

# ROYAL PEONY INTERNATIONAL (TZ) LIMITED

## BUSINESS PLAN

OF

## COPPER SMELTING



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DAR ES SALAAM

TANZANIA

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## 1. Executive summary

Minerals are valuable resources found on Earth. ROYAL PEONY INTERNATIONAL (TZ) LIMITED deals with minerals specifically copper ( ${}_{29}\text{Cu}$ )

Copper is a chemical element with the symbol Cu (Cuprum) and atomic number 29. It is a soft, malleable and ductile metal with very high thermal and electrical conductivity.

A freshly exposed surface of pure copper has a pinkish- orange in colour. It is a good conductor of heat and electricity. Copper is also used in the production of building materials. It is a constituent of various metal alloys such as sterling silver which is used in jewelry production, cupronickel used to make marine hardware and coins and constant an used in strain gauges and thermocouples for temperature.

Most copper is mined or extracted as copper sulfides from large open pit mines in porphyry copper deposits that contain 0.4 to 1.0% copper.

We the ROYAL PEONY INTERNATIONAL (TZ) LIMITED are mainly concerned with melting copper and arranging for export since we intend to make our firm international and export oriented.

Our main focus is to capture the international market since it's more beneficial for us

### Copper, ${}_{29}\text{Cu}$



because our product greatly hits the foreign market. This will assist us to reach our goals in a short period of time. It will contribute to a great increase in the percentage of our sales and profit volume per annum.

As a future plan in the coming years ROYAL PEONY INTERNATIONAL (TZ) LIMITED is looking forward on melting more copper and hence supply it in the world market. This will make our customers more satisfied as well as development in Tanzania's mining industry.

ROYAL PEONY INTERNATIONAL (TZ) LIMITED is aiming at generating profit. We are also aiming at making our country benefit from the activities we conduct and also the citizens of Tanzania can benefit well from our company. We will employ people in our company. The company is constructing two classrooms currently also we have created a well which will serve not only the company's needs but also the surrounding residents will benefit basing on the agreement made.

## **2. COMPANY OVERVIEW**

ROYAL PEONY INTERNATIONAL (TZ) LIMITED conducts mining operations specifically in melting copper. We are basing on production for export. We buy copper from our suppliers then process (melt) it in our well organised systems. After the whole process is done we offer our well produced product in the foreign market. Our company is well controlled and guided by a great team of staff that is very efficient and well skilled.

### **2.1 Mission statement**

We the ROYAL PEONY INTERNATIONAL (TZ) LIMITED greatly aim to;

- Attempt to provide quality melted copper at reasonable and fair prices.
- Melt more copper to meet our customers needs.
- Attempt at making our customers pleased and satisfied.
- Make the public benefit from us in every possible way.
- Capture the foreign copper market.
- Expand the mining sector of our country.

## 2.2 Market and products

We ROYAL PEONY INTERNATIONAL (TZ) LIMITED consider ourselves a lucky firm mainly because we are located very close to copper mines (Dodoma, Tanzania). It is a great benefit to us since we can obtain the raw materials at a better price.

After receiving copper from our suppliers we melt it.

Our main customers are the international buyers.

## 2.3 Objectives

ROYAL PEONY INTERNATIONAL (TZ) LIMITED have the following objectives:

- Develop a business that survives on it's own finance.
- Create a company which reach and exceeds customer satisfaction level.
- Expand copper industry in the country.
- Expand the international trading activities of our country.
- Satisfy our customers at the right time.
- Make our surrounding Society benefit from the activities we conduct.

we ROYAL PEONY INTERNATIONAL (TZ) LIMITED have constructed two classrooms which will greatly serve the society as the students will impart knowledge from good and conducive environment. Also we are proud that the citizens will benefit from the well constructed by our company. The well had cost 25millions (Tshs). This will help the to reduce the water supply problem in the area.It is the objective of our company to benefit the society. So far we have done something in the education and water sector of our surroundings. We are looking forward at making Dodoma and the whole nation at large benefit well from our operations.

## 2.3 Key to success

- Efficient production for a Stable supply.
- Use of modern melting machinery for quality production.
- Customer satisfaction.
- Maintain low operational costs.
- Offer our produce at better and reasonable prices.
- Making sure that the health of our employees is always at it's best.

- Adhering to the rules and regulations of our country.
- Maintaining proper record keeping for better planning prospects.
- Making payments or rewards to our staff on time.
- Making deliveries on time.

### 3.0 Products and services

Copper is the third most produced metal world wide after iron (steel). Copper is the metal that is longest used technologically by mankind. The most important properties of copper are summarized below:

<b>property</b>	<b>Copper (high purity)</b>
Density	8960kgm <sup>-3</sup>
Melting point	1084°C
Elastic modulus	128 GPa
Ultimate yield strength	210 – 230 MPa
Electrical conductivity	64.5MS
Heat conductivity	401Wm <sup>-1</sup> K <sup>-1</sup>
Electr. Cond. /density	7.2*10 <sup>-3</sup> Msm <sup>3</sup> kg <sup>-1</sup>
Heat cond. /density	44.7*10 <sup>-3</sup> Wm <sup>-1</sup> K <sup>-1</sup> m <sup>3</sup> kg <sup>-1</sup>

Copper is considered a half noble metal but with a high solubility for oxygen in the liquid state. Copper has ~50% better conductivity than Aluminium.

