Event “Tri-Pack Annual Cricket Tournament” at the Arabian Country Club, Karachi. Tri-Pack showcased the sporting talent of its employees in a friendly yet competitive environment. The tournament included twelve teams of a total of 180 players that competed against each other to win the coveted championship. The Grand Finale was played between the ‘Blasters’ and ‘Crushers’, where the performance by both teams was remarkable. The Blasters, led by Mr. Mohammad Monir Khan – Head of Projects & Power House, won an extraordinary match at the Grand Finale, by 7 Runs! The Tri-Pack Executive Management Team congratulated the champions for winning the title and praised the efforts of the cricket management committee, for the excellent arrangements during the tournament. The Management Team also reaffirmed their commitment to supporting healthy sporting activities in the organization and urged the employees to participate in such efforts.





## INTERNATIONAL WOMEN'S DAY EVENT

Packages Group continues to celebrate and promote its female employees on International Women's Day. Tri-Pack hosted International Women's Day under the United Nations theme: 'Embracing Equity', at its Port Qasim facility in Karachi, on March 09, 2023, which was attended by all female employees of the company. The event's keynote speaker was Ms. Rabia Aziz, a licensed psychotherapist, life coach, and clinical trauma specialist. Keeping up with the theme of 'Embracing Equity', Ms. Rabia engaged the female employees of Tri-Pack with her views on the subject, whilst sharing her life experiences, challenges, and lessons with the audience. The session also included ice breakers, and meditation exercises followed by a Q & A session.

We, as a Group, not only recognize the barriers faced by women in the workplace & society, but are committed to playing our part in enabling their success; creating an inclusive world to challenge gender stereotypes, call out discrimination, draw attention to bias, and seek out inclusion, through awareness and enabling behaviors.



## AWARDS & RECOGNITIONS

Tri-Pack has been awarded the Diamond Award for "Employers Recognition in Skills Development" by the Employer Federation of Pakistan on Monday 12 June 2023, for its efforts in skill development, training and development of youth/future workforce. The prestigious award was received by Tri-Pack's Chief Financial Officer, Mr. Muhammad Zuhair Damani on behalf of the Company.



Tri-Pack Films Limited has been awarded a Bronze EcoVadis Medal for Sustainability. This result places Tri-Pack Films among the top 50 percent of companies assessed by EcoVadis. 3 of Packages Group Companies (Tri-Pack, Bulleh Shah Packaging & Packages Convertors) are a part of this trusted business sustainability platform valued by top companies around the world. The EcoVadis evaluates how well a company has integrated the principles of Sustainability/CSR into its business and management system.



## CERTIFICATIONS

- 1 Integrated Management System (IMS) 2<sup>nd</sup> Surveillance Audit successful completion without any major non-conformities.
- 2 Tri-Pack Films Limited successfully attained recertification of Food Safety Standard FSSC 22000 v5.1 without any major non-conformities.
- 3 Along with other Packages Group Companies, Tri-Pack Films has also been certified on ISO 14064: Green House Gas (GHG) Emissions Accounting & Reporting standard.

## COCA-COLA TEAM VISITS TRI-PACK

Coca Cola (CCI) Team visited Tri-Pack Films Limited Head Office on 20 December 2022 for a meeting upon signing the 03-year supply contract with the company. Plans on sustainability, the business outlook for FY 2023, and opportunities for Tri-Pack to supply Label Film for the export market were discussed. Mr. Berkan Atabay – Group Procurement Manager along with Mr. Uzair & Mr. Hamza were the representatives from the CCI side, whilst Tri-Pack Films was represented by Mr. Muhammad Nasir Jamal (CEO), Mr. Muhammad Omar Khan (Head of Sales) & Mr. Kamil I.A. Khan (Sr. Managers Sales and Head of Exports Business).



## MANGROVE PLANTATION DRIVE

Tri-Pack Films Limited participated in the Mangrove Plantation Drive, on 07th February 2023 in collaboration with the WWF, under the campaign of "RUNG DO PAKISTAN", to plant 1000 saplings. The activity was initiated with a "Green Workshop" by WWF environmentalists, where 28-30 samplings were planted by the TPFL carbon and green office team, followed by a trek at the mangrove forest in the WWF Wetland Centre.



## INSTALLATION OF 4.3 MW SOLAR POWER GENERATION PLANT

Tri-pack Films successfully installed a solar power generation system with a capacity of 4.04 MW out of 4.3 MW in March 2023. This marks a significant milestone in our journey towards a sustainable and clean energy future. Our commitment to sustainability and reducing our carbon footprint has been the driving force behind this initiative. This is also linked to the Sustainability Development Goal-7: Affordable & Clean Energy. The solar power generation system helps to reduce our dependence on fossil fuels, decrease our carbon emissions, and make a positive impact on the environment. This success of the project can be attributed to the hard work, dedication, and support of the project team, and senior leadership.



## TOBACCO INDUSTRY FAIR

Tri-Pack Films Limited took part in Tobacco Industry Fair held in Bologna, Italy on 10<sup>th</sup> & 11<sup>th</sup> May 2023. The aim was to showcase our business and expand our export footprint, specifically for tobacco grade films. As a result, Tri-Pack garnered a positive response and connected us with relevant customers, from European Markets, as well as Asian markets. Tri-Pack was represented by our Chief Executive, Mr. Muhammad Nasir Jamal, Sr. Manager Sales & Head of Exports Business, Mr. Kamil I.A. Khan, and Manager Export Business, Mr. Farhaj Aulakh.





**Nisar Ahmed**  
Slitter Officer



Meet Nisar Ahmed: One of the oldest employees at Tri-Pack Films Limited. He has spent 25 years and is currently working in the Slitter Dept., as Slitter Officer, 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 01st August 1997. It's been 25 years but I still remember the day like it was yesterday. I am currently working as a Slitter Officer in the Slitter Dept., at Tri-Pack Films Limited.

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

The work environment and culture are good, 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 a good and efficient way of working and it has improved my skillset over the years.

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

When I am capable of completing my task on time and getting acknowledged

OUR  
HEROES



**Atif Sattar**  
Area Sales Manager - Lahore



Tri-Pack offers a welcoming and conducive work environment to all its employees. From Day 1, we have been encouraged to share our ideas, take initiatives and bring efficiencies, from none other than the Executive Leadership Team itself. The Company affirms a true culture of support and collaboration; we feel enabled to put in our best efforts each day and continue to learn and enhance our performance. We are proud to say that Tri-Pack adopts the best practices and is in compliance with safety standards, values, and code of conduct. We enjoy working at Tri-Pack and look forward to growing along with the organization.



**Hamza Jawaid**  
Dispatch & Logistics Executive

A FRESH  
PERSPECTIVE

# DIC PAKISTAN

## CEO DIC ASIA PACIFIC VISITS DIC PAKISTAN LIMITED

CEO of DIC Asia Pacific, Mr. Paul Koek, and CFO of DIC Asia Pacific, Mr. Ryohei Kohashi visited DIC Pakistan Limited.



