



UNIQUE BUSINESSES COMPANY PROFILE



Unique Businesses Company

☎ +251-58-3204445 📠 + 251911215320

+ 251918353939

Email: uniquemacaroni@gmail.com

www.uniquempff.com.et

July 2024

Bahir Dar-Ethiopia

TABLE OF CONTENTS

TITTLE	PAGE
Introduction	3
Motto	3
Vission	3
Values.....	4
Commitment.....	4
Company Assets.....	5
Coustomers.....	5
Production Capacity.....	5
Production Quality Control.....	6
Production Types	6
Production Delivery System.....	9
Integration and Productivity of the Company	10
Supply of Raw Materials	14
Production Inventory	15
Products Cost.....	15
Infrastructure Construction.....	16
Manpower.....	17
Leadership.....	18
Food Safety Management Certificate and OthersLeadership	20
Food Satety Management System Policy	26

INTRODUCTION

Unique Business Company, a huge firm which consists of 10 factories and a freight transport service is family-based business started its activities first in Bahr Dar City, the capital of Amhara National Regional State in 2011. During the commencement of its endeavours, the initial capital was birr 7 million and built the first historic wheat flour factory that boost for the current status.

Through time, by expanding its scope of work, the company was able to build a Unique Macaroni Factory in 2016 on an area of 10,000 square meters with an investment capital of 150 million from the famous Italian company and then continues remarkable achievement year-on-year regardless of obstacles it encountered.

The ups and downs of the firm strengthened its activities and went through a phase of change, and today it has built an edible industrial village and other factory so that it became the owner of many factories and transport freight service.

In order to lead the organization effectively, coordinating at the central was mandatory and the company hold the responsibility to bring about change in the new direction and develop proper utilization of resources to achieve the targeted goal.

Considering similar business undertakings, the company has foresighted to perform better than today based on its strategic plan for the coming five years (2024-2029) which is underway.

MOTTO:

Whatever the case may be ,no compromise on quality.

VISION:

to be one of a modern and exemplary technology based industrial village on food and integrated products in East Africa by 2029.

MISSION:

- gain a reputation in the sector by building strong industrial village that provides quality , high-end products and services;
- provide 100% customer satisfaction with quality products and services at affordable price;
- strengthen and develop long-term relationships with customers;
- create work opportunity for the employees;
- strive great efforts to create a technology-oriented village in the area;
- contribute to the development of the city ; and
- create a strong and sustainable relationship with raw material suppliers to make the production process safe.

VALUES:

- quality focused
- a sense of belongingness/ownership
- trust / rely on
- innovation and technology
- transparency
- customer satisfaction
- team work

COMMITMENT:

- make change as a capacity building and a basis of work and success;
- shared responsibility and leadership;
- professionalism and ethics; and
- working hard to satisfy the needs of customers.

COMPANY ASSETS:

The company has the following assets as highlighted above and these are:

1. UNIQUE Flour Factory (4 Wheat and 1 Maize Flour Factory -Bahar Dar and
1 Wheat Flour Factory - Gondar)
2. UNIQUE Macaroni Factory
3. UNIQUE Pasta Factory
4. UNIQUE Biscuit and Flour Factory
5. UNIQUE PP Woven Bag Factory, a total of 10 (ten factories) and;
6. UNIQUE Freight Transport Service

CUSTOMERS

In the process of supplying raw materials and providing manufacturing various products, Unique Business Company has many customers in the region and outside the region, including Addis Ababa. As a result, it is carrying out strong and sustainable activities based on the good working relationship created by satisfying the needs of customers.

Since customers are important partners for the company, a system and procedure involving customers will be designed and implemented with the help of training on customer satisfaction and management.

PRODUCTION CAPACITY

The company's capacity to produce various products is very high. All factories of wheat and maize can produce 2,840 and 520 quintals of flour within a day respectively. Similarly, UNIQUE Macaroni Factory 360, UNIQUE Pasta Factory 400 quintals and UNIQUE Biscuit and Flour Factory 350 quintals of biscuit can produce in 24 hours. In addition to this, the factories are virtually hands-free in the production process. Correspondingly, UNIQUE PP Woven Bag Factory can also produce 30,000 bags within a day.