### 4.0 Market comparison

While quality and delivery are important factors to our potential clients, price is most often the determining factor in a buying decision. Good quality melted Copper from our well established systems and machinery will be the most competitive and will achieve a significant market target. These factors will help us (ROYAL PEONY INTERNATIONAL (TZ) LIMITED) to determine the business parameters of melted Copper especially in our targeted market (globally).

## 5.0 Possible obstacles

In the copper industry there are various obstacles that may come our way. Just to mention the common ones;

- Inadequate raw materials supply to our premises due to low production in the mines.
- Poor transport and communication systems, since Tanzania is a growing economy it is not well connected with the best systems.
- Untimely payments from our credit customers, it is well known that credit business is the most preferred kind of business in most transactions. And it is also known that not all credit buyers settle their dues on time.
- Port congestion. The Tanzania's port happens to be a busy one. It takes time for the product to be exported from the port this is due to presence of lots of documentations and procedures.

## 5.1 Possible solutions

- Strong purchasing department. Our company is looking forward at having the best purchasing department so that we can have the raw materials supplied to us on time to avoid possible delays in production.
- Maintaining good and strong communication with our customers especially the credit buyers. Knowing most of their details will create a good foundation for us to make a follow up on the payments.
- Dispatching products on time. We aim at dispatching products from our premises as soon as we are done processing them. This will help us satisfy our customers at the right time.

## 6.0 Industry and marketplace analysis

Copper is mainly used for electrical conductivity application. Besides the day to day household uses there are some fields where extreme product cleanliness is necessary.

A good example is the use as a cladding material for superconductors. In case of cooling failure (most super conductors still need very low temperatures) the copper matrix takes over the conduction because of good deep temperature conductivity until the system is shut off. Contrarily to the super conductors. Copper does not reveal a sharp resistance step at a certain temperature.

### **6.1 Structure of copper industry**

By 2010, Copper prices peaked at almost US\$ 10,000 per ton, up from less than US\$ 2,000 in five to ten years earlier.

By 2011 and 2013 more than 3000 PML applications for Copper mining were approved with only a handful of PML licenses for Copper predating that period.

This shows a great opportunity for ROYAL PEONY INTERNATIONAL (TZ) LIMITED to enjoy the profitability in this growing sector in Tanzania.

### **6.2 Market place analysis**

Our main market is the international one. Since we specifically engage ourselves in production for export. This is because of the low market of our product within the country. We prefer the international market because;

- There is a huge market with lots of opportunities.
- There is a great need of our products.
- It is connected to a good transportation facility.
- There is application of modern technology.

### **6.3 Customer analysis**

Copper is a metal that we use it in our daily life. Our customers are the one's that use melted Copper and transform it in utilizable items for example electric products. Everywhere in the current world electricity has been an essential product. So, the product that we are producing is not something that is used once or twice a year but it is a daily used product. We intend to obtain and keep our customers who are found in the world's copper market.

### **6.4 Competitor analysis**

The product we are dealing with is something that is used or applied in our daily runnings in the industries, homes, schools and even offices. Our product is not new in the market as people started to used it long long time ago in the world. Therefore we have a lot of competitors that we have to deal with, we ROYAL PEONY INTERNATIONAL (TZ) LIMITED don't look at the competition as a challenge however we take it as an advantage because we can obtain a lot of information on our product also we can develop better technologies in the production process. Also it gives us an incentive and vision to always produce the best that the market will demand from us.

## **7.0 Marketing strategy**

The company has chosen to focus on melting copper metals from copper mines of Tanzania. All of our initial marketing strategy will be to secure contracts with our clients world wide.

At the near future, ROYAL PEONY INTERNATIONAL (TZ) LIMITED is looking forward at conducting market research and developed and will focus continually updating our production technology with the aim of being on top in the Copper industry not only in Tanzania but also internationally.

### **7.1 Product /services strategy**

We ROYAL PEONY INTERNATIONAL (TZ) LIMITED deal in melting copper. As Tanzania happens to be the second largest producing copper processor South of Sahara, we take the opportunity of being one among the few companies that deal with this metal. We aim at making our products more attractive and competitive by producing it with our well organized and modern machines. We focus all of our efforts in bringing the best in the market.

### **7.2 Pricing strategy**

As melted Copper do not carry any brand name so only pricing and distribution strategies will work to achieve competitive edge. The pricing strategy we will use us value pricing. Value pricing strategy is customer-focused pricing, meaning our company will base our pricing on how much the customers believe our product is worth.

This is because we offer unique and high quality melted Copper. We intend to create and maintain strong communication channels and strong relationships with our customers. In doing so, we can obtain feedback from our customers regarding the features they are looking for as well as how much they are willing to pay.