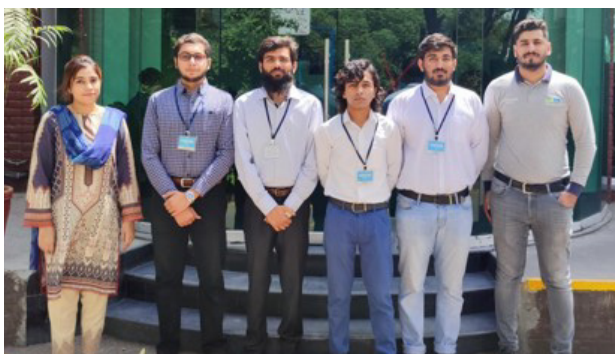
## HIGHEST EVER SALES

The DIC team celebrated the milestone of achieving the ever-highest sales of 1 Billion in the history of DIC. The DIC Management and sales teams gathered to celebrate the success.



## INDUSTRIAL VISITS TO DIC PLANT

UET & UCP student visit was arranged at DIC to enable students to know things practically through interaction, working methods, and employment practices. Students visited the DIC site which gives exposure from an academic point of view in the departments of EHS, Production, and Technical. The main aim of the industrial visits was to provide exposure to students to EHS practices, production activities, and the R&D field in a running working environment



### RAMAZAN CELEBRATIONS

DIC Pakistan Limited distributed Ramadan Giveaways amongst all of its staff to welcome the Holy Month of Ramadan.



### DIC PAKISTAN CELEBRATED THE START OF 2023

DIC Pakistan's team celebrated and welcome the year 2023. May this new year bring joy and prosperity to everyone. After 2022 came to an end, we wanted to take this opportunity to thank all of our employees for making this year successful and one to remember. Going Above and Beyond!



### LONG SERVICE AWARDS

Long service awards were presented to employees by the CEO DIC Pakistan Limited for longer services in the Group.





## RAMADAN CRICKET TOURNAMENT 2023

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



## DIC TOWN HALL Q1

CEO DIC conducted the first town hall of 2023 in Irshad Hall. All departments presented their achievements of Q1. Around 50 employees of DIC attended this town hall.



# MANAGER OF THE Q1-2023



**Mr. Shabee-ul-Hassan**  
Sales Manager

## GROUND-BREAKING CEREMONY OF DIC KASUR PLANT

Ground-breaking ceremony of DIC New Plant held on 13 June 2023. All Group Heads, BUMs, and CEOs were invited to the ceremony. SBA & SHA also honored the event with their presence. The ceremony started with a foundation laid by SBA followed by a tree plantation by all CEOs and Group CEO.



## ANNUAL SALES CONFERENCE

Annual Sales Conference 2022 of DIC Pakistan Limited held in Irshad Hall. All departments participated in the event. CEO/ MD DIC Pakistan, SHBA Chairperson DIC Pakistan, and SHA Group CEO also attended this conference.



## A TOWNHALL WITH THE CUSTOMERS

DIC Pakistan is the market leader in printing ink, people love to attend the seminars & events arranged by DIC, and through the events, they update their knowledge, and skills, and get awareness about upcoming innovations in the packaging industry. In the month of June 2023, DIC Pakistan arranged an event in Karachi at lunch in Arena and invited the top 20 customers. At the event, the DIC team briefed them on safety & good practices, and upcoming products/development of DIC Pakistan, and shared the innovation in adhesive & other packaging segments.



## NEW MACHINES INSTALLATION AND COMMISSION

We are delighted to announce the successful installation and commissioning of the 1<sup>st</sup> lab-scale polymerization reactor in the R&D Lab of DIC Pakistan Limited. With this locally designed and fabricated reactor, our team can explore reactions under precisely controlled conditions, paving the way for scaling up lab-scale concepts to larger industrial productions of the desired materials. This milestone not only supports our localization efforts for raw materials but also reflects our unwavering commitment to research and development in printing inks and coatings. We are dedicated to meet the rapidly evolving customer demands driven by advancements in printing systems and technologies. This achievement would not have been possible without the exceptional teamwork and steadfast support from our management.



## GREEN OFFICE AUDIT

In Q1, January 2023 DIC Lahore Plant completed 2<sup>nd</sup> the Surveillance audit of Green Office Certification. This certification is a great achievement for our team which always strives for taking part in sustainability and conservation efforts. Moreover, this will help in streamlining our efforts to achieve conservation targets for natural resources.



## INAUGURATION OF GOAL ZERO BOARD

In continuation of safety week activities DIC, inaugurated the Goal Zero Board on achieving a milestone of 1790 LTA-free and 572 fire-free days. It has been a result of intense interdepartmental collaboration and support that enabled us to achieve this milestone. We believe in striving for an injury-free workplace with zero fire and lost time incidents.



## SAFETY TRAINING OF FLOOR PERSONNEL

Safety trainings are crucial for workers to gain a solid knowledge of safety topics associated with their jobs. Here at DIC, safety sessions and trainings have been conducted in the second quarter on multiple topics including firefighting, clearing the pathway to fire extinguishers and fire exits, emergency preparedness and electrical safety, pointing and calling activity, and individual training of staff in case of his unsafe act or condition.



## NEW MACHINERY INSTALLATION IN PRODUCTION

We've added new machines to enhance our plant capacities as well as reliability, with the addition of a compressor from the world-renowned brand Atlas Copco. Our Lahore plant capacity boost from 18kW to 45kW and a backup compressor for Karachi Plant as well. Secondly, IEC offset mixer was improved by replacing old machine technology with a new one as it improves our production efficiency by saving electrical costs and maintenance work. R.O. Plant in TPQ hall has also been upgraded by the addition of double gravel media, double filter housing, and a special ozonator to remove any kind of bacteria in the water to be used in the production process.



Atlas Copco Air Compressor Installation

IEC Mixer Installation

## DIC JAPAN VISIT

Chairperson DIC, Group CEO & CEO/ MD DIC Pakistan Limited visited DIC Japan Factory and office.



## FOREIGN EXCHANGE TRAINING PROGRAM

DIC Pakistan collaborated with DIC AP to give employees opportunities to visit DIC Foreign/ Global plants for on-job trainings related to R&D and learn more about updated ink technology. Mr. Muzzamil Khan was the first employee from DIC Pakistan who was sent for technical training at DIC Thailand for three months. This training helped him enhance his skills and knowledge regarding different technologies and the latest instrumentations.



## IMS SURVEILLANCE AUDIT

In March 2023, a Surveillance audit for ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018 were conducted with no major NC found during the audit activity.

## ISO 14064-1 GHG QUANTIFICATION OF GHG AND REMOVALS

DIC has achieved a new certification on ISO 14064-2 GHG Quantification of GHG and removals. This is a huge milestone as it comes at a time when we have strengthened our sustainability strategy and climate action.



**Samina Ameer Din**  
Data Analyst



I'm Samina Ameer Din. I'm proud to be a part of Packages Group. I started my career from 2017 to 2022 with Bulleh Shah Packing Limited. Now I have moved on & it's a great opportunity for me and everyone to move on within the Group through IJP. In 2023, I joined DIC Pakistan Limited to polish my different types of skills for the future within the group. I'm very thankful to work with Packages Group.



**Atif Rasheed**  
Research Executive



Hello, I'm Atif Rasheed. I graduated with a degree in Chemistry. I recently joined DIC Pakistan Ltd as Research Executive in the Technical department. It was a privilege to be a part of the Group like Packages, which is a culture to encourage information sharing, as it not only helps in growing productivity but also allows one to perform one's job competently and successfully. I appreciate the care and kindness received from management and colleagues. The company is helping me to discover my inner potential to apply it in the working environment. I am also enthusiastic to contribute to the team and help drive the company's success in the future. I am confident that my skills and knowledge will be appreciated assets to the team and I am thrilled to see what the future holds for our company.

