



Welcome to the first edition of the Tata Pakistan Newsletter.

During the last five decades, TATA PAKISTAN experienced tremendous growth and recognition. It is now one of the most modern yarn manufacturing organizations.. The Group has also diversified into the halal meat industry with the launch of Tata Best Foods.

These are trying times with change taking place constantly. A lot has happened in the last 6 months and we thought it would be apt to capture all the excitement of the year in our inaugural issue of the newsletter. We hope to keep the entire TATA family well-informed PAKISTAN about happenings at the Group and this newsletter will be one of the platforms for all of us to stay connected. I encourage you to actively participate in making our newsletter a success.

Until the next issue, happy reading!

Mr. Shahid Anwar Tata CEO

SSUE

Interview

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ITMA 2019

ITMA is a renowned platform for textile and garment technology which is held every four years. Industry converges at this platform to explore fresh ideas, effective solutions and collaborative partnerships for their business growth.

Organised by ITMA Services, ITMA 2019 was held from 20 to 26 June 2019 in Barcelona.

It included exhibitors from different parts of the textile and garments sector.

Representatives from Tata Pakistan visited ITMA 2019 in order to Network with representatives of different firms in the textile and garments sector and seek innovative solutions.

It was indeed quite an enriching experience for all those who participated as they got to witness out of the box solutions.

Final assessment of Jugnoo Sabaq at Tata Textile Mills and Island Textile Mills conducted successfully.

Tata Pakistan participated in ITMA 2019 Textile & Garment Technology Exhibition in Barcelona, Spain.

Employees shifted to new bachelor accommodation and new canteen launched at Salfi Textile Mills.

Mr. Tariq Dada is currently working with Tata Pakistan as EVP-Technical Operations. He joined Tata Pakistan as General Manager in 1991. An Engineer by profession, he is an integral part of our senior management team.





Question: How would you describe yourself as a person?

Answer: I am professional engineer, and I have build up myself to be technically strong, result oriented. I also never give up in achieving my goal.

Question: What is it that you wanted to do in life?

Answer: I always wanted to complete all projects undertaken in a successful way which I have done. This has given me a lot of personal satisfaction. I desire to create balance in every area like work, social, family and spiritual, but it is difficult to achieve in all areas at the highest level.

However, I have done fairly well in all areas. Now I want to do more challenging projects and want to see those who are associate with me or have worked with me, my children and my company grow stronger

Question: Do you think you achieved it?

Answer: Yes, to a greater extent, but still a lot is to be done. I think its keeps one active if one has the desire to achieve more.

Question: What do you think it takes to achieve one's dreams?

Answer: Honesty, sincerity, hard work, clarity and right path help one in achieving one's dream.

Question: Who is your source of inspiration?

Answer: I take inspiration from my Father, Islamic leaders' achievements and leadership books, especially books written by Steven R. Convey.

Question: Who or what makes you smile?

Answer: My Kids and their successes, and my accomplishment at work place makes me smile.

Question: What advice would you give to your colleagues?

Answer: I would advise my colleagues to use the same attributes or behaviors that I think are necessary for achieving my dreams that is honesty, sincerity, hard work, clarity and right path help one in achieving one's dream.



INDUSTRIAL VISITS



Visit of Mehran University's Students to Island Textile Mills

On 26th April 2019, a group of second year students from Mehran University visited Island Textile Mills. The trip was arranged to educate students about the operations of the mills especially lap former and comber.

School Field-Trip to Island Textile Mills

On 10th January, the Corporate Administration Department led a group of students from a local school to visit Island Textile Mills. Students were shown different parts of the spinning process.

TIP Students Visit to Salfi Textile Mills

On May 2019, a group of students visited Salfi Textile Mills and were shown different parts of the spinning process.

JUGNOO SABAQ

Jugnoo Sabaq was launched in Salfi Textile Mills, Island Textile Mills and Tata Textile Mills in 2018 in order to increase literacy among workers at the mills

On 30th April and 1st May 2019, final assessment was conducted at Tata Textile Mills, Muzzafargarh. The success rate was 97%

On 11th and 12th June 2019, Island Textile Mills' employees enrolled in the program went through the final assessment and more than 90% were successful.

Employees of Salfi Textile Mills enrolled in the program went through 1st assessment in May and more than 90% were successful.







T News

Oracle ERP Upgrade

An upgrade of your enterprise application every three years is highly recommended in order to be updated with enhanced features of the ERP as well as to get best support. Since the inception of Oracle ERP in Tata there has never been upgrade exercise conducted for EBS Applications as well as for DB. Hence, an upgrade was much needed and so with the encouragement of the management, IT Team of TATA kicked off this exercise in-house and completed this project in a remarkable way.

Disaster Recovery Site Development

Disaster Recovery as a Service – DRAAS is a renowned solution for mission critical business processes, applications. It provides remedial real time backup and recovery of all critical applications if the RTOs and RPOs are well defined in the DR Plan. Therefore, TATA IT deployed its real time synchronized DR sites located at Landhi, protecting critical elements.

Bar Coding

Another feather in the hat of IT Team. The most popular and modern method was adopted by TATA for its Inventory Management.