Concerning products transportation, the company's 14 freight transport vehicles can have a capacity of lifting or loading 2,550 quintals of products at a time. The experience that the company developed through time to deliver products on time at requested quantity to customers benefits both parties and facilitates effectiveness and efficiency. Besides, the situation makes the company preferable in order to keep the goodwill in the eyes of customers on one hand and adds value to generate income on the other hand.



SMART, the First Flour Factory



Maize Flour and Grits Factory



Unique Modern Flour Factory

PRODUCT QUALITY CONTROL

Quality is an important task of production and productivity that the company does not negotiate. Quality is the cornerstone of its effectiveness, which the company focuses on and pays special attention. From this point of view, the company organizes its own modern laboratory in order to monitor and control the quality of products.

As stated earlier, quality is a very crucial agenda to the company and as a result it is certified by national and International Organization. A case in a point, wheat flour and macaroni products fulfilled the requirement of an International Food Safety Management and certified ISO 22000-2018.



Product Quality Control/Laboratory Dep't

PRODUCT TYPES

The company produces wheat and maize flour and 5 types of macaroni products in different shapes and sizes that are available in the market. Unique Macaroni Factory is a pioneer / known as the first and foremost in the region with quality product. In addition to this, other products pasta ,biscuit and pp woven bags are in the right track to join the market.

Product packaging is prepared half to 25 killos for macaroni and 5 to 50 killos for flour according to customers' needs and purchasing capacity.



The Only Macaroni Factory with Different Products in the Region



Four Types of Macaroni Products





Products in the Warehouse

PRODUCT DELIVERY SYSTEM

The product supply/distribution system is based on customer demand focusing on distribution centres located in coastal and other cities. Henceforth, for the customers who are interested to buy in large quantities, there is a possibility of having the company's freight transport vehicles including heavy trucks. So, the customers can order the organization the required quantity on time, communicating easily through the organization business channels.



Some of the Company's Freight Transport Vehicles

INTEGRATION AND PRODUCTIVITY OF THE COMPANY

As the company is engaged in the field of edible food and food- integrated investment, it has built a modern biscuit and flour factory in the village that can produce using the products of flour factory as an input in the production process of biscuit.

It is very clear that this type of incorporated investment could have quite a lot of advantage especially a product of one factory can serve as an input for the other factory which facilitates the production process.The integration also crates proper utilization of resources for effectiveness in the sector.



Unique Biscuit and Flour Factory



Unique Biscuit and Flour Factory Office

Similarly, Unique Pasta Factory, which is a modern version of Italy that can produce pasta using flour as input like that of Biscuit Factory. As underlined before, the integration of such activity could add new experience to the Company performance and ease the production process and lay fertile ground for cost effectiveness too. The biscuit and flour factory has been installed in the premises of the main flour factory. Due to this motive, the organization will exert utmost effort to strengthen the integration of production for other firms too.

Regarding capacity building and knowledge transfer, the workers of the factory have gained a lot from Italian professionals training by doing that is instrumental for further performance.

When this factory goes into production, it will be the pioneer and the first factory in the Amhara National Regional State. The current status of the factory is undergoing pre-production testing phase and join the potential market very soon.



The only Unique Pasta Factory in the Region

As designated, the company has been expanding its activity in food and related sectors for a long time. But, since its establishment, there was very decisive challenge that encountered the factories especially product packaging bag. The negative influence was reflected in product and productivity activities till now. Hence, in order to save the production time, to be cost effective and facilitate product and productivity, Unique PP Woven Bag Factory came to the floor to resolve the mature problem with an investment area of 8000 square meters and a capital of more than 200 million birr.

The factory is predicted to facilitate all factories activities and not only speed up the production process that the organization deemed critically, but also generate income from the market at large. At present this new factory is in the status of pre-production trial period.



Unique PP Woven Bag Factory



Unique PP Woven Bag Factory Office

SUPPLY OF RAW MATERIALS

The supply of raw materials for the flour, pasta, macaroni and biscuit factory has been studied with due attention and care in advance. From this point of view, the factory is getting a sustainable supply of raw materials from nearby farmers and suppliers. Similarly, suppliers has also direct contact to the factory without third party in order to have reasonable price. This type of win-win system benefits both parties that hase to be fortified also in the future.

PRODUCT INVENTORY

Regarding factory production and raw material storage, the company has built large warehouses that can hold 100,000 quintals at a time.