# A FRESH PERSPECTIVE



**Ahmad Munir**  
AM Procurement

Hello, I am Ahmad Munir. I graduated from LUMS and joined Packages Group as MT. I have recently joined DIC as AM Procurement and my journey in DIC has been an enriching experience. The supportive and inclusive work environment, coupled with the emphasis on professional growth and innovation, has allowed me to flourish both personally and professionally. I am grateful for the opportunities I have been given, the inspiring colleagues I have met, and the valuable lessons I have learned along the way. I eagerly look forward to the continued growth, challenges, and accomplishments that lie ahead as I continue my journey in this organization



**Syed Shabbar**  
Assistant Manager Sales

Hello, I am Syed Shabbar. As an Assistant Manager Sales at DIC Pakistan, I consider it a tremendous privilege to be a part of this esteemed organization and work alongside a team of remarkable professionals. The vibrant culture and conducive environment at DIC Pakistan have inspired me to set my sights on a long-term career in the industry. The opportunity to work here has been invaluable, and I am immensely grateful for the knowledge and experience I have gained thus far. I am particularly appreciative of the unwavering support I receive from my team members and manager, and I am confident that their guidance will continue to fuel my growth and success throughout my journey with DIC Pakistan.



**Muniza Talib**  
AM Production

Hello, I am Muniza Talib. My experience at DIC has been great. From MD to Plant operators, I found every person to be very supportive and helpful. The working environment is amazing as well. You can reach out to your top management at any time without any hesitation, which is quite rare in other organizations. The thing which has made me a fan of DIC is they are concerned about the growth of their employees and that is why the retention rate of employees here is very high. I hope my stay here will be full of learning and I will love to contribute to achieving the company's objectives and thus adding value to the organization.

# OMYAPACK





## OMYAPACK SALES TEAM RECOGNIZED WITH REGIONAL AND INTERNATIONAL AWARDS FOR INNOVATION

The OmyaPack Sales Team has achieved remarkable recognition for its innovative ideas on both regional and international platforms. During Omya International's annual Basket of Idea workshop, the team stood out among fierce competition from countries like China, India, Korea, Malaysia, Australia, New Zealand, and Thailand in the Asia Pacific region, securing two prestigious awards out of three categories.

Sarmad Mumtaz was honored with the Silver Award for his outstanding idea on "Nucleating Agent in Polyolefin and EVA Foam," demonstrating its potential to enhance material performance. Additionally, the collaborative idea of "Self-Retaining Filler" by Ahmad Raza and Fazeel Ur Rehman received the esteemed Gold Award, showcasing their innovative approach to improving filler retention.

These achievements highlight the team's deep understanding of market dynamics, customer needs, and their ability to develop commercially viable solutions. Congratulations to Sarmad Mumtaz, Ahmad Raza, Fazeel Ur Rehman, and the entire OmyaPack Sales Team for their exceptional contributions to innovation. Their success further solidifies OmyaPack's position as a leader in delivering cutting-edge solutions to customers.

As we celebrate this milestone, OmyaPack remains committed to fostering a culture of innovation and continued success. We are confident that this recognition will inspire the team to push boundaries, explore new possibilities, and deliver exceptional results in the future.



## VISIT OF VICE PRESIDENT SALES, OMYA RAP MR. CHARLES ETIENNE HOUSSA

Charles Etienne Houssa, the Vice President of Sales Asia Pacific at Omya, recently visited Pakistan leading the OmyaPack sales team to meet key customers in Karachi and Lahore, including Kompass Pakistan, Avient, Pakistan Cables, BSP, Popular Pipes, and Bin Rasheed. The purpose of the visit was to understand and address the key challenges faced by these customers and offer innovative solutions through Omya's extensive research in segments like Polymer, Paper and Board, and Consumer Goods. During the meetings, the OmyaPack sales team engaged in in-depth discussions to identify the pain points and gain points of each customer. By actively listening to their concerns, the team aimed to provide effective relief and tangible benefits through Omya's innovative products.



## OmyaPack

The visit enabled OmyaPack Sales Team to build stronger relationships with the customers, fostering trust and collaboration. By addressing challenges head-on and offering practical solutions, Omya aimed to establish long-term partnerships based on mutual growth and success.



Charles-Etienne Houssa expressed his gratitude to the customers for their openness and collaboration during the visit. He emphasized Omya's commitment to address challenges and providing comprehensive solutions, positioning the company as a reliable partner for companies in Pakistan.

Overall, the visit showcased Omya's dedication to meet customer needs and their ability to offer innovative solutions in the face of challenges. The engagement with key customers in Pakistan further strengthened Omya's presence in the market and laid the foundation for mutually beneficial partnerships.



## VOICE OF CHARLES-ETIENNE HOUSSA AFTER HIS PAKISTAN VISIT

Pakistan was the last country I traveled to before the borders got shut in mid-March 2020. So it was special to be back in Pakistan after exactly 3 years! Saying that the situation is difficult at the moment would be an understatement... Over 40% inflation, PKR devaluation, central bank interest rates at 20%, severe import restrictions... and that's just the tip of the iceberg.

Yet life goes on with the same intensity and energy as experienced in my previous trips over the last 5 years. For the majority of Pakistanis, every day is a fight and a struggle to survive. But it will take more than those adverse conditions to break the incredible momentum of a nation of 250 million resilient people eager to progress, grow, learn, and develop.

Talking to our customers and partners here, there is no moaning or complaining, all we hear is "Tough times make us strong" or "This will only make us stronger". Through our association with an amazing partner like Packages Group, Omya can navigate through these difficult times, while keeping focused on the long-term potential of the 5<sup>th</sup> most populous country in the world.

Since 2018, OmyaPack has been offering our locally-made calcium carbonate along with a range of specialty chemicals and additives. In only 5 years, we have been able to establish OmyaPack as the leader in high-quality calcium carbonate and a competent partner for our principals and customers.

Shukriya to our great team at OmyaPack, all the customers we visited, and our friends at Packages for their hospitality and leadership.

Looking forward to the next visit.

# STARCH PACK



## STARCPACK PROJECT ACHIEVES LANDMARK: 1 MILLION SAFE WORK HOURS AND COUNTING!

By implementing industry-leading best practices, such as identifying and eliminating potential hazards, conducting on-site training, and ensuring the adoption of adequate personal protective equipment (PPE), we are on our way to develop a culture of safety. This remarkable achievement was met with a well-deserved celebration, accompanied by the recognition of our top performers through the presentation of certificates. StarchPack Project recently achieved a remarkable milestone, surpassing an impressive record of over one million accident-free work hours. Behind the scenes, every member of our workforce has displayed tireless effort and commitment to create a workplace that prioritizes safety above all else. Mr. Imran Niazi (Chairman BoD of StarchPack), Mr. Ali Sheikh (Group Head EHS), Mr. Fazeel Ur Rehman (CEO StarchPack), and Mr. Shahid Hafeez (Head of Projects) presented certificates to the safety inspectors and safety coordinators. The Chairman of the BoD appreciated the efforts of the site team led by Mr. Asad Salahudin, for making this wonderful achievement a possibility.



