



## **Business Plan**

**Silver  
Limited**

**Entertrade**

*Empowering Africa*



**Leadership Promise:**

We have Promising to streamline operations, improve efficiency, and enhance safety measures to ensure timely and secure delivery of goods

**Our registration status**

We are duly registered and recognized by the laws and regulating bodies as the Shipping Company.

Our Legal credentials are provided below:

<b>BRELA legal status:</b>	Incorporation Number: 33667
<b>Tax Identification Number (TIN):</b>	100 - 197-790
<b>Place of Registration:</b>	Dar es Salaam United Republic of Tanzania.
<b>Principal Place of Business:</b>	Plot No. 176/177 Block No. 157, Kiwalani Industrial Area, P O Box63314 Dar es salaam +255752335555, +255713424606

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## 1.0 About us

Silver Entertrade Limited operates as Inland Container Depot, focusing cargo handling and facilitating seamless cargo movement for importers and exporters using the Dar Es Salaam Harbour. Situated at Kiwalani Industrial area, the location offers an advantageous position for our clients in that it offers proximity to the port, shipping lines offices, transporters, clearing and forwarding services as well as various industrial establishments in the city of Dar es salaam. Our mission underscores our commitment to improving efficiency, affordability, and safety in the logistics industry, while our vision manifests in our aspiration to be the leading provider of comprehensive shipping solutions



### 1.1 Our Vision

Our Vision is to be the most respected and preferred provider in handling all shipping need of our clients.

### 1.2 Our Mission

To make moving cargo easier, more efficient, and affordable while increasing safety and reducing damage to good.

### 1.3 Our Core Values

To defend your containers free of damage and pilferage with an inland container job.

## 1.4 Our shareholders and Directors



### **Mr. Kelvin s. Koka**

Kelvin S. Koka is the Managing Director of SF Group of Companies, a Tanzanian investment group that focuses on various sectors across Sub-Saharan Africa<sup>1</sup>. He is known for his dedication to developing the Sub-Saharan African market and its economies

Heading up the operational and investment division and directorate for SF Group. With the role of managing a broad portfolio of business within East Africa region. With over 5 years of experience optimizing productivity, efficiency, and service management across various industries. Working closely with cross- functional teams in ensuring operational and service excellence.



### **Mr. Sylvester Francis Koka**

is a Tanzanian politician and a member of the Chama Cha Mapinduzi (CCM) party. He has been serving as the Member of Parliament for Kibaha Town constituency since 2010<sup>12</sup>. Born on May 15, 1965, he has a background in business administration, having earned his degree from the University of Dar es Salaam

Silver Intertrade Ltd is part of the SF Group of companies, which offers integrated Port services for both local and international clients. We also provide preferential value-added services to our customers, ensuring that their shipping processes are fast-tracked. This is achieved through leveraging the expertise of our sister companies in transportation, insurance, clearing and forwarding, cargo tracking, and financing solutions.

## 2.0 Executive Summary

This report presents an overview of Silver Entertrade Limited, an Inland Container Depot (ICD) specializing in port services for cargo handling. With an aim to enhance operational capacity and service delivery, the report outlines current market positioning, competitive landscape, targeted improvements, and financial projections.

## 3.0 Economic consideration

Company prioritizes the well-being of the local community and hold immense importance in creating a positive and sustainable business environment. Such considerations encompass a range of practices and strategies that not only benefit a company but also foster community development and economic resilience. One of the key advantages is local job creation, which not only reduces unemployment but also bolsters the financial stability of community members. As businesses support local suppliers and vendors, the local supply chain strengthens, contributing to economic resilience and benefiting other businesses in the area. Furthermore, the success of local businesses generates tax revenue that can be reinvested into the community, enhancing public services, infrastructure, and education. This, in turn, uplifts the entire community by creating a better quality of life. Additionally, companies that invest in local causes and community initiatives demonstrate their commitment to social responsibility and community cohesion, fostering greater civic engagement. Altogether, these economic considerations, coupled with support for local talent, infrastructure development, and environmental stewardship, play a significant role in creating thriving, close-knit communities with a higher quality of life and economic stability.