### **7.3 Distribution strategy**

As mentioned above, our company is aiming at international selling. Our main target is to distribute our product internationally (worldwide). And in doing so, we will be using zero and one level channel of distribution. This channel of distribution will help us use low costs in distributing our product and hence bringing about a reasonable selling price. Also it is a great way of avoiding any possible events of lessening our product's quality in the market. In distributing our product we can apply some strategies to Make our product more presentable and competitive by providing cheap deliveries to our customers.

#### **7.4 Advertising and promotion strategy**

ROYAL PEONY INTERNATIONAL (TZ)LIMITED is aiming at making our products known worldwide. In order to achieve that we aim at advertising our product through medias that reach people worldwide. We will use internet (e-commerce) to make our product known. Also various Television channels that are visible internationally. We are also looking forward at providing various sales promotion strategies like discounts, delivery, providing credits and many more in our power so that we can make our product more competitive and attract the market in our favour.

#### **7.5 Sales strategy**

The strategy of sales efforts mainly is to satisfy our potential customers and thereby converting our potential and first time customers into long term and permanent customers. Our sales strategy is totally based upon the distribution channel (zero and one level channel) and pricing strategies. We will distribute our product to the international buyers.

#### **7.6 Marketing and sales forecast**

Few weeks prior to the opening will be used to get the new office in order, setting up appointments, orders, checking machines and marketing activities. In the first month, we will focus on generating public visibility and awareness. Also in advertising our product so that we can receive more orders and new customers.

#### **7.7 Development strategy**

The development of ROYAL PEONY INTERNATIONAL (TZ) LIMITED required to accomplish a series of actions and formalities. Since we are new in the market we intend to keep our production low initially but we are looking forward in expanding as the demand of products grow and our customers get more satisfied with our product hence demand more of it.

As we grow we aim at doing more than melting copper. We can start to process it and make items which can be used in industries or homes. The development process involves the following steps;

- Legal formalities.
- Factory set up
- Office/business set up
- Future offerings and expansion plan

## 8.0 SWOT Analysis

Due to our drive for excellence when it comes to running a standard ROYAL PEONY INTERNATIONAL (TZ) LIMITED in, we were able to engage some of the finest business consultants in Tanzania to look through our business concept and together we were able to critically examine the prospect of the business and to assess ourselves to be sure we have what it takes to run a standard Copper mining business that can compete favorably in the industry.

In view of that, we were able to take stock of our strengths, our weakness, our opportunities and also the threats that we are likely going to be exposed to in Tanzania . Here is a of what we got from the critically conducted SWOT Analysis for ROYAL PEONY INTERNATIONAL (TZ) LIMITED

### 8.1 Strength

- We ROYAL PEONY INTERNATIONAL (TZ) LIMITED have some strengths in our business;
- -Accessibility to raw materials
- We are operating in the region where copper is mined therefore it serves a great opportunity for us to obtain our inputs on time and at reasonable prices.
- -We are operating in a growing region.
- As it is known that in Tanzania, Dodoma is the capital city and the government is shifting to Dodoma it is a great opportunity for our company to operate in this region since more development measures are expected to take place here.
- -Efficient management and staff team
- ROYAL PEONY INTERNATIONAL(TZ) LIMITED is planning to employ a very strong and efficient management and staff team so as to bring the best of the company's objectives and hence prosperity in our company.
- -Modern and quality technology.
- ROYAL PEONY INTERNATIONAL (TZ) LIMITED aim at working best with our quality technologies and hence produce our products on time and at the best quality possible. This will help us stay strong and firm in the market against our competitors.

### 8.2 Weakness:

We do not take for granted the facts that we have weaknesses. In fact, the reality that we are setting up a ROYAL PEONY INTERNATIONAL (TZ) LIMITED in Tanzania might pose a little challenge. In essence our chosen location might be our weakness.

### **Opportunities:**

The opportunities available to us are unlimited. There are lots of jewelry making companies and other manufacturing companies that make use of copper all across the globe and all what we are going to do to push our products to them is already perfected.

ROYAL PEONY INTERNATIONAL (TZ) LIMITED has got some trucks for easy transportation of the produced cargo. We also have a motorcycle to facilitate ease short distance movements to meet up the company's needs. Also there is a small vehicle for our company to help our employees be at the required places on time. As we aim at making our staff comfortable With their job.

### **Threat:**

The threat that is likely going to confront us is the fact that we are competing with already established copper mining companies in Tanzania and other countries of the world. Of course, they will compete with us in winning over the available market. Another threat that we are likely going is the economic downturn.

## **9.0 Management**

The management of ROYAL PEONY INTERNATIONAL (TZ) LIMITED is well described as follows;

In view of that, we have decided to hire qualified and competent hands to occupy the following positions at ROYAL PEONY INTERNATIONAL (TZ) LIMITED .