It helps to efficiently track and store information about goods through barcoding. It also eliminates the possibility of human error and make doing business much more efficient and reliable

Application Consolidation

Application consolidation was carried out To use the hardware in order to reduce the cost and make the high availability of applications under one umbrella. It also supports business operations, as organizations rely on multiple legacy applications integrated with their enterprise environment.

SHIFTING OF MANUAL PAYROLL DISBURSEMENT TO ONLINE PORTAL

With improvement

in technology and online security, businesses worldwide are seeking to automate their processes. This saves time and improves efficiency.

Keeping this into view, HR Division of Tata Pakistan in collaboration with finance division and Bank Alfalah shifted from manual payroll disbursement to online portal. This took place in January 2019.

This was a big step towards automation of processes as previously the monthly payroll process involved manual signing of cheques and transfer of the same to bank via rider. Now all this can be done with a click..

The shift has resulted in efficiency as well as reduction in paperwork. Moreover, the disbursement can now be done after office hours and on weekends.



Latest News at

Salfi Textile Mills

Camp for Tuberculosis Test

Tuberculosis test camp was established in coordination with the Indus Hospital for STML & TBFL staff on 14th January 2019. Around 450 employees were tested during the activity.

Functioning of New Canteen

To provide better dining facility, New canteen for the workers of Mill has been made operational at Salfi Textile Mills

Opening of Shops in New Residential Colony

To provide better facility to workers and their families residing in STM, following shops have been opening in new residential colony: barber shop, grocery shop, dry cleaner and vegetable shop

Shifting of Workers in New Bachelor Buildin

To provide better living facility, workers from old residential block have been shifted to newly constructed bachelors' Block.







HAPPENINGS AT TATA BEST FOODS

Audit of Halal System

Tata Best Foods always ensures that the meat it provides is halal and thus, has implemented halal food management system. Halal food management system at

Tata Best foods was audited in June 2019 on Jakim standards and was successful.

Registration with KMC

In April, Tata Best Foods was successfully registered as a slaughterhouse with Karachi Metropolitan Corporation.

BRC Audit

Tata Best Foods has BRC certification which is renewed every year following audit. In June 2019, the audit was conducted for BRC certification and was successful.

Tata Textile Mills



Screening and Vaccination Camp for Hepatitis B&C

A screening and vaccination camp for Hepatitis B & C was arranged in TATA Textile Mills Ltd for workers, Staff, and Canteen Worker. 1200 employees participated in the camp



Punjab Social Security Health Management Company (PSSHMC) conducted an awareness session on heart attack for workers of Tata Textile Mills within the premises. A large number of workers attended the awareness session and were educated about how to bring about a reduction in the incidence of heart attack.



Another health awareness session was arranged for workers at Tata Textile Mills to educate them about the benefits of clean water, tuberculosis and dengue.





ISLAND TEXTILE MILLS NEWS

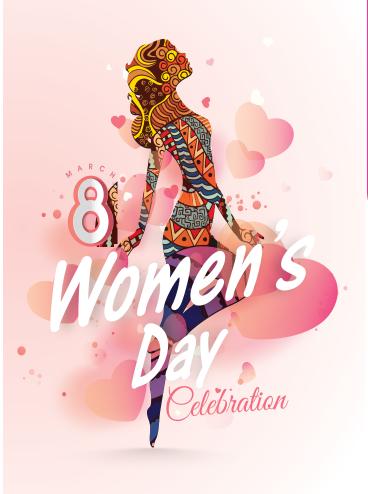
Blood Donation Drive

Blood donation drive was arranged at Island Textile Mills in collaboration with Indus Hospital Regional Blood Center. A good number of employees took part.

Visit of Center of Excellence, Kotri

A session was arranged by Center of Excellence Kotri for management of Island Textile Mills to make them aware of admission. Afterwards, around 20 workers took admission in 1-year diploma in electrical and mechanical trade.





At TATA PAKISTAN, we celebrate diversity and strive to create a welcoming environment for all genders, religions, races and sects. Hence on 8th March 2019, International Women's Day was celebrated at the Corporate Office.

Miss Jahan Ara Saleem (Assistant Manager HR, Sindh Engro Coal Mining Company) was invited as a guest speaker on this occasion. She spoke about a women truck driving project launched by her employer which broke stereotypes. It was an inspiring and eye-opening talk for the audience as they became aware of the power of women.

Afterwards, refreshments were served and tokens were given to the female employees.





HOLI CELEBRATION

Tata Pakistan believes in diversity and inclusion. That is why it strives to make employees of different religions, genders, etc feel welcomed at work.

Tata Pakistan celebrated the festival at its corporate office. On the occasion, boxes of sweets were given to all employees belonging to the hindu community by the COO, Mr Adeel Tata.





EID









VISIT TO TEXTILE INSTITUTE OF PAKISTAN

Industrial and Academia linkages are very important to maintain a good talent pipeline for any firm. Hence, Team HR visited and conducted an enriching session for students at Textile Institute of Pakistan (TIP) on April 07, 2019.