## BREAKING GROUND: CORN CLEANING & STORAGE START-UP MARKS THE FIRST STEP TOWARDS PRODUCTION

Good news from the StarchPack Project, integrated corn cleaning & storage facility operation has been started successfully! It was made possible when the Supply Chain, Process & Project teams joined hands together on 9th June to receive the 1st consignment. The storage facility for corn consists of 3 silos with each having a 9,000 MT capacity. During the test run about 100 MT of corn was transferred successfully within a single shift. This accomplishment was celebrated at the Kasur site with the entire crew.



## TOWARDS A SUSTAINABLE FUTURE, CREATING OPPORTUNITIES FOR FEMALE ENGINEERS!

I am excited to become a part of a skilled team of engineers. I have gained hands-on experience during this ongoing installation phase. (Aymen Gulzar – Trainee Engineer)

I believe that StarchPack offers diverse growth opportunities. I am thrilled to be a part of this journey! (Muqaddas Farooq – Trainee Engineer)

An individual's commitment to a group effort is what makes a team, and I pride myself on being a part of a team that values opinions and suggestions. (Muqaddas Mumtaz – Trainee Engineer)

I am excited to continue leveraging my skills and contribute to the development of sustainable and innovative solutions for the development of StarchPack. (Namra Jabbar – Trainee Engineer)



## CELEBRATING OUR PEOPLE

We never forget the chance to celebrate our people because we believe it is a great way of coming together and showing that we care about them. A glimpse of our employee's birthday celebrations conducted at BSP Old Mill Office.



## PRODUCTS INTRODUCTION

StarchPack Pvt. Limited, a company formed to produce corn starches and Glucose, will start its operations in Q3. Equipped with state-of-the-art technology and competent human resources, StarchPack is committed to deliver quality products and services to its customers and aims to set new service benchmarks in the starch industry. StarchPack is going to be the 2<sup>nd</sup> largest corn Starch and glucose manufacturer in the country. Our product offerings will be.

1. Native Starches
2. Modified Starches
3. Glucose

Corn starch is used in various industries for multiple applications. Initially, StarchPack will be offering products to three main industries as per their requirements.

### Packaging & Paper and Board Industry

StarchPack is offering starch for corrugated packaging, it accelerates the adhesion of double and triple-walled corrugated packaging which increases overall strength and printability and reduces waste caused by blistering and delamination. Corn Starch is used in the paper industry on size press as a carrier as well as to increase the paper's strength. The purpose of size press application is to improve the appearance and erasability, ink penetration and form a hard firm surface for Writing or Printing paper, to reduce surface fiber picking, and to prepare the sheet for subsequent coating. Corn Starch is used as an adhesive in pigmented coating for paper and paper board. The primary purpose of the coating is to enhance the printability and appearance of the paper.

### Textile Industry

Starch is used in the textile industry to add strength, elasticity, and surface strength and reduce friction in the weaving process. Starch also improves the feel and appearance of the fabric. In addition to these critical functions, starch derivatives are excellent for yarn coating.

### Food Industry

Corn Starch plays a vital role in the food industry due to its characteristics such as viscosity & opacity, used for thickening sauces, gravies, puddings, and pie fillings. It has numerous applications in the baking industry and provides strength to ice cream cones.





**Maryam Faryad**  
R&D Engineer

I feel honored to be part of Packages Group and work with a diverse group of professionals. I am very keen to develop new products with the R&D team to cater to the innovative needs of StarchPack. I will always appreciate this opportunity provided to me and hope to gain knowledge and experience that will help me build a career within the field of R&D and Production. The assistance that I am receiving from my team members is admirable and hope that I'll have this support throughout my journey.



**Abdul Mueed Alvi**  
AM E&I

I would like to express my sincere gratitude for the opportunity provided to me to join StarchPack in the capacity of A.M E&I. I have more than 13 years of professional experience in the field of E&I, and I feel immensely proud that StarchPack has entrusted me with the opportunity to become a part of this fully automated starch and derivatives plant. Being a part of this project has enabled me to display my skills in setting up the E&I infrastructure of the plant. I am looking forward to a lasting and fruitful journey with Packages Group.



**Maqbool Ahmad**  
AM Process Excellence

It is a great learning experience to be a part of the team assigned to set up a state-of-the-art corn processing plant. I feel proud to be one of the leading members of StarchPack's team. With more than a decade of work experience in Starches and Glucose manufacturing, I believe I can add to StarchPack's operations. I appreciate the management of Packages Group for maintaining the highest ethical standards with a special focus on quality & customer satisfaction.

A FRESH  
PERSPECTIVE

# PACKAGES LANKKA





## ANNUAL INTER-DEPARTMENTAL CRICKET TOURNAMENT

PLL Annual Inter-departmental Cricket Tournament for the “PLL Trophy” was successfully held at the Ekala School Ground. Bag making section emerged as the champion and Planning Department emerged as the runner-up. The event witnessed participation from all the departments in the championship trophy.



## JANUARY 1<sup>ST</sup> CELEBRATION

Employees of PLL gathered in the early morning of 1<sup>st</sup> January 2023 at the Company to be engaged in religious observances for blessings for the year. Proceedings of the event started with the hoisting of flags and then followed by events such as delivering sermons to invoke blessings for employees and the company, lighting up the traditional oil lamp, boiling milk, distributing awards, and serving all the employees with traditional food.





**Upul Pradeep Kumara**  
Lab Technician  
Quality Assurance Dept.



**For how many years have you been working for PLL?**

I have been working at PLL for more than 17 years. I started my career at PLL as a Trainee Lab Assistant and today I am a Lab technician.

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

I joined the company with no prior experience and knowledge in the flexible packaging industry, but as of today, I have gained knowledge on QA standards in the Industry and have become a specialist in the printing QA process.

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

I am extremely proud to work for my company because it is without a doubt the best flexible packaging company in Sri Lanka. I love the company culture and enjoy working with everyone.

**What is your future ambition?**

My long-term goal is to advance professionally within this company and do my best to uplift the standards of the company.

OUR  
HEROES



**Chamini Wijesinghe**  
Secretary



We are happy to join this reputed company and be a part of such a dynamic team. From the very beginning of our onboarding process, it has become apparent that this company is dedicated to excellence and innovation in every aspect. As new recs, we have had the privilege of learning about the company's impressive history and its commitment to deliver exceptional products/services to our customers. Our company has a strong reputation for being at the forefront of the industry, constantly pushing boundaries, and adapting to the ever-changing market demands. We are honored to be a part of this team and we look forward to contributing our skills and efforts towards our collective success.



**Ruchini Tharangika**  
Production Engineer

A FRESH  
PERSPECTIVE

# IGI GENERAL

**IGI**  
General

## 10 BILLION CELEBRATIONS AND ANNUAL DINNER

A festive Annual Dinner was held at the IGI General Lahore office, celebrating the 10 Billion Gross Premium milestone. Guests from IGI General Islamabad and Karachi region also participated in this magnanimous event and graced it with their presence. The chief guest of the event was the MD Packages Group, Syed Hyder Ali, whose words of wisdom and appreciation elevated the spirits of the workforce. The guests were treated to marvelous and mouthwatering food along with a performance from a well-renowned qawaal in the traditional Punjabi style. IGI General is proud to have achieved this milestone and aims to beat their rd next year for which both the Sales and the Operations workforce are working hand in hand.