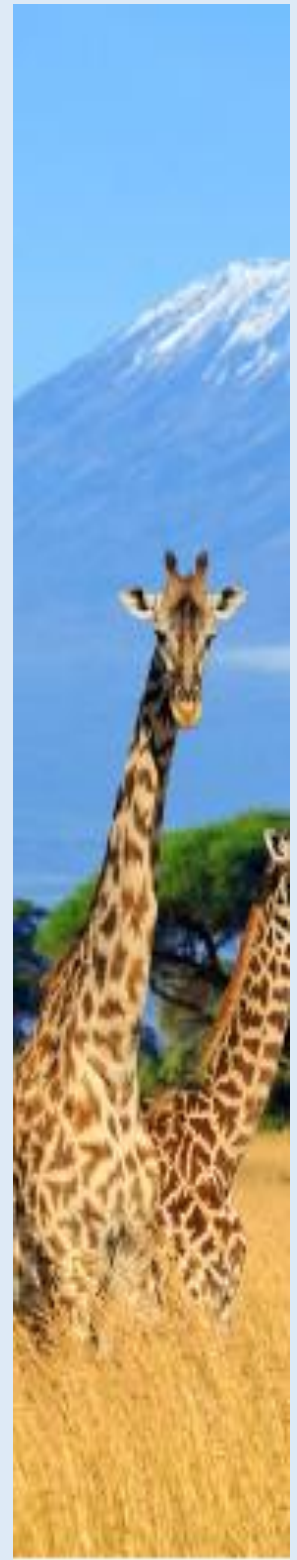
### 3.1. Operational Capacity Expansion

Presently, Silver Entertrade Limited has the capacity to handle 2,000 containers per month. A strategic goal has been established to expand this capacity to 4,000 containers per month. This expansion aims to position Silver Entertrade Limited as a preferred logistics partner in the region, accommodating the growing demands of our target market

#### 3.1.1. Benefits of the Expansion of the Project to the Tanzanian Economy

Expansion on Investments in an Internal Container Depot in Tanzania can have several positive effects on the Tanzanian economy. These benefits include Trade facilitation, employment creation, Revenue generation, Infrastructure development, Market access and foreign exchange earnings.

- ✓ **Trade facilitation:** Inland Container Depot play a crucial role in facilitating international trade seamless cargo movement for importers and exporters using the Dar Harbour which is vital for economic growth.
- ✓ **Revenue generation:** companies contribute to government revenue through taxes, tariffs, and fees associated with their operations. This revenue can be used for public services and infrastructure development.



- ✓ **Infrastructure development:** The presence of Inland Container Depot often leads to the development of port infrastructure and related facilities, which benefit other port and customs users
- ✓ **Employment creation:** Inland Container Depot create jobs directly through their operations, such as in port operations, logistics, and administration. They also generate indirect employment through the supply chain and supporting industries.



## 4.0. Financial Overview

The financial overview provides a snapshot of the company's financial health and objectives. During the Extension of the ICD stages, the company will require an additional investment minimum of \$2,000,000.00 to fund extension activities.

- ✓ **Revenue and Sales growth:** Revenue growth can be attributed to factors due to the extension of the ICD yard that will allow transfer of large amount of cargo from the port that will generate revenue.
- ✓ **Profitability:** Maintaining profitability is a testament to our ability to manage costs and operate efficiently in a competitive market.
- ✓ **Sustainability initiative:** We remain committed to sustainable and responsible business practices, our sustainability efforts not only align with our values but also resonate with environmentally conscious consumers.
- ✓ **Cash flow Management:** Effective cash flow management will be a priority for our company. Maintain a healthy cash reserve to ensure we have the resources necessary to invest in growth opportunities and withstand economic uncertainties.

### 4.1.0. Financial Projection

In this section we will outline our meticulously prepared financial projections, which encompass key aspects of the financial landscape of our business. This includes revenue forecasts, cost projections and a comprehensive view of the balance between assets, liabilities, and equity.

Our financial projections are a culmination of careful research, market analysis, and strategic planning. They are founded on realistic and well-documented assumptions, accounting for various scenarios and risk factors that may influence our financial performance.