- Chief Executive Officer (Owner)
- copper Mine Manager
- Human Resources and Admin Manager
- Sales and Marketing Officer
- Accountants/Cashiers
- Procurement manager
- Copper Mining Casual Workers
- Truck Drivers
- Customer Service Executives

## **Roles and Responsibilities**

### **9.1 Chief Executive Officer – CEO (Owner):**

- Increases management’s usefulness by recruiting, selecting, orienting, training, coaching, counseling, and disciplining managers; collaborating values, strategies, and objectives; assigning accountabilities; preparing, monitoring, and appraising job results; developing incentives; developing a climate for offering information and opinions; providing educational opportunities.

- Answerable for fixing prices and signing business deals
- Responsible for providing direction for the business
- Makes, connects, and implements the organization's vision, mission, and overall direction – i.e. leading the development and implementation of the overall organization's strategy.
- Accountable for signing checks and documents on behalf of the company
- Evaluates the success of the organization

## 9.2 Copper Mining Site Manager

- Oversees the smooth running of operations in the mine
- Makes sure that quality is maintained at all times
- Maps out strategies that will lead to efficiency amongst workers in the organization
- Responsible for training, evaluation and assessment of the workforce
- Ensures operation of equipment by completing preventive maintenance requirements; calling for repairs.
- Ensures that our gold and silver mining site meets the expected safety and health standard at all times.

## 9.3 Human Resources and Admin Manager

- Responsible for overseeing the smooth running of HR and administrative tasks for the organization
- Defines job positions for recruitment and managing interviewing process
- Carries out induction for new team members
- Responsible for training, evaluation and assessment of employees
- Oversees the smooth running of the daily business activities.

## 9.4 Sales and Marketing Manager

- Manages external research and coordinate all the internal sources of information to retain the organizations' best customers and attract new ones
- Models demographic information and analyze the volumes of transactional data generated by customer purchases
- Identifies, prioritize, and reach out to new partners, and business opportunities et al
- Responsible for supervising implementation, advocate for the customer's needs, and communicate with customers
- Develops, executes and evaluates new plans for expanding sales
- Documents all customer contact and information
- Represents the company in strategic meetings
- Helps to increase sales and growth for the company

### 9.5 Procurement manager

- To manage the procurement process and supply base efficiently and effectively, procurement
  - To support organizational operations
  - Develop strong relationships with other groups within the organization
  - Implement procurement strategies to maintain security of supply and optimum value for money.
- Entify areas for improvement to continually drive performance and business results.
  - Conduct business review meetings with key stakeholders to assess risk, review future strategies, and identify potential cost down and improvement opportunities.
  - Review current processes for procurement and make recommendations where appropriate.

### 9.6 Copper Mining Casual Workers

- Liable for operating excavators and other machines in the gold and silver mining site
- Handles the mining of copper
- Assist in loading and offloading of our copper into and out of the trucks

### 9.7 Accountant/Cashier

- Responsible for preparing financial reports, budgets, and financial statements for the organization
  - Provides managements with financial analyses, development budgets, and accounting reports; analyzes financial feasibility for the most complex proposed projects; conducts market research to forecast trends and business conditions.
  - Responsible for financial forecasting and risks analysis.
  - Performs cash management, general ledger accounting, and financial reporting
  - Responsible for developing and managing financial systems and policies
  - Responsible for administering payrolls
  - Ensures compliance with taxation legislation
  - Handles all financial transactions for the organization
  - Serves as internal auditor for the organization
- ### 9.8 Truck Drivers
- Assists in loading and unloading copper

- Maintains a logbook of their driving activities to ensure compliance with federal regulations governing the rest and work periods for operators.
- Keeps a record of vehicle inspections and make sure the truck is equipped with safety equipment
- Inspects vehicles for mechanical items and safety issues and perform preventative maintenance
- Complies with truck driving rules and regulations (size, weight, route designations, parking, break periods etc.) as well as with company policies and procedures
- Reports defects, accidents or violations

### 9.9 Client Service Executive

- Ensures that all contacts with clients (e-mail, walk-In center, SMS or phone) provides the client with a personalized customer service experience of the highest level
- Through interaction with customers on the phone, uses every opportunity to build client's interest in the company's products and services
- Manages administrative duties assigned by the human resources and admin manager in an effective and timely manner
- Consistently stays abreast of any new information on the organizations' products, promotional campaigns etc. to ensure accurate and helpful information is supplied to customers when they make enquiries (answer customer queries regarding our gold and silver ore mining business)
- Finds out the customer's needs, recommend, select and help locate the right merchandise, describe a product's features and benefits.
- make suggestions and encourage purchase of products

### 9.10 Function of each department

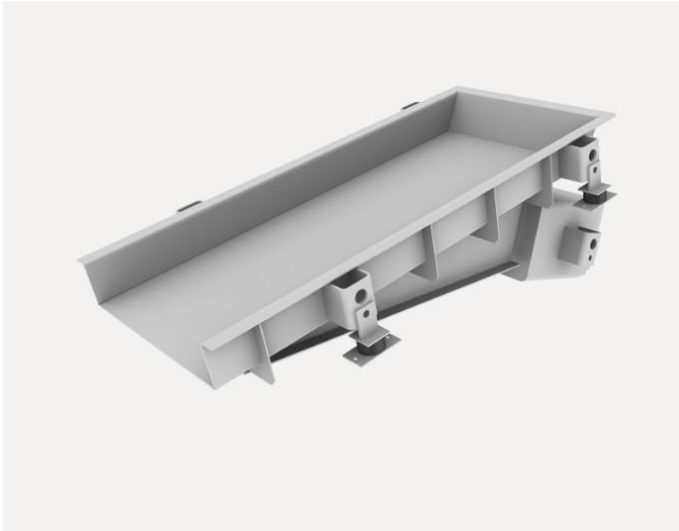
The management of ROYAL PEONY INTERNATIONAL (TZ) LIMITED is expected to be in that order and the functions of each department to be adhered effectively.