## 70<sup>TH</sup> ANNUAL SALES CONFERENCE

IGI General Insurance celebrated its annual sales conference at Pearl Continental Hotel, Bhurban from the 20<sup>th</sup> to the 22<sup>nd</sup> of January. It was a well-needed and well-deserved time off for both our sales and the operations team. Everyone enjoyed the chilly cold and snowy weekend off from the daily hustle and bustle and had their fair share of fun with colleagues. It was a weekend to remember that was made even more exciting with the addition of the award ceremony that celebrated and acknowledged the contributions of the key players in the sales and operations team. The staff was treated to the luxuries of the PC hotel and many long-lasting memories were made that will be cherished for a long time. This event brought up the spirits of the team and they vowed to make the upcoming year even more successful than the previous one.



## 24<sup>TH</sup> TEXTILE ASIA INTERNATIONAL TRADE FAIR

IGI General Insurance Limited was honored to be a part of the 24<sup>th</sup> Textile Asia International Trade Fair that was held in the Expo Centre Karachi. Our experts from various classes of Insurance were present at the venue to help customers select the most advantageous and premium coverage for their operational needs. The trade fair took place between the 10<sup>th</sup> and the 12<sup>th</sup> of March 2023 and IGI's tailor-made products helped numerous clients in safeguarding their personal and business needs.



## 8<sup>TH</sup> ANNUAL DEAF REACH GOLF TOURNAMENT

IGI General was thrilled to be a proud sponsor of the 8<sup>th</sup> Annual Deaf Reach Golf Tournament conducted by the Deaf Reach Foundation, an organization that is supporting the education and development of deaf children and making a well-needed positive impact in the country, especially in areas that lack this kind of amenity. IGI General was a part of this great cause and many well-known golfers came together at this mega event to have a day of fun and make their contribution.



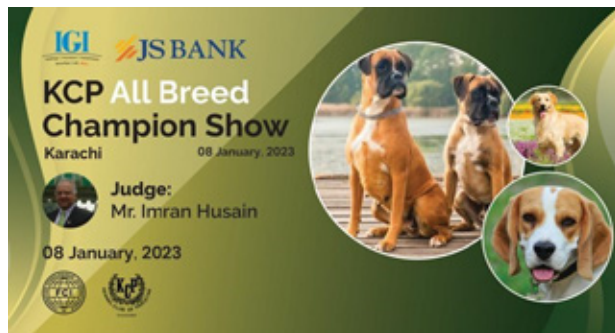
## HEIMTEXTIL TEXTILE EXHIBITION, FRANKFURT GERMANY

Dr. Muhammad Amjad, GM & Regional Head Islamabad attended Heimtextil Textile Exhibition, Mess Frankfurt, Germany from 10<sup>th</sup> to 13<sup>th</sup> January and promoted IGI's Trade Credit Insurance to Textile Exporters from Lahore, Multan, Karachi, and Faisalabad. IGI is the only insurer in Pakistan that offers Trade Credit Insurance to its valuable customers so they can promote and grow their business exponentially while not worrying about their credit needs. Dr. Amjad promoted this class of insurance with exceptional knowledge and convincing skills. IGI thanks him for his significant contribution to the growth of its portfolio.



## IGI HOLDINGS SPONSORED THE KENNEL CLUB OF PAKISTAN ALL-BREED CHAMPIONSHIP SHOW

IGI Holdings was a proud sponsor of The Kennel Club of Pakistan (KCP) All Breed Championship Show this year. It was a Breed Conformation Show where 100 to 150 Canines participated, and the judges examined the pure breeds and thoroughbreds to breed standards. This event brought together many canines and their owners for a fun day of interaction with each other and a proud moment for them for their hard work of taking care of their pals.



## IGI GENERAL INSURANCE AND MILVIK BIMA PARTNERSHIP

IGI General is excited to form a collaboration with Milvik BIMA, a leading 24/7 Tele-Health Services provider. This move is a marvelous addition to the already existing top-notch healthcare services provided by IGI Health and it will enhance the healthcare experience of our valuable clients. Our corporate customers now have access to 24/7 doctor consultations, SMS prescriptions, home delivery of medicines, lab investigations, home sampling, and discounts on lab tests. Stay healthy and safe with BIMA Sehat and IGI General!



## HIERARCHY CHANGE AT IGI GENERAL LAHORE AND HEAD OFFICE

It is a famous quote that the only constant in life is change and the same can be said about the recent developments at IGI General. After the exit of Mr. Jamshaid Hussain as the Chief Underwriting Officer of IGI General, a spiral of changes was brought about in the hierarchy of the company. Change is the most effective catalyst in the growth of both the organization and its human capital and the following changes were made:

1. Mr. Muhammad Hisham has been appointed as the Chief Underwriting Officer
2. Mr. Zahid Mehmood has been appointed as the Branch Manager and Regional Head Lahore Region.
3. Mr. Nasir Siddique took over as the Team Lead Underwriting Head Office.
4. Mr. Jahanzaib Khan was appointed as the Team Lead Underwriting Lahore.
5. Mr. Kashif Qayyum was elevated to the position of Head of Claims.
6. Mr. Mansoor Amjad was appointed as the Team Lead Claims, Lahore.

IGI wishes them all the best of luck for their new roles and congratulates them on their elevation to newer heights. This change will develop the overall Human Capital of the company and bring about a fresh change in perspective.



## EMPLOYEE SPOTLIGHT

Syed Ahsan Ali came aboard IGI General in the marketing department as a coordinator in July of 2013. He always had that personality of a salesman and he was a man of the people. His excellent work in operations and his customer services led his then Branch Manager, Mr. Kashif Qayyum to suggest his job role switch from operations to sales. As per the comments of Kashif Sb, 'The kid had a spark that could catapult his journey and push him to go long miles, the customer services he provided depicted the quality of a good marketer. I wanted to see him reach new heights as I saw a potential that was not being utilized to the max so I pushed him towards sales and I'm proud of what he's accomplished. When Mr. Ahsan shifted to the sales team, he was an overachiever when it came to his annual target in the very first year and he has forever been the same due to his passion for his work. He has had the honor of receiving an award at every IGI sales conference since 2019 for his hard work and due diligence which were well deserved. His efforts to better his performance and goals are ongoing. IGI is proud to have him as an asset and wishes him the best for his future goals.



# IGI LIFELIFE VITALITY



IGI LIFE VITALITY FEATURED IN THE ECONOMIST

**Get Healthy. Get Rewarded!**

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

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IGI LIFE VITALITY FEATURED IN THE ECONOMIST



**Step Up To Healthy Rewards**

Life is meant to be lived to the fullest and we're here to help you do just that.

With IGI Life Insurance Policy, you can live an active and a fulfilling life while earning rewards for your healthy practices. Join us now and start unlocking the full potential of your life.



**IGI Life Vitality, Revolutionising the Insurance Industry in Pakistan**

**I**n today's fast-paced world where many of us lead a sedentary lifestyle, staying healthy and active can be a challenge. The good news is that IGI Life Vitality has taken up the challenge. It is revolutionising the insurance industry in Pakistan by introducing a wellness-based insurance programme that incentivises and rewards customers for leading an active lifestyle.

The IGI brand has been associated with the insurance industry in Pakistan since 1953, making it one of the earliest and most respected insurance providers in the market. Under the IGI Holdings umbrella, which is part of the Packages Group, IGI Life is committed to offering customer-centric, innovative post-retirement comprehensive protection solutions.