Warehouses

PRODUCTS COST

With regard to product cost, the company considered coustemers ahead to make the price rational and affordable. Of course, this is the long experience of the organization developed over the years in the sector. But now, it is difficult to fix the price of products because of the turbulent situation of the market.Hence, the market dictates the price as per the competetion.

INFRASTRUCTURE CONSTRUCTION

The organization is making tireless efforts to create a comfortable working environment in all factories, but Unique Flour, Macaroni and Pasta Factory premises have been made comfortable for both guests and employees. Modern offices, asphalted compaoynd and an organized lounge have been made available in the factory since it is the beginning of the company business.

In addition to this, the company is working hard to make the industrial village comfortable by making stadared offices that are spacious, attractive and modern site for employees and customers.



Unique Flour, Macaroni and Pasta Factory Office, Courtyard, Ground Floor and Staff and Guest Lounge.

MANPOWER

Human resource capital or investment is the pivotal and nucleus of any production activities at whichever circumstance. Bear in mind this fact, the Company gives emphasis for man power development and working hard to make available professionals and supporting staff at appropriate position based on its Human Resource Development Manual.

Currently, Unique Business Company along with all factories creates and creating work opportunities and knowledge transfer for many citizens. Unique Flour, Macaroni and Pasta Factory has created job opportunities for 250 permanent workers, while the Unique Biscuit and Flour Factory and Unique PP Woven Bag Factory, which are in preliminary testing stages, each will create 300 permanent job opportunities at ful capacity in addition to many other contract/temporary workers.



Unique Flour Factory Production Department Workers in Part

LEADERSHIP

Leadership as a social process that enables individuals to work together to achieve results that they could never achieve working alone. Leadership is often described by what a leader does or the capabilities they have. Leadership is about what people do together. It is influencing, inspiring, and bringing out the best in others.

Taking in to account the above premise, the company is vigorous in achieving continuous results in the field of production and productivity. As a result, the management system is being re-examined and reorganized in order to carry out the responsibility together with accountability to make the organization successful towards its goal.

Based on this fact, all factories have been organized at the company level by placing the earlier practice under one central umbrella with the help of guidelines and policies in a way that enables to provide streamlined leadership in the new direction.

Therefore, the company will manage all the factories centrally, and likewise, the factories will follow the rules and regulations of the government and perform their activities according to the structure prepared.

The management of the company at the corporate level will be led by the CEO, Managing Director and Managers, General Service Head and factories will be managed by the Manager, D/Manager and Department Heads respectively.

From this point of view, the CEO of the company, Mr. Birhanu Adugna, who has extensive experience in the sector with management degree background, is an early actor to lead the company to its current level of development.

He is the leader who can think critically and adaptively, providing innovative solutions to complex problems. He is a person who inspiring others to follow and believe in work, change oriented, have strong interpersonal skills, open minded and courageous to success, and have a vision to do more for tomorrow.

It is believed that in his leadership, the Company will register amazing result by far better than today.