#### 9.10.1 Operations

ROYAL PEONY INTERNATIONAL (TZ) LIMITED operate with high quality copper melting device which we have bought for conducting our production process. We also operate hand in hand with our employees who are very skilled and efficient in copper melting processes. Our company conducts it's operations in mainland Tanzania, Dodoma. We are situated in a very potential area for Copper extraction this will help us get raw materials easily.



- Electricmagnetic feeder
- Used for bin extraction andconveying bulk materials.



- Jaw crusher
- This is mainly used at the primary stage in reducing the size of different materials..



- Belt conveyors
- This is used to transport products in a straight line or through changes in elevation or direction.



- Swaying feeder

This machine is an auxiliary device for the transport machinery, suitable for concentration smelters, cement plants, plants, machinery casting workshop and other departments in the suspension steel structure, installed in the lower part of the Hopper made by continuous feeding. Uniform, quantitative and continuous ores can be supplied of bulk, granular or powdery materials.

富林矿山机械



- Ball mill

This is a key piece of equipment for grinding crushed materials and it is widely used in production lines for powders.



- Spiral classifier.

This is a machine that is primarily used to classify the slimes (fines) from a coarser, sand sized material. It has an inclined trough with one or two spirals revolving and free from touching the sides or bottom of the tank. The motion of the spiral creates pool hindered settling in the bottom pool area, where the agitation of the water hinder the fines from settling to the bottom but the coarser particles do settle and are carried up the slope revolving spiral, to the discharge located at the top of the classifier. Then gravity flow or pumps are used to move the coarse material to the next stage in the process, the fines overflow from the pool area. The pool area normally has an adjustable wier, which will determine the amount of time material is in the pool area, and subsequent the coarseness of the discharge from the pool area with a shorter residence time the coarser the discharge along with the fines. Therefore some control of the classification size can be accomplished by adjusting the wier height up or down, to give more or less residence time in the pool area.



- Mixer

A device used to mix up materials.

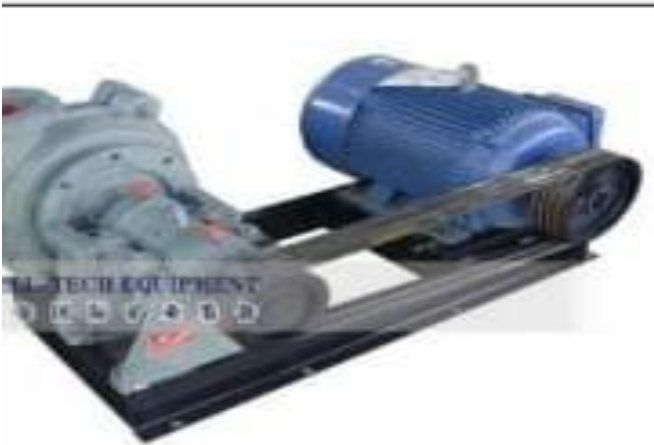


- Floatation cell

Is an appliance in which froth floatation of ores is performed. It has provision for receiving conditioned pulp, aerating this pulp and for separate discharge of the resulting mineralized froth and impoverished tailings.



•Slurry pump.This is a type of pump designed for pumping liquid containing solid particles. Slurry pumps changes in design and construction to adjust to multiple type of slurry which varies in concentration of solids, size of solid particles, shape of solid particles and composition of solution.



•Tailing pump.

Is used to move mine tailings and liquids from one part of the mine to another.

In case of electricity problems, our Company has got an efficient generator to make production continue when the electricity goes off.

In all our operations we prioritise the welfare of our employees. This can be achieved by providing protective items such as;



•Eye and face protection.

General safety glasses.

- Laser safety glasses
- Chemical splash goggles
- Impact goggles-Faceshields



•Hand protection

- Light latex, vinyl or nitrile gloves
- Light chemical resistant gloves
- Light to heavy chemical resistant gloves.
- Insulated gloves
- Wire mesh gloves



- Body protection.
- Flame resistant
- Traditional blend
- Barrier



- Respiratory protection
- Respirator cartridges



- Hearing protection
- Disposable earplugs
- Reusable earplugs
- Hearing band.

We also value the health of our employees by providing a well equipped first aid kit and a first aid attendant. This is because we believe that an efficient business is made possible with an efficient team of workers. This is why we aim at creating a conducive working environment for them.