By teaming up with Vitality Global in South Africa, the world's largest behavioural engagement platform, IGI Life Vitality has introduced a dynamic and science-based behaviour change programme, rooted in behavioural economics that combines data analytics with research and incentives to make people healthier and enhance and protect their lives. Vitality is present in 40 markets, where it provides its services to more than 30 million members.

The programme's scientifically proven interventions empower members to improve their health, track their progress on a weekly, monthly, and annual basis, and earn rewards along the way. Meanwhile, Vitality has helped its members achieve 35.1 million fitness goals which demonstrate its effectiveness in improving health outcomes worldwide.

The programme stands on three key foundations that are Know Your Health, Improve Your Health and Get Rewarded. The Vitality Health Check offers a set of essential health screening and preventive tests, including Body Mass Index (BMI), Blood Glucose, Blood Pressure, and Total Cholesterol. The Vitality Health Review evaluates members' general health and their social, and lifestyle habits. IGI Life Vitality offers a vitality nutrition assessment for members that covers questions about the making of their daily meals, their lifestyle choices and food preferences.

After completing the questionnaire, members receive suggestions on how to improve their daily nutritional intake.

The IGI Life Vitality app provides members with their Vitality Age, which is determined through Vitality Health Check and Vitality Age assessments. Vitality Age and leads the year lighter and healthier than before. By understanding their Vitality Age, members can make positive lifestyle changes to improve their overall health and well-being and reduce the risk of developing chronic conditions, leading to a healthier and happier life.

Members earn weekly active rewards by meeting their physical activity targets. They can choose an easy tickets voucher to watch a movie for half price, a Foodpanda voucher or an Easy Tickets Mobile Top Up voucher worth ₹500. All delivered through the IGI Life Vitality app. Monthly Active Rewards include cash back on certain purchases. In addition, policyholders can qualify for the Integrated Benefit on each life policy anniversary based on their Vitality status. This benefit accrues annually and is credited into the account value on every IGI policy anniversary.

IGI Life Vitality has just successfully launched Active Rewards 2.0. It primarily revolves around the introduction of Weekly Lifestyle Goals, with further enhancements to optimise the member experience. Members can choose a new lifestyle goal every week. New there are more ways to earn rewards when a member completes their personalised weekly lifestyle goals such as using 2 credits a day for 3 days a week, leaving the cell phone 1 hour before bed, something daily 5 times in a row, connecting daily with your friends and family, etc. The main objective of weekly lifestyle goals is to provide members with more options and personalised ways for a more holistic journey with more rewards.

The IGI Life Vitality programme success has led to higher customer engagement rates and a larger network of partnerships with leading banks in Pakistan. IGI Life's Vitality new business has seen an impressive growth of 23 per cent since last year with its commitment to enhancing the lives of its customers.

Join IGI Life Vitality today and experience the ultimate in insurance solutions.

## IGI LIFE INSURANCE LTD INAUGURATES DAVIS ROAD BRANCH (LAHORE)

The Davis Road Branch in Lahore was recently inaugurated by the Chief Guest Syed Hyder Ali, Group MD – Packages Group & CEO – IGI Life Insurance Ltd., Mr. Ali Nadim – Deputy CEO and Mr. M. Jamil – Head of Agency Sales were also present along with other team members at the inauguration ceremony.





Because we  
**CARE**

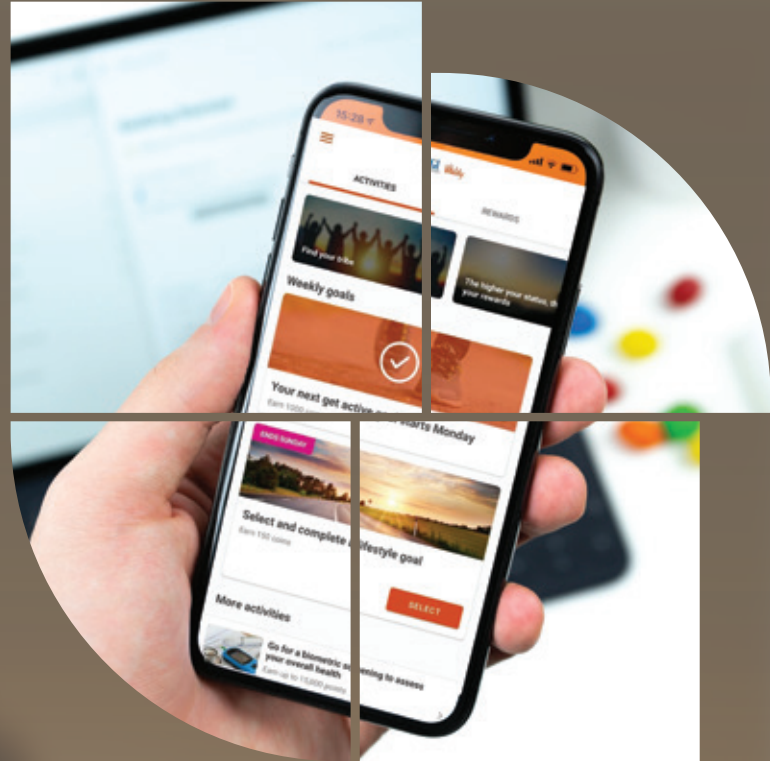
We are proud to be the 1<sup>st</sup> organization in Pakistan to offer the IGI Life - Vitality program, **free of cost**, to our employees, for them to stay fit and healthy!

Now you can become a member of IGI Life - Vitality and get:

- Free access to the exciting and inspiring Vitality App that helps you stay fit and healthy
- Generate earnings of up to **Rs. 26,000 a year**
- Be able to enhance your insurance coverage to 30 multiples

To give you more details on the exciting Vitality App and its features we will be holding briefing sessions immediately after Eid. We will communicate the dates and venue soon.

**LIVE HEALTHY AND GET REWARDED**



Packages Group HR



*Because we*  
**CARE**

We have enhanced our employees' (upto all E grades & equivalent) **Natural Life Cover to**



**24**  
**SALARIES**

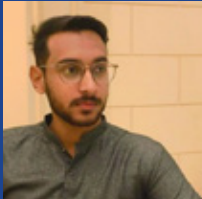
and **Accidental Life Cover to**



**48**  
**SALARIES**

Packages Group HR

# EMPLOYEE SPOTLIGHT



I joined IGI Life Insurance Ltd. in January 2023 after graduating from Hamdard University. My starting days at IGI Life have been a blessing as the company has provided me with a golden opportunity to gain in-depth knowledge of the IT systems controlling the functions at the company. I have always been passionate about working in the domain of IT. The amicable environment and a highly motivated team here ensure that productivity skyrockets every time we work together. The abundance of career growth opportunities at IGI Life Insurance portrays the idea that the company promotes a long-term relationship with its employees. I hope to create a positive impact on the company and make the best use of my skills under the guidance of my Line Manager. I believe that the recent developments in the domain of IT at IGI Life Insurance have ensured that technology at IGI Life remains within modern standards and the efficiency of work is increased substantially. One of the things I love to work on is DXE as it allows me to gain a deeper understanding of the system used at IGI Life Insurance.