The following analysis is for gaining a deeper understanding of our financial future projections and how it relates to our broader business strategy. These projections are a testament to our dedication to prudent financial planning; a commitment we believe will help us achieve success and growth in the years to come. Starting with the Breakdown of Machinery and Assets for business use, followed with Income statement projection along with the statement of financial position projection.

**Breakdown of Machinery, Assets and other Construction material costs**

<b>MATERIAL SUMMARY FOR CONSTRUCTION MATERIALS, MACHINERIES, EQUIPMENTS AND ASSETS</b>					
<b>S/N</b>	<b>DESCRIPTION</b>	<b>UNIT</b>	<b>TOTAL QTY</b>	<b>PRICE</b>	<b>AMOUNT(TZS)</b>
<b>1</b>	<b>Construction Materials</b>				
	Cements -class 42.5	Bags	6,000	19,000.00	114,000,000.00
	Sand	m <sup>3</sup>	16	30,000.00	480,000.00
	Aggregates 20mm	m <sup>3</sup>	27	120,000.00	3,240,000.00
	<b>Reinforcements</b>				
	T12 BS 500	Tonnes	250	2,650,000.00	662,500,000.00
	T8 BS 500	Tonnes	50	2,650,000.00	132,500,000.00
	BRC wire mesh 200mm x 200mm, 6mm SIZE 4"X8"	Pcs	150	55,000.00	8,250,000.00
	Binding wire	roller	50	62,000.00	3,100,000.00
	Kifusi G7/15	Pcs	5,000	30,000.00	150,000,000.00
	Kifusi G25/45	m <sup>3</sup>	4,500	90,000.00	405,000,000.00
	Marine board	Pcs	250	55,000.00	13,750,000.00
	Hardwood 4" x 2"	Pcs	270	7,000.00	1,890,000.00
	Props/Milunda	Pcs	200	6,000.00	1,200,000.00
	Nails assorted	Kgs	2,500	4,000.00	10,000,000.00
	Concrete nails	Kgs	200	12,000.00	2,400,000.00
	Purchase of concrete grade 30	m <sup>3</sup>	2,400	340,000.00	816,000,000.00
	<b>Sub Total</b>				<b>2,324,310,000.00</b>
					<b>USD</b>
2	Reach Stacker Machine	Number	2	480,000.00	960,000.00
3	Reach Stacker Machine Tires	Number	300	3,000.00	900,000.00
4	Forklift Machine(5tn)	Number	3	60,000.00	180,000.00
5	Scannia Trucks (Horse & Trailers)	Number	50	110,000.00	5,500,000.00
6	Toyota double cabin pickup	Number	2	80,000.00	160,000.00
		Total in USD			7,700,000.00
		Total in TZS (2550)			19,635,000,000.00
	<b>TOTAL IN TZS</b>				<b>21,959,310,000.00</b>

## PROFIT AND LOSS PROJECTION FROM 2025 TO 2029

Revenue	2025		2026		2027		2028		2029
40 fits	26,443,665,018		38,576,787,435		50,464,674,094		66,108,723,063.14		86,602,427,212.71
20 fits	11,399,468,497		16,629,876,108		21,754,566,252		28,498,481,790.12		37,333,011,145.06
Total Revenue	\$37,843,133,515	100 %	\$55,206,663,543	100 %	\$72,219,240,346		94,607,204,853.26		123,935,438,357.77
Cost of Goods Sold									
40 fits	19,832,748,763		28,932,590,576		37,848,505,571		49,581,542,298.01		64,951,820,410.39
20 fits	4,559,787,399		6,651,950,443		8,701,826,501		11,399,392,716.31		14,933,204,458.37
Total Cost of Goods Sold	24,392,536,162	64 %	35,584,541,019	64 %	46,550,332,072	64 %	60,980,935,014.32	64 %	79,885,024,868.76
Gross Margin	13,450,597,353	36 %	19,622,122,524	36 %	25,668,908,275	36 %	33,626,269,840.25	36 %	44,050,413,490.73
Payroll	744,517,789		890,580,424		1,151,817,675		1,508,881,154.25		1,976,634,312.07
Operating Expenses									
Advertising	1,841,004		1,896,234		1,953,121		2,558,588.51		3,351,750.95
Management fees	226,307,004		233,096,214		240,089,101		314,516,722.31		412,016,906.23
Commissions and Fees	18,780,000		19,719,000		20,704,950		27,123,484.50		35,531,764.70
Port charges	10,608,000		10,926,240		11,254,027		14,742,775.37		19,313,035.73
Insurance (other than health)	35,783,004		36,856,494		37,962,189		49,730,467.59		65,146,912.54
Legal and Professional Services	7,418,004		7,640,544		7,869,760		10,309,385.60		13,505,295.14
Licenses	9,824,004		10,315,204		10,830,964		14,188,562.84		18,587,017.32
Office Expense	1,505,004		1,550,154		1,596,659		2,091,623.29		2,740,026.51
Rent or Lease -- Vehicles, Machinery	564,000,000		580,920,000		598,347,600		783,835,356.00		1,026,824,316.36

