

## **A to Z Textile Mills Ltd.**

A to Z Textile Mills Ltd., was established by the Shah family in Arusha, Tanzania as a small garment manufacturer in 1966. In 1978, the company started manufacturing bednets, which now constitute the largest percentage of production, taking place in fully integrated plants that include spinning, knitting, weaving, dyeing, finishing, cutting and making departments. The business culture at A to Z invites innovation, with commitment to attracting and retaining capable employees, treating employees with dignity and respect, encouraging creativity and innovation in every aspect of the work, providing growth opportunities to all within the organization; providing a healthy, safe and enjoyable work environment, and establishing progressive and long-standing relationships with suppliers.

### **Company vision:**

To be a leader in our business by delivering quality products and services through continuous innovation and excellence, without compromising our core values of trust, integrity, passion and excellence. We will achieve this through our committed and capable team, always stretching our perceived limits.

### **Outstanding employment statistics/benefits:**

- Approximately 90% of the workers at A to Z are women
- Training and promotion opportunities
  - Policy of promotion from within the ranks. Employees can work their way up from starting positions on the manufacturing line to team leader, shift leader, and supervisor positions, with pay increases at each level.
  - Training is continuous. Employees that demonstrate commitment and interest can take on other duties and receive ongoing training.
- Soft Loan program for health and education
  - Loans are available to employees who apply for medical bills, school fees, or home investment
  - Loan approvals based on length of employment and references from five colleagues who work here for some years.
- Food and housing provided free of charge
- One free bednet provided to each worker, with additional nets available at discount cost

### **Activities/product manufacture (i.e. product manufacture, in addition to Olyset):**

- Mosquito nets are the number one product for A to Z, constituting 80% of total production.
- A to Z produces a wide range of other items, which include round-neck T-shirts and polo shirts in a vast variety of colours, and a wide range of plastic household items and bottles
- Commitment to dealing with suppliers and business partners in a fair and equitable manner
- Establish progressive and long-standing relationships with suppliers

### **Ownership/key management:**

- Privately owned by Shah Family, based in Arusha Tanzania
- Anuj Shah, Chief Executive Officer
- Kalpesh Shah, Financial Director
- Binesh Haria, Production Director
- Sylvester Kazi, Export Manager