**M. Faraz Ansari**



I have been a part of IGI Life Insurance since 14th June 2014. I have progressed to the position of Assistant Manager from the position of Officer Assistant. My team at IGI Life Insurance has been very supportive and this career advancement wouldn't have been possible without them. The place has further allowed me to develop proficiency in the area of finance. The opportunities provided by the company to explore my area of interest in the branches of finance have helped me find my passion and also allowed me to plan my future goals aligning with that. I think this organization is extremely rewarding for people who invest their efforts and are passionate about their work. I hope that the company continues to provide a positive working environment that encourages employees to maximize their potential.

**Waqas Johnson**



I just started my career journey at IGI Life Insurance. As a new graduate with no prior corporate experience, I find IGI Life Insurance to be both professional and fulfilling. I've been trusted with a variety of tasks in a short period, and my efforts have been recognized by top management. The good work atmosphere here encourages you to take control of your tasks, and everyone is treated equally, regardless of gender, ethnicity, religion, or color.


**Duaa Ahmad**



I joined IGI life insurance in July 2021 as a regional coordinator after completing my Intermediate from Government Commerce & Economics College. I started my career at IGI Life Insurance as an operations intern and was promoted to the position of officer gradually. I have also started pursuing Bachelor's in Digital Marketing from Iqra University alongside my professional career. The highlight of my career has been my elevation to the post of Operations officer in July 2022. The company has allowed me to maintain a work-life balance so I can continue my education with my career. The company's environment and management foster growth along with mutual respect, which is a rarity in today's corporate world. I am blessed to have a team that makes me feel like a family member more than a colleague. I actively take part in restructuring the operations set up for one of our pioneer banks, which has resulted in reduced time and cost savings.

**Aswad Raza**

SOCIAL MEDIA CAMPAIGNS



**IGI Vitality**  
Life

Screenings save lives prioritize your health this **World Health Day**

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

A Packages Group Company



**IGI Vitality**  
Life

Exercise in the Morning for an **Active Life**

So promise yourself to get active in 2023 by setting that alarm right away!

Get rewarded for better living today. So you can live a better life tomorrow

A Packages Group Company



**IGI Vitality**  
Life

A good workout ends with a **green smoothie**

Get rewarded for better living today. So you can live a better life tomorrow

A Packages Group Company



**IGI Vitality**  
Life

Maintain a **healthy diet** without compromising on your love for sweets!

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

A Packages Group Company



**IGI Vitality**  
Life

Deep Breathing. Our Body's Built-In Stress Reliever.

A Packages Group Company



**IGI Vitality**  
Life

Good Food is Good Mood

A Packages Group Company



**IGI Vitality**  
Life

Stop Making Excuses and **Just Start!**

Get rewarded for better living today. So you can live a better life tomorrow

A Packages Group Company



**IGI Vitality**  
Life

Say **NO** to Sugary Drinks!

Get rewarded for better living today. So you can live a better life tomorrow

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

A Packages Group Company



**IGI Vitality**  
Life

Join us in the **fight against obesity**, one healthy choice at a time

WORLD **OBESITY DAY**

A Packages Group Company



**IGI Vitality**  
Life

Building a **healthier future**, from an early age.

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

A Packages Group Company



**IGI Vitality**  
Life

Choose an Active and Healthy Life, **quit smoking today.**

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

A Packages Group Company



**IGI Vitality**  
Life

Mom, you make our world a brighter place.

HAPPY **MOTHER'S DAY**

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

A Packages Group Company



**IGI Vitality**  
Life

Setting goals for a **healthier, happier future together!**

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

A Packages Group Company



**IGI Vitality**  
Life

Take control of your health and breathe free!

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

A Packages Group Company



**IGI Vitality**  
Life

ایک صحیح غذا آپ کو صحت مند بنائے گی۔  
اپنی غذا کو صحیح بنائیں اور صحت مند رہیں۔  
ایک صحیح غذا آپ کو صحت مند بنائے گی۔  
اپنی غذا کو صحیح بنائیں اور صحت مند رہیں۔

Get rewarded for better living today. So you can live a better life tomorrow

A Packages Group Company



**IGI Vitality**  
Life

Walk your way to **Better Health**

Get rewarded for better living today. So you can live a better life tomorrow

A Packages Group Company

# IGI FINNEX SECURITIES

# IGI



## TRAINING SESSIONS

IGI Finex Securities Limited recognizes the importance of and therefore conducts in-house as well as external training sessions for its employees as they are crucial for skill development, employee engagement, adaptability, consistency, talent retention, performance improvement, and ensuring safety and compliance. By investing in training, IGI Securities creates a learning culture and fosters employee growth, which ultimately drives organizational success. The 1<sup>st</sup> picture below shows an in-house training session regarding Compliance, being held in the IGI Holdings Board Room in Karachi.

The 2<sup>nd</sup> picture below shows Tahira Sadiq (second from the left) from HR Department representing IGI Finex Securities in a full-day HR workshop held in June in Packages Head Office, Lahore. The workshop was regarding the Group's HR strategy, challenges, and a subsequent action plan for future implementation, keeping one problem statement in mind: "How we might develop a cohesive, inclusive, and high-performing HR team?"



## EMPLOYEE ENGAGEMENT ACTIVITIES: BIRTHDAY CELEBRATIONS

IGI Finex Securities Limited has monthly celebrations for employees' birthdays which contributes to foster a positive and inclusive work culture. Recognizing and celebrating employees' birthdays gives IGI Securities the chance to demonstrate the company values and appreciate each individual as a unique member of the team. It also helps promote a positive work-life balance and boost employee morale.



# PACKAGES MALL



## SPRING SHOPPING FESTIVAL 2023

We want to take a moment to reflect on the incredible success of the recently concluded Spring Shopping Festival 2023 at Packages Mall. Throughout the festival, Packages Mall buzzed with vibrant energy and excitement as shoppers from all walks of life indulged in a delightful retail experience. There was a Grand Lucky Draw which included prizes like an air fryer, robot vacuum, smartphone, sound system, fridge, split unit, motorcycle, and a KIA Stonic.

Shop for **PKR 10,000** & get a chance to win a **KIA STONIC** and other exciting prizes **STARTS FROM 17<sup>TH</sup> MARCH - 20<sup>TH</sup> APRIL**

Step into spring with new lawn collection

#SpringThrills

\*Terms and Conditions Applied

The marketing team hosted a spectacular Grand Lucky Draw for the Spring Shopping Festival, and it was an incredible success! The event was LIVE streamed on our Facebook page on 20<sup>th</sup> April, captivating a peak viewership of 2.2K enthusiastic participants. The engagement was overwhelming, with a staggering 24.4 K reactions, comments, and shares pouring in. Not only did viewers enjoy the thrill of the draw, but they also had the opportunity to be part of the excitement by participating LIVE and entering the contest for a chance to win exciting prizes. We were delighted to witness the enthusiastic response from our audience, making the Grand Lucky Draw a triumph. Congratulations to all the winners!