y, Equipme nt								
Printing and stationar y	29,166,000		30,040,980		30,942,209		40,534,293.7 9	53,099,924.86
Repairs and Maintena nce	40,760,004		42,798,004		44,937,904		58,868,654.2 4	77,117,937.05
Yard Maintana nce	11,064,996		11,396,946		11,738,854		15,377,898.7 4	20,145,047.35
Travel, Meals and Entertain ment	671,004		691,134		711,868		932,547.08	1,221,636.67
Utilities	37,991,004		39,130,734		40,304,656		52,799,099.3 6	69,166,820.16
Miscellan eous	930,000		957,900		986,637		1,292,494.47	1,693,167.76
Other Expense 1								
Other Expense 2								
Total Operatin g Expenses	\$996,649,0 32	3%	\$1,027,935, 783	2%	\$1,060,230, 501		1,388,901,95 6.31	1,819,461,562. 77
Income (Before Other Expenses )	\$11,709,43 0,532	31 %	\$17,703,60 6,316	32 %	\$23,456,86 0,099		30,728,486,7 29.69	40,254,317,61 5.89
Other Expenses								
Amortize d Start- up Expenses	-		-		-		-	-
Deprecia tion	588,676,03 6		588,676,03 6		588,676,03 6		771,165,607. 16	1,010,226,945. 38
Interest								
Commer cial Loan	-		-		-		-	-
Commer cial Mortgage	-		-		-		-	-
Credit Card Debt	-		-		-		-	-
Vehicle Loans	-		-		-		-	-

Other Bank Debt	719,340,787		445,106,030		160,559,080		210,332,394.80		275,535,437.19
Line of Credit	-		-		-		-		-
Bad Debt Expense	-		-		-		-		-
Total Other Expenses	\$1,308,016,823	3%	\$1,033,782,066	2%	\$749,235,116		981,498,001.96		1,285,762,382.57
Net Income Before Income Tax	\$10,401,413,709	27%	\$16,669,824,251	30%	\$22,707,624,983		29,746,988,727.73		38,968,555,233.33
Income Tax	\$ -		\$ -		\$ -		\$ -		\$ -
Net Income/Loss	\$10,401,413,709	27%	\$16,669,824,251	30%	\$22,707,624,983		29,746,988,727.73		38,968,555,233.33