On this occasion, Ms. Zahabiya Yousuf (Associate Manager HR-Talent Acquisition) and Mr Muhammad Ali Mirza (VP HR) educated students about the group and its work environment as well as the competencies that employers look for in fresh graduates. After the talk, a mock interview session was conducted by Ms. Zahabiya Yousuf. This gave students the opportunity to brush up their interview skills as instant feedback was given during the session.

We look forward to more opportunities for collaboration with academic institution in the future.





EMPLOYEE CONTRIBUTIONS

LIVING AMONG THE DEAD

FEARING REPRISAL,
DEATH COMES TO MAN IN HIS DARKEST HOUR,
DOOM BEFALLS HIM,
THE FURY OF THE LORD HATH NO EQUAL,
DOTH NOT FEAR INCARNATION,
AS IT IS THY DESTINY,

AND POOLS OF BLOOD AMONG SACRILEGE,
PERFECT HARMONY AMONGST MAN AND BEAST,
SO WHY ARE YOU ASHAMED OF YOUR SINS?
FEAR NOT AND HAVE NO PAIN,
SPREAD LOVE LIKE A CONTAGIOUS DISEASE,
SO THAT WE ALL MAY PLEASE,
THE LIVING AMONG THE DEAD.

MR. MUHAMMAD ALI MIRZA
VP-HR

- September

NEWSPAPER

18/09/2019 FRIDAY www.tatapakistan.com

No1864648

ECONOMY

Business

Technology

Culture



FIRE FIGHTING **TRAINING**

The Corporate Administration Department arranged a practical training on fire fighting. Participants were given hands on training on how to react in case of fire and use a fire extinguisher. All employees of Corporate Office attended this training.

FOOD SAFETY AND SINDH FOOD REGULATIONS 2018

Organized by Pakistan Industries and Technical Assistance Center, this training aimed to provide knowledge of good manufacturing practices and details of Sindh Food Regulation. Participants included Mr Wagasuddin (AM Food Safety and Quality Operations) and Ms. Tahira Sultana (Microbiologist) of Tata Best Foods.



TAX RISK MANAGEMENT

Organized by Softax, this workshop taught participants how to adopt a risk-based approach to corporate taxation. It also taught participants on how to make improve corporate tax structure. The trainer was Noman Iftikhar Khwaja, who is is a renowned facilitator & Trainer in the field of Taxation with his success track spanning over two decades

It was attended by Mr Syed Wasi ul Hasan (Head of Taxation).



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- 18/09/2019 Friday

September

SPEND ANALYSIS AND COST REDUCTION IN PROCUREMENT

This workshop, organized by Pakistan Industries and Technical Assistance Center, was aimed at procurement professionals. It equipped them with knowledge of strategies for cost reduction in purchasing, strategic sourcing, commercial contracts, procurement gap analysis and vendor relationship management. It was attended by Mr Rizwan Samad (Manager Procurement), Mr Syed Adnan Pasha (DM Procurement), Mr Tashfeen Ahmed (AM Procurement and Mr. Muhammad Raheel Koba (AM Imports).



COTTON GRADING AND CLASSIFICATION

This workshop was organized by Cotton Association of Pakistan. It was two-week long technical course aimed at imparting knowledge of raw and lint cotton grading and classification. Mr Muhammad Amir (Assistant Manager) and Mr Yasir (Deputy Manager) of Cotton Sourcing Department participated in this training.

JOB EVALUATION

This workshop was held by Employers' Federation of Pakistan for training participants on the art and science of job evaluation via practical exercises. It was attended by Mr. Abdullah Qasim (Senior Manager-Compensation and Benefits).

EXCEL TRAININGS

MS EXCELTIPS AND TRICKS

A half-day workshop was organized on 10th May 2019 by HR at the Corporate Office in order to provide tips and tricks for using Ms Excel to perform daily tasks and make reports in an easier and faster manner. The trainer was Mr Irfan Bakaly and the workshop was attended by employees from different departments of the Corporate Office.

MS EXCEL: INTERMEDIATE TO ADVANCED

A full-day workshop was organized by HR at Island Textile Mills on 18th May 2019. The workshop was quite useful for junior and middle-management employees at mills as they were taught how to use Ms Excel for data analysis easily. Employees from Island Textile Mills and Salfi Textile Mills attended the training.



NATIONAL FINANCIAL LITERACY PROGRAM

HR and Mills Administration team organized a session on Financial Literacy for workers at Salfi Textile Mills in collaboration with State Bank of Pakistan and Bank Alfalah. The session was part of the National Financial Literacy Program (NFLP) launched by State Bank of Pakistan with Asian Development Bank. The main aim of this program was to teach basic concepts on budgeting, saving, right use of money, financial products and financial institutions.























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OTHER BUSINESS LOCATIONS

TATA TEXTILES

(MUZAFFARGARH)

SALFI TEXTILES

(KARACHI, LANDHI)

TATA ENERGY (Karachi, Landhi) **ISLAND TEXTILES**

(KOTRI)

TATA BEST FOODS

(KARACHI, LANDHI)

TATA ENERGY

(KOTRI(KOTRI)