ROYAL PEONY INTERNATIONAL (TZ)LIMITED has taken various measures to prevent fire accident. For example we have fire extinguishers at the corridors, offices and factory. We also have a fire assembly point where people can run to in case of fire outbreak. We also have emergency exit doors and windows do that people can find their way out in case of fire accident.

Most important of all we have applied for fire accident insurance for compensation in case the loss occurs due to fire accident. We also provide skills to our staff on how to use the equipments. We are equipped with the following tools;



.Fire alarms.  
These are devices that make a loud noise that gives warning of fire.



### Fire and smoke detectors

These are devices that sense smoke typically as an indicator of fire.



### .PPE and arc flash equipment

Personal protective equipment worn by workers performing maintenance on energized equipment as well as de-energizing equipment and it is the last line of defense to protect workers from arc flash injuries. It consists of hard hat, arc-rated face shield, safety goggles, hearing protection, leather gloves, arc-rated long sleeved shirt, arc-rated pants and leather footwear.



### .Fire caulk and sealants.

Are designed to maintain the fire proofing of a wall or floor assembly allowing it to impede the spread of fire and smoke.



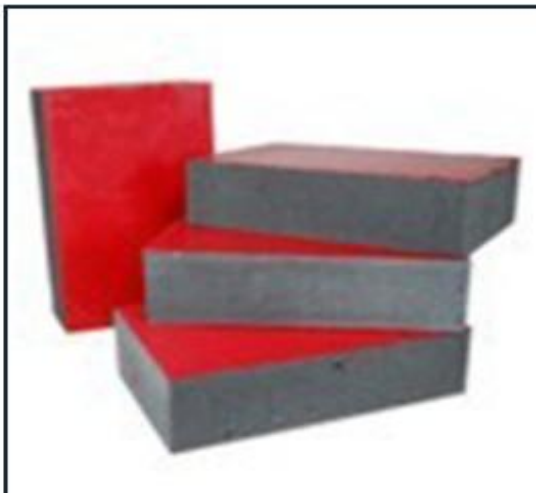
.Fire caulk guns

Is a tool that holds a tube or cartridge that's filled with material used for sealing up gaps and cracks in the building. Caulk can be made of silicone or latex and it is used to bond a wide range of materials like metal, glass, wood and ceramic. Caulk usually comes in a tube.



.Fire stop devices

These are devices that are designed to seal up openings or pass-throughs in fire-rated walls, ceilings or floors.



.Fire bricks and pillows

These are passive fire protection items used for fire stopping holes in wall or floor assemblies required to have fire resistance rating.



Emergency signs and lights

These are devices that direct people in case of fire outbreak.



.Fire alarms and security cables

They provide the basic framework upon which all of a building's asset protection is based.



.To make our production successful we bought a motorcycle to facilitate easy movements. Especially for the short distance journey.



As stated earlier, our company has a well we also have water tanks for water storage. This will make our production process take place without encountering water supply problems.



Also we have trucks for transportation of our produced cargo. This will help to reduce the costs for transport. As our trucks can be lent to other companies if possible and hence make our transport department independent in terms of finance.

Our offices are modern and well equipped with furnitures and computers. Offices are well ventilated to facilitate ease work performance by our employees



ROYAL PEONY INTERNATIONAL (TZ) LIMITED has got a small vehicle (saloon-car) that will serve the company's needs and help the movement of employees from the office to other areas.



### 9.10.2 Organization plan

We have developed some policies in our company for better staff development and human resource management with the aim of achieving an efficient production and distribution of our product. Some of the policies are adherence to the procedures and methods of operation also timely payment to our employees and providing some incentives to them such as bonus payments. In our organization structure we aim at having the board of directors with the minimum of 7 members, head managers of each department who will be under the managing director and we will provide employment to skilled, semi skilled and unskilled employees in our company.

## 10. Investment breakdown

ITEM.	US\$
Land/building.	60,000
Plant.	300,000
Vehicles.	40,000
Furniture & fittings.	5,000
Pre- expenses.	60,000
Others.	20,000
Working capital.	400,000
<b>TOTAL.</b>	<b>885,000</b>

## 12. SOURCE OF FINANCE

The main source of finance of our project is through shareholder's contributions as summarized below;

<b>SHAREHOLDERS</b>	<b>NATIONALITY.</b>	<b>PERCENTAGE</b>
JURICA PENOVIC.	CROATIAN.	0.009%
ISSACK S MJEMA.	TANZANIAN.	48.5%
ROYAL PEONY INTERNATIONAL (TZ) LIMITED.		50.5%

### 13.0 Possible risks

-Export restrictions

As we are operating in this competitive market we are aware of the possibility of our country creating a limitation in the quantity to export.

-Machine break down

We are operating with man-made materials therefore those machines can stop working at any time. This can lead to ceasing of production process in our company.

-Absence of raw materials

We are entering in a competitive market. It may come a time where copper extracts are low in quantity then large firms are likely to benefit more since they already hit the market and a growing company like us benefit less.

### 12.1 Possible solutions

-Making frequent services to our machines

Frequent and regular service to the machine will eliminate the occurrence of machine breakdown in the middle of the production process.