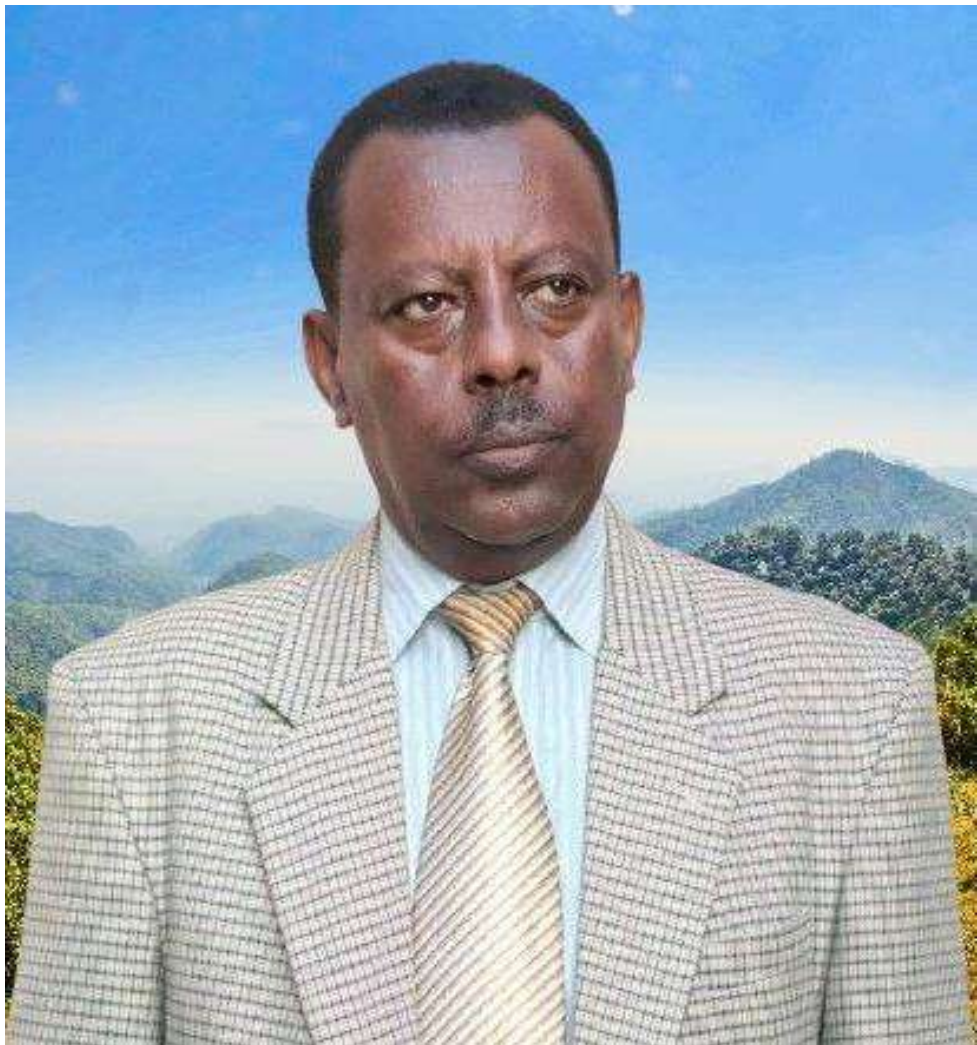
Mr. Birhanu Adugna
CEO,
Unique Business Company

As per the new structure , it is compulsory to provide direction, coordination and facilitating the performance of the Company on the bases of strategic leadership and designing the short, medium and long-term plan to the time to come.

In this scenario, Mr. Molla Hibistu, who has rich work experience along with management background is assigned as Managing Director of the company.

As to the case of experience, he had worked particularly for more than 20 years as a branch manager, regional coordinator and executive position at corporate level in the position manager for business, planning and project office. Besides, he has been working as managing director for private business sector. He is also certified management consultant and have a master's degree in management.

The Company wishing him all the best in his endeavour and expecting him much from his leadership in change-oriented direction.



Mr.Molla Hibistu
Managing Director,
Unique Business Company

In addition to this, the company will have a Human Resources Development Management Manager, Business Planning and Project Manager, Finance Manager and General Service Head who have related educational status and experience at the company level.

The new structure of the organization has created a convenient mode for the factories to be organized and run in a complete and up-to-date manner.

Accordingly, Mr. Adugna Mekonnen has assigned as manager for Unique Flour, Macaroni And Pasta Factory. He was appointed to lead the factory to this high responsibility is because of his long years of experience in the manufacturing sector, proven leadership ability. He is considered as an asset for the sector in the long history of the company



Mr. Adugna Mekonnen
Manager,
Unique Flour, Macaroni and Pasta Factory

The other leader is Mr. Sefinew Adugna, who spent his youth in the factory production process and still working with a fresh mind. Hence, he is assigned to lead the Unique Biscuit and Flour Factory, which has been properly installed and is in the preliminary testing state.

Taking into account his previous experience that he will bring about growth to the factory and able to take on this responsibility. It is believed that he will perform better by making the factory very competent in the business industry.



Mr. Sefinew Adugna
Manager,
Unique Biscuits and Flour Factory

Since the company is working hard in food and related sector, as mentiod earlier, packing bag was a series drawback in case of delivering products, but deserves option to bring about long-lasting solution.

As a result, the company has planted Unique PP Woven Bag Factory in order to ease the problems of the factories and to generate income as well.

In order to facilitate and administer the activities of Unique PP Woven Bag Factory, the person who has long experience in the production process of the flour factory, Ato Dinberu Yeneayehu, has been appointed as manager to this new factory. It is supposed that Mr. Dinburu will carry out effective work by streamlining the production and productivity process of the factories and then devising a strategy for the factory to earn more income.



Mr. Dinberu Yeneayhu
Manager,
Unique PP Woven Bag Factory