BALANCE SHEET PROJECTION FOM 2025 TO 2029

<b>ASSETS</b>	<b>2025</b>	<b>2026</b>	<b>2027</b>	<b>2028</b>	<b>2029</b>
Current Assets					
Cash	5,665,384,243	17,326,756,988	34,739,570,798	33,293,002,895.9 2	35,290,583,069.6 8
Accounts Receivable	-	0	0		
Inventory	10,684,588,000	10,684,588,000	10,684,588,000	16,026,882,000.0 0	14,167,039,810.1 2
Prepaid Expenses	-	-	-		
Other Initial Costs	-	-	-		
Total Current Assets	\$16,349,972,243	\$28,011,344,988	\$45,424,158,798	49,319,884,895.9 2	49,457,622,879.8 0
Fixed Assets					
Real Estate -- Land	2,000,000,000	2,000,000,000	2,000,000,000	2,000,000,000.00	2,000,000,000.00
Real Estate -- Buildings	-	-	-	-	-
Leasehold Improvements	3,043,232,252	3,043,232,252	3,043,232,252	3,043,232,252.00	3,043,232,252.00
Equipment	1,077,500,000	1,077,500,000	1,077,500,000	1,077,500,000.00	1,077,500,000.00
Furniture and Fixtures	-	-	-		
Vehicles	-	-	-		
Other	-	-	-		
Total Fixed Assets	\$6,120,732,252	\$6,120,732,252	\$6,120,732,252	\$6,120,732,252	\$6,120,732,252
(Less Accumulated Depreciation)	(\$588,676,036)	(\$1,177,352,072)	(\$1,766,028,108)	(\$2,537,193,715)	(\$3,547,420,661)
Total Assets	\$21,882,028,459	\$32,954,725,168	\$49,778,862,942	\$52,903,423,433	\$52,030,934,471
LIABILITIES & EQUITY					
Liabilities					
Accounts Payable	-	-	-		
Commercial Loan Balance	-	-	-		
Commercial Mortgage Balance	-	-	-		
Credit Card Debt Balance	-	-	-		

Vehicle Loans Balance	-	-	-		
Other Bank Debt Balance	11,480,614,750	5,883,487,209	0	2,353,394,883.60	470,678,976.72
Line of Credit Balance	-	-	-		
Total Liabilities	\$11,480,614,750	\$5,883,487,209	\$0	2,353,394,883.60	470,678,976.72
Equity					
Common Stock	-	-	-		
Retained Earnings	10,401,413,709	27,071,237,959	49,778,862,942	50,550,028,549.16	51,560,255,494.54
Dividends Dispersed/Owners Draw	-	-	-		
Total Equity	\$10,401,413,709	\$27,071,237,959	\$49,778,862,942	\$50,550,028,549	\$51,560,255,495
Total Liabilities and Equity	\$21,882,028,459	\$32,954,725,168	\$49,778,862,942	\$52,903,423,433	\$52,030,934,471

## CASH FLOW PROJECTION FROM 2025 TO 2029

	2025	2026	2027	2028	2029
Beginning Balance					
Cash Inflows					
Cash Sales	\$37,843,133,515	\$55,206,663,543	\$72,219,240,346	94,607,204,853.26	123,935,438,357.77
Accounts Receivable	\$ -	\$ -	\$ -	5,342,294,000.00	-
Total Cash Inflows	\$37,843,133,515	\$55,206,663,543	\$72,219,240,346	99,949,498,853.26	123,935,438,357.77
Cash Outflows					
Investing Activities					
New Fixed Asset Purchases	\$ -	\$ -	\$ -	-	-
Additional Inventory	\$ -	\$ -	\$ -	-	-
Cost of Goods Sold	\$24,392,536,162	\$35,584,541,019	\$46,550,332,072	60,980,935,014.32	79,885,024,868.76
Operating Activities					
Operating Expenses	\$996,649,032	\$1,027,935,783	\$1,060,230,501	1,388,901,956.31	1,819,461,562.77
Payroll	\$744,517,789	\$890,580,424	\$1,151,817,675	1,508,881,154.25	1,976,634,312.07
Taxes	\$ -		\$ -		
Financing Activities					
Loan Payments	\$6,044,046,289	\$6,042,233,571	\$6,044,046,289	\$6,044,046,289	\$6,044,046,289
Owners Distribution	-	-	-		
Line of Credit Interest	-	-	-		
Line of Credit Repayments	-	-	-	(3,266,268,456.54)	(1,080,311,744.50)
Dividends Paid	-	-	-		
Total Cash Outflows	\$32,177,749,272	\$43,545,290,797	\$54,806,426,537	\$66,656,495,957	\$88,644,855,288
Net Cash Flows	\$5,665,384,243	\$11,661,372,746	\$17,412,813,809	\$33,293,002,896	\$35,290,583,070
Operating Cash Balance					
Line of Credit Drawdown	-	-	-	-	-
Ending Cash Balance					
Line of Credit Balance					