-Proper stock management .The stock manager will ensure that raw materials are available at the right units basing on the company's needs. That is, maintain the maximum and minimum stock levels. -Avoid export delays

We can export our products on time to avoid the problems of port congestion, export restrictions and all the sales

## 13.0 IMPELEMENTATION SCHDULE FOR THE NEXT FIVE YEARS.

### 13.1 IMPLEMENTATION SCHDULE YEAR 2020

EXPECTED ACCOMPLISHMENT	ACTIVITIES	TIME FRAME	RESPONSIBLE PERSON
DEVELOP A BUSINESS THAT SURVIVES ON ITS OWN FINANCE	<ul style="list-style-type: none"> <li>• Creation of a business name</li> </ul>	4 days	Board of directors
	<ul style="list-style-type: none"> <li>• Generating capital</li> </ul>	2 months	Company owners
	<ul style="list-style-type: none"> <li>• Finding of stakeholders</li> </ul>	1 month	Finance manager
	<ul style="list-style-type: none"> <li>• Business registration</li> </ul>	1 week	Accountant
	<ul style="list-style-type: none"> <li>• Obtaining TIN</li> </ul>	5 days	Accountant
	<ul style="list-style-type: none"> <li>• Opening of bank account DTB BANK TSHS and USD Accounts</li> </ul>	4 days	Accountant
	<ul style="list-style-type: none"> <li>• Deposit of funds</li> </ul>	2 month	Accountant
	<ul style="list-style-type: none"> <li>• Obtaining certificate of incorporation</li> </ul>	2 weeks	Company's lawyer
	<ul style="list-style-type: none"> <li>• Designing of company logo</li> </ul>	1 day	Marketing officer
	<ul style="list-style-type: none"> <li>• Obtaining of business license</li> </ul>	2 weeks	Chief manager
	<ul style="list-style-type: none"> <li>• Registration on TIC (TANZANIA INVESTMENT CENTRE)</li> </ul>	2 weeks	Chief manager
	<ul style="list-style-type: none"> <li>• Payment on TIC application</li> </ul>	1 day	Accountant
	<ul style="list-style-type: none"> <li>• Writing of a business plan</li> <li>• Online application on TIC</li> <li>• TIC certificate</li> </ul>	1 month 1 Week 2 days	Accountant

### 13.2 IMPLEMENTATION SCHEDULE YEAR 2021

EXPECTED ACCOMPLISHMENT	ACTIVITIES	TIME FRAME	RESPONSIBLE PERSON
To create a company which reach and exceeds customer satisfaction level	<ul style="list-style-type: none"> <li>Office rent</li> </ul>		Accountant
	<ul style="list-style-type: none"> <li>Seeking for land broker</li> </ul>	2 weeks	Marketing officer
	<ul style="list-style-type: none"> <li>Surveying the land if it's suitable</li> </ul>	1 month	Directors
	<ul style="list-style-type: none"> <li>Negotiation on land purchase</li> </ul>	2 weeks	Accountant
	<ul style="list-style-type: none"> <li>Arraying the documentation for land purchase</li> </ul>	1 week	Company's lawyer
	<ul style="list-style-type: none"> <li>Signing the land deeds to various officer</li> </ul>	1 day	Company's lawyer
	<ul style="list-style-type: none"> <li>Request to quotation to engineer</li> </ul>	7 days	Marketing officer
	<ul style="list-style-type: none"> <li>Opening of quotation</li> </ul>	2 days	Marketing officer
	<ul style="list-style-type: none"> <li>Selection on engineer</li> </ul>	1 day	Marketing officer
	<ul style="list-style-type: none"> <li>Making of settlement plan on the area</li> </ul>	3 weeks	Engineer
	<ul style="list-style-type: none"> <li>Finding interior design</li> </ul>	2 weeks	Marketing officer
	<ul style="list-style-type: none"> <li>Construction of two (2) school classes building (mpwapwa villagers)</li> </ul>	4 month	Engineer
	<ul style="list-style-type: none"> <li>Water well drilling (for the villagers and for the company)</li> </ul>	2 month	Engineer
	<ul style="list-style-type: none"> <li>Putting electricity</li> </ul>	2 weeks	Electric engineer
	<ul style="list-style-type: none"> <li>Recruitment of employees</li> </ul>	2 month	Human Resource officer