<p><b>GRAND LUCKY DRAW CONGRATULATIONS</b></p> <p>Name: Bilal Coupon No: 33875</p>	<p><b>GRAND LUCKY DRAW CONGRATULATIONS</b></p> <p>Name: Azeem Coupon No: 32914</p>	<p><b>GRAND LUCKY DRAW CONGRATULATIONS</b></p> <p>Name: Ahmad Coupon No: 15754</p>	<p><b>GRAND LUCKY DRAW CONGRATULATIONS</b></p> <p>Name: Zahid Coupon No: 29878</p>
<p><b>GRAND LUCKY DRAW CONGRATULATIONS</b></p> <p>Name: 90 Sulaman Coupon No: 10325</p>	<p><b>GRAND LUCKY DRAW CONGRATULATIONS</b></p> <p>Name: Sikandar Coupon No: 17895</p>	<p><b>GRAND LUCKY DRAW CONGRATULATIONS</b></p> <p>Name: M. Ali Saif Coupon No: 34182</p>	<p><b>GRAND LUCKY DRAW CONGRATULATIONS</b></p> <p>Name: Shahid Mehmood Coupon No: 11669</p>

## WIZARDING WORLD - KIDS ACTIVITY 2023

The marketing team put together a splendid display of KIDS ACTIVITY at Level 2 with "WIZARDING WORLD". With its theme towards wizards and magic, the activity started from 9th June to 25th June 2023 with the mechanism of Shop for Rs. 5000 and unlock the doors to a magical experience filled with spellbinding activities, whimsical treats, and extraordinary surprises. A great response was seen in our footfall!



## BRAND ACTIVITIES AT PACKAGES MALL



# Welcoming **sonofi** as a Packages Group Company



SANOFI

# SANOFI SCIENTISTS PAKISTAN

sanofi

## AAJ WITH AJ

### An evening dedicated to Asim Jamal

On the evening of June 5, the employees of Sanofi-aventis Pakistan Limited (SAPL) gathered on the floral, sprawling lawn on the company premises to bid a memorable farewell to their outgoing CEO, Asim Jamal, affectionately known as AJ.

Aptly titled "Aaj with AJ", the sendoff ceremony gave not just Asim but those associated with him for years, a nostalgic trip down memory lane. Current employees of Sanofi Pakistan and former employees of Aventis Pharma (previously Hoechst) paid rich tribute via video messages to Asim for his excellent leadership and contribution to the company over almost 2 decades.

Accompanied by his spouse, son, daughters, and sons-in-law, Asim was overcome with emotion at the expression of gratitude and love from colleagues whom he refers to as family. Members of the management committee were invited to share their wishes for Asim and to narrate fond memories and interesting incidents involving Asim over the years.



In his farewell speech, Asim recalled the highs and lows of his tenure with Sanofi, exciting milestones accomplished, and breakthroughs achieved by the company during his time, and dwelled at length on his emotional attachment to the company which provided him an abundance of opportunities for self-growth, professional exposure, and career progression.

Since Asim's passion for music and art is well-known, the ceremony had a musical treat towards the end, featuring in-house talent singing songs from yesteryear. The evening would have been incomplete without Asim coming on the stage and mesmerizing the audience with his pleasant voice; Asim heartily accepted the challenge and regaled the guests with Kishore Kumar's classic "Chalte Chalte mere ye Geet Yaad Rakhna, Kabhe Alvida na Kehna". A sumptuous dinner buffet- enjoyed by all rounded off the delightful evening.

The entire event was the result of coordinated team efforts of an in-house, cross-functional organizing committee. Au revoir, Asim!

## ALLERGY EXPERT MEETING 2023

The Consumer HealthCare (CHC) division of Sanofi-aventis Pakistan Limited held the annual Allergy Expert Meeting 2023, in Islamabad with 150 healthcare professionals (ENT Specialists, Chest Specialists, Family Physicians) participating from all over Pakistan.

Esteemed international and national subject matter experts spoke on various aspects of Allergy Management, from understanding allergies and allergic conditions to diagnosis and management. The two-day event offered physicians the latest scientific updates in the form of webinars, infographics & educational material.

Prof. Dr. M. El-Shinnawi (ENT Consultant) flew in from Dubai to deliver key messages on Central Compartment Allergic Disease (CCAD). His talk was followed by two other international speakers conducting their respective sessions virtually via Zoom.

President, Pan Arab Society of Allergy Asthma and Immunology (PASAAI) & Member, House of Directors World Allergy Organization (WAO) Prof. Dr. Philp Rouadi spoke on the impact of air pollution on patients with allergic rhinitis while Prof. Dr. Abdul R. Juratli from UAE led an insightful session on the role of biological treatments in allergic rhinitis. The topics chosen were very relevant in addressing the problems and giving educated solutions to combat allergic rhinitis & clinical impacts of climate change.

The event was also graced by the following notable national speakers:

- Prof. Dr. Atif Hafeez - HoD ENT, Head & Neck Surgery DUHS
- Prof. Dr. Altaf Hussain - HoD ENT PIMS
- Dr. Imran Mohib - Consultant ENT, Head & Neck Surgeon, Northwest General Hospital
- Dr. Ahmed Hassan - HoD BBH Rawalpindi

An engaging panel discussion around interactive case studies gave the participants further insight. The event concluded on an upbeat note with participants, panel members, and speakers acknowledging the efforts of Sanofi-aventis Pakistan Limited in bringing to the fore relevant topics and facilitating best-practice sharing platforms for healthcare professionals from within and outside Pakistan.

Highlights of the event were shared with the general public on the Facebook page and Instagram handle - @stopallergynow - dedicated exclusively to creating awareness of different forms of allergies.





## SANOFI AVENTIS PAKISTAN LIMITED (SAPL) HOSTS BASAL SUMMIT 2023

In February 2023, the Diabetes Business Unit of Sanofi-Aventis Pakistan Limited held the Basal Summit in Karachi and Lahore for 230 healthcare professionals from all over Pakistan.

The highlight of the summit was the presence of the President-Elect of the International Diabetes Federation (IDF) Prof. Dr. Peter Schwarz who flew in from Germany to attend the two-day program. Local experts who shared insights on various topics related to basal insulin, included Prof. Dr. Zaman Sheikh (Director of Sir Syed Institute of Diabetes & Endocrinology), Prof. Dr. Abdul Basit (Secretary General Diabetic Association of Pakistan), Dr. Imtiaz Hassan (Medical Director of Diabetic's Institute Pakistan, Lahore) and Prof. Dr. Najmul Islam (Consultant Endocrinologist).

The summit was held ahead of the Holy month of Ramadan to provide a platform for healthcare professionals to discuss the latest guidelines on insulin therapy, particularly for people with diabetes who rely on physician advice and guidance for safe fasting with proper medication and dose adjustment.

Our Diabetes team worked jointly with the Diabetic Association of Pakistan (DAP) to organize the event which later received positive coverage in local newspapers.

Salman Shamim (Head of Diabetes BU) remarked: "We are proud of our rich heritage and legacy in insulin production and development, from being one of the first companies to produce insulin in Europe in 1923, to modern-day insulin analogs and integrated care solutions at present-day Sanofi-Aventis Pakistan Limited. Basal Summit 2023 was a great opportunity to reinforce confidence in physicians of our continued commitment to providing the best solutions to people with diabetes."

Basal Insulins keep blood glucose levels at consistent levels during periods of fasting. SAPL has Lantus® and Toujeo®, two global basal insulin brands available in Pakistan with over 75,000 diabetics enjoying a superior quality of life, thanks to our innovative therapies for chronic conditions such as diabetes.



An aerial photograph of a dense forest of evergreen trees. A paved road with white lane markings runs diagonally from the top left towards the middle right. The text "THINK GREEN." is overlaid in large, white, bold, sans-serif capital letters across the center of the image.

**THINK  
GREEN.**



Packages Group



# embrace

**PAKISTAN'S MOST\*  
COMFORTABLE PAD**



SOFTEST



WIDEST



MOST ABSORBENT

\*Based on internal testing