## 5.0. Terms and Conditions of the Loan

- ✓ **Loan Amount:** The total amount of the loan that the lender is providing to the borrower.
- ✓ **Interest Rate:** The rate at which interest will accrue on the loan amount. It may be fixed or variable.
- ✓ **Repayment Schedule:** The schedule for repaying the loan, and the frequency of payments (monthly, quarterly) and the duration of the loan is 3 years.
- ✓ **Use of Funds:** the borrowed funds will be used as a working capital, equipment purchase, facility expansion, or other specific purposes.
- ✓ **Collateral:** Any assets or property offered as collateral to secure the loan. In case of default, the lender can seize the collateral.
- ✓ **Guarantees:** Personal or corporate guarantees, if applicable, which may require the borrower's owners or principals to be personally responsible for loan repayment.

## 6.0. Market Study

Tanzania revealed a growing market with a preference for container and cargo handling (dry port) particularly among the urban demographic. Competitor research indicated a mix of local and international brands, with pricing and distribution strategies varying widely. Our market entry strategy will involve local distributors and an emphasis on quality, sustainability, and affordability to cater to consumer preferences and stand out in a competitive landscape

- ✓ **Economic Hub:** Dar es Salaam is the largest city and economic center of Tanzania. It offers a range of opportunities for various businesses due to its dynamic and diversified economy.
- ✓ **Port City:** The city hosts Tanzania's largest and busiest port, the Port of Dar es Salaam. This makes it an ideal location for businesses involved in trade, import, and export.
- ✓ **Transportation Hub:** Dar es Salaam boasts good transportation infrastructure, including road networks and an international airport. It's well-connected to other major cities in Tanzania and neighboring countries, making it a strategic location for distribution and logistics businesses.

- ✓ **Government Support:** The Tanzanian government has initiated various reforms to improve the ease of doing business, offering incentives and support for foreign investors in sectors like manufacturing.
- ✓ **Skilled Workforce:** The city provides access to a skilled and diverse labor force with expertise in various fields, facilitating recruitment for different business sectors.
- ✓ **Market Access:** Dar es Salaam provides access to a large and growing consumer market. Its strategic location makes it an excellent entry point for businesses looking to serve the Tanzanian market and expand to neighboring East African countries.
- ✓ **Investment in Infrastructure:** Ongoing investments in infrastructure development and urban expansion create an environment conducive to business growth and expansion.
- ✓ **Industrial Zones:** The city has established industrial zones and special economic zones that provide facilities and incentives for manufacturing and processing industries.
- ✓ **Educational and Research Institutions:** Dar es Salaam hosts several educational institutions and research centers, which can be advantageous for businesses seeking partnerships or access to research and development.
- ✓ **Cultural and Commercial Diversity:** The city's cultural diversity and commercial activity make it a vibrant and cosmopolitan business environment.

### 6.1.1. Target Market Segment

Possess to provide high-quality services with comfort features and subscription services to meet the needs of daily services. The company will offer affordable all types of container options, value packs, and discounts to cater to price-conscious consumers that emphasizing skin-friendly lubrication, single-blade options, and hypoallergenic materials to address the concerns of individuals with sensitive skin

### 6.1.2. Industry Analysis

As a local suppliers and manufacturers will develop relationships and secure a stable to inland storage and container depot services. It enhances a country's economic stability and reduces its vulnerability to global supply chain disruptions.

Not importing goods can provide support for local industries and businesses. This, in turn, encourages business growth, innovation, and competitiveness within the domestic market.



#### 6.1.4. Competition and Buying Patterns

In Tanzania, the competition among dry ports is shaped by established players, pricing strategies, and the integration of services. Understanding the buying patterns—such as client segments, service preferences, and economic influences—is essential for stakeholders to tailor their offerings and remain competitive. By focusing on value-added services and leveraging technology, dry ports can better meet the needs of importers and exporters in a dynamic market.

#### 6.1.5. SWOT analysis

##### Strengths

- ✓ Skilled workforce with expertise in advanced manufacturing.
- ✓ State-of-the-art equipment for efficient production.
- ✓ Reliable supply chain and cost-efficient processes.
- ✓ Stringent quality control for high-quality products.

##### Weaknesses:

- ✓ Employee turnover and compliance costs.
- ✓ Underutilized marketing and sales efforts.