### 13.3 IMPLEMENTATION SCHEDULE YEAR 2022

EXPECTED ACCOMPLISHMENT	ACTIVITIES	TIME FRAME	RESPONSIBLE PERSON
Expand copper industry in the country	<ul style="list-style-type: none"> <li>Finding of the material equipment(machine)</li> </ul>	14 days	Purchasing officer
	<ul style="list-style-type: none"> <li>Placing of the purchase requisition of the machine</li> </ul>	3 days	Accountant
	<ul style="list-style-type: none"> <li>Opening of the quotation</li> </ul>	2 days	Purchasing officer
	<ul style="list-style-type: none"> <li>Selection of the supplier</li> </ul>	2days	Purchasing officer
	<ul style="list-style-type: none"> <li>Negotiation of the contract</li> </ul>	3 days	Directors
	<ul style="list-style-type: none"> <li>Preparation of the contract to purchase</li> </ul>	7 days	Manager
	<ul style="list-style-type: none"> <li>Clearing of the machine from the port &amp; documentation procedures</li> </ul>	1 month	Clearing and forwarding agents
	<ul style="list-style-type: none"> <li>Transportation of the machine</li> </ul>	2 week	Office drivers
	<ul style="list-style-type: none"> <li>Planting of the machine</li> <li>Start up of the operation</li> </ul>	2 month	Engineers
	<ul style="list-style-type: none"> <li>Advertising</li> </ul>	1 month	Sales officer
	<ul style="list-style-type: none"> <li>Starting of the processing activities</li> </ul>	1 month	Production officer
	<ul style="list-style-type: none"> <li>Packaging of the material produced</li> </ul>	June-december	Production officer
	<ul style="list-style-type: none"> <li>Marketing advertisement of the material produced</li> </ul>	July-december	Marketing officer
	<ul style="list-style-type: none"> <li>Selling of the material</li> </ul>	July –dec	Marketing and sales officers
	<ul style="list-style-type: none"> <li>Preparation of the financial accounts</li> </ul>	dec	Accountant

### 13.4 IMPLEMENTATION SCHEDULE YEAR 2023

EXPECTED ACCOMPLISHMENT	ACTIVITIES	TIME FRAME	RESPONSIBLE PERSON
Expand international trading activities of our country	<ul style="list-style-type: none"> <li>Continuation of the processing activities</li> </ul>	Jan – dec	Production officer
	<ul style="list-style-type: none"> <li>Adverstment of product outside the country</li> </ul>	1 month	Marketing officer
	<ul style="list-style-type: none"> <li>Packaging of the product</li> </ul>	Jan – dec	Sales officer
	<ul style="list-style-type: none"> <li>Adhere to procedure of exportation of products</li> </ul>	2 weeks	Sales officer
	<ul style="list-style-type: none"> <li>Transportation of the material to the dock</li> </ul>	Jan-dec	Forwarding agent
	<ul style="list-style-type: none"> <li>Finding of the extension of new material equipment machine</li> </ul>	3 weeks	Engineer
	<ul style="list-style-type: none"> <li>Placing of the purchase requisition of the new machine</li> </ul>	1 week	Purchasing officer
	<ul style="list-style-type: none"> <li>Opening of the quotation</li> </ul>	2 days	Purchasing officer
	<ul style="list-style-type: none"> <li>Selection of the supplier</li> </ul>	1day	Purchasing officer
	<ul style="list-style-type: none"> <li>Negotiation of the contract</li> </ul>	3 days	Purchasing officer
	<ul style="list-style-type: none"> <li>Preparation of the contract to purchase</li> </ul>	3days	Manager
	<ul style="list-style-type: none"> <li>Clearing of the machine from the port &amp; documentation procedures</li> </ul>	3 weeks	Clearing and forwarding agents
	<ul style="list-style-type: none"> <li>Transportation of the machine</li> </ul>	4 days	Sales officer and office drivers
	<ul style="list-style-type: none"> <li>Planting of the machine</li> </ul>	1 month	Engineer
	<ul style="list-style-type: none"> <li>Start up of the operation</li> </ul>	May- dec	Production officer
	<ul style="list-style-type: none"> <li>Starting processing activities</li> </ul>	June- dec	Production officer
	<ul style="list-style-type: none"> <li>Packaging of the material produced</li> </ul>	June- dec	Sales officer
	<ul style="list-style-type: none"> <li>Selling of the materials</li> </ul>	June-dec	Sales officer
	<ul style="list-style-type: none"> <li>Exportation of the material</li> </ul>	June-dec	Forwarding agent
	<ul style="list-style-type: none"> <li>Preparation of the financial accounts</li> </ul>	Dec	Accountant

### 13.5 IMPLEMENTATION SCHEDULE YEAR 2024

EXPECTED ACCOMPLISHMENT	ACTIVITIES	TIME FRAME	RESPONSIBLE PERSON
Make our surrounding society benefit from the activities we conduct	<ul style="list-style-type: none"> <li>Processing of the materials</li> </ul>	Jan-dec	Production officer
	<ul style="list-style-type: none"> <li>Expansion of the water facilities within the surrounding area.</li> </ul>	1 month	Engineer
	<ul style="list-style-type: none"> <li>Construction of 1 km road</li> </ul>	4 month	Engineer
	<ul style="list-style-type: none"> <li>Recruitments of employees</li> </ul>	3 weeks	
	<ul style="list-style-type: none"> <li>Preparation of the financial account</li> </ul>	Dec	Accountant
	<ul style="list-style-type: none"> <li>Expanding the business by opening branches in other regions</li> </ul>	3 months	General manager
	<ul style="list-style-type: none"> <li>Construction of health wards in hospitals.</li> </ul>	6months	Engineer
	<ul style="list-style-type: none"> <li>Providing desks to schools for better education provision.</li> </ul>	4 weeks	Directors