##### Opportunities:

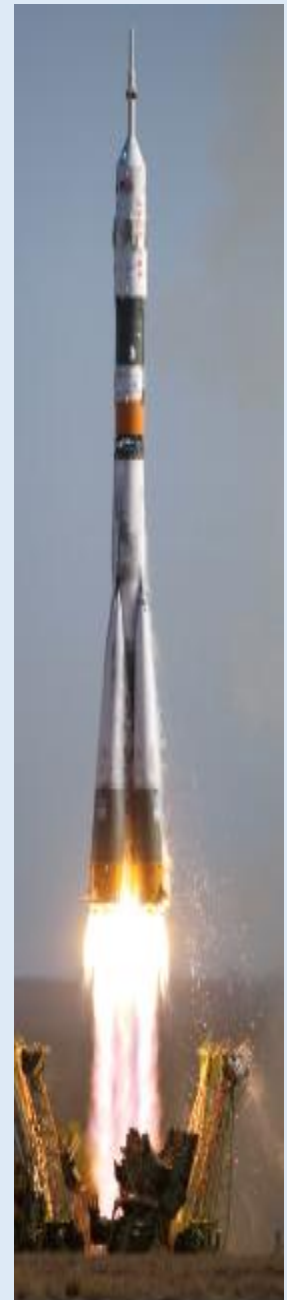
- ✓ Market expansion and diversification.
- ✓ Sustainability and Industry adoption.
- ✓ Geographic supplier diversification.

##### Threats:

- ✓ Intense competition and economic volatility.
- ✓ Evolving regulations and raw material cost fluctuations.
- ✓ Supply chain disruptions.

#### 6.1.6. Marketing and Sales Strategies

- ✓ **Social Media** – That will help to enhance brand visibility, fosters audience engagement, promotes content, facilitates customer service, generates leads, and enables e-commerce. Social Media supports as well targeted advertising, market research, competitive analysis, crisis management, influencer partnerships, product launches, employee advocacy, feedback collection, and event live streaming.



- ✓ **Affiliate Marketing** - Partnering with affiliates who promote products on their websites or marketing channels, earning a commission for each sale.
- ✓ **Video Marketing** - Creating and sharing video content, including product demonstrations, testimonials, and storytelling, to engage and educate the audience.
- ✓ **Event Marketing** - Promoting the products at events, trade shows, or exhibitions, offering opportunities for in-person product interaction and networking.
- ✓ **Word-of-Mouth Marketing** - Encouraging satisfied customers to share their positive experiences with friends and family, creating organic buzz.
- ✓ **Outbound Marketing** - Using traditional marketing methods like TV ads, radio commercials, direct mail, and telemarketing to reach a broad audience.
- ✓ **Guerrilla Marketing** – Using Unconventional marketing strategies designed to create buzz and capture attention through creativity and surprise.

## 7.0. Environmental Impact

- ✓ **Reduced Port Congestion:** By shifting some of the logistics away from coastal ports to inland dry ports, congestion at seaports can be reduced, leading to more efficient port operations and potentially fewer emissions from idling ships and vehicles.
- ✓ **Efficient Transportation:** Dry ports can help optimize the use of transportation modes. For example, cargo might travel by rail to the dry port, which is generally more fuel-efficient and produces fewer emissions compared to road transport.
- ✓ **Enhanced Logistics:** Efficient logistics and streamlined processes can lead to more sustainable supply chains by reducing the overall distance goods need to travel and potentially lowering fuel consumption and emissions.
- ✓ **Life Cycle Assessment:**
  - Conduct a life cycle assessment (LCA) to evaluate the environmental impact of the entire product life cycle, from raw material extraction to manufacturing, distribution, use, and disposal. Use this assessment to identify areas for improvement.
- ✓ **Environmental Certifications:**
  - Seek certifications in Tanzania for environmental management to demonstrate our commitment to environmental responsibility.

✓ **Regulatory Compliance:**

- Staying up-to-date with environmental regulations and ensure strict compliance with all relevant laws and standards used in Tanzania.

By implementing these strategies and continuously assessing and improving our environmental practices, the company can significantly reduce environmental impact and contribute to a more sustainable future.

### 8.0. Expected Employment Generation

- ✓ **Economic Impact:** The creation of 300 direct employment positions is a positive economic development for the country. It will likely lead to increased economic activity, including higher consumer spending, potentially benefiting local businesses and the community.
- ✓ **Skills and Training:** The Company will need to invest in recruitment and training to fill these positions with qualified individuals. This may include partnerships with local educational institutions to provide relevant training programs.
- ✓ **Supply Chain and Procurement:** The Company may need to expand its supply chain to support increased production. This could lead to additional indirect job opportunities in transportation, logistics, and material supply.
- ✓ **Diversity and Inclusion:** The hiring process should be inclusive and diverse, reflecting a commitment to equal employment opportunities.
- ✓ **Retention and Employee Benefits:** Providing competitive compensation, benefits, and opportunities for career growth can help with employee retention and satisfaction.
- ✓ **Long-Term Planning:** This expansion aligns with the company's long-term growth strategy and business objectives.

Overall, the creation of 300 direct employment positions and 500 indirect employment positions represents a significant commitment and investment in the manufacturing industry.

### 9.0. Proposed Implementation Schedule

S/N	Activity	Timeline
Phase 1	Preparation phase	1 month
Phase 2	Infrastructure and Equipment Setup	1 month
Phase 3	Product Development and Testing	1 month
Phase 4	Workforce Training and Hiring	1 month
Phase 5	Production and Launch	1 month
Phase 6	Review and Expansion	1 month
Total	Completion	6 months

#### Phase 1: Preparatory Phase (Duration: 1months)

- ✓ **Market Research and Analysis**

- Identify market demand and trends.
- Analyze competitors and pricing.
- Determine target market segments.
- ✓ **Regulatory and Compliance Assessment**
  - Identify and comply with other government regulations.
  - Obtain necessary permits and certifications.
- ✓ **Location Selection**
  - Choosing the site.
  - Consider proximity to suppliers, transportation, and workforce.
- ✓ **Funding and Budgeting**
  - Secure financing and set a budget for the project.
  - Startup costs, equipment, and operating expenses.

**Phase 2: Infrastructure and Equipment Setup (Duration: 1 month)**

- ✓ **Facility Construction or Renovation**
  - Building or expanding the ICD yard.
  - Ensure it meets safety and environmental standards.
- ✓ **Equipment Procurement and Installation**
  - Order and install equipment and machinery.
  - Ensure equipment is properly calibrated.
- ✓ **Utilities and Services Setup**
  - Arrange for water, electricity, and other essential services.

**Phase 3: Product Development and Testing (Duration: 1 month)**

- ✓ **Product Design and Development**
  - Develop prototypes for testing.
- ✓ **Testing and Quality Control**
  - Conduct rigorous product testing for safety and quality.
  - Establish quality control processes.

**Phase 4: Workforce Training and Hiring (Duration: 1 month)**

- ✓ **Employee Recruitment**
  - Recruit and hire staff for various roles.
- ✓ **Training and Onboarding**
  - Train employees on manufacturing processes and safety protocols.

**Phase 5: Production and Launch (Duration: 1 month)**

- ✓ **Initial Production Run**

- Begin production on a limited scale.
- Monitor and refine processes.
- ✓ **Marketing and Sales Campaign**
- ✓ • Shipping **Companies:** Those looking to streamline operations and reduce costs.
- ✓ • Logistics **Providers:** Companies needing efficient inland transportation solutions.
- ✓ **Scaling Production**
- Gradually increase production capacity based on market demand.
- Optimize manufacturing processes.
- ✓ **Continuous Improvement**
- Regularly assess and refine product quality and efficiency.

**Phase 6: Review and Expansion (Duration: 1 month- ongoing)**

- ✓ **Performance Evaluation**
- Continuously monitor and assess manufacturing, sales, and customer feedback.
- ✓ **Expansion and Diversification**
- Consider diversifying product lines or expanding into new markets.

**10.0. Community support**

The shareholders understand the value of community and people in growing business. The company will implement various initiatives to provide progress of its people in the vicinity that work including building schools, supporting the needs and working with government in developing the country.

