

EFD 2015 2018

ENTERPRISING FOR DEVELOPMENT





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FOREWORD

THE THREE-YEAR OF ENTERPRISING FOR DEVELOPMENT (EFD)

To the dear enterprises, trainers, consultants, and friends of EFD programs!

During CSIP's ten years carrying out our mission of building an ecosystem to support business models and initiatives for social impacts in Vietnam, we have seen the importance of small and medium enterprises (SMEs) whose business engage low-These SMEs income groups. have incredible opportunities to explore, create added values, and raise the level of different value chains throughout the country. Through that, they have contributed to economic development, poverty reduction, and increased standard of living for vulnerable communities engaged in these value chains.

CSIP was very proud to become Oxfam's partner in the Inclusive Impact Investment (IIP) pilot

scheme in 2014 and continue to be the implementing organization of the Enterprising for Development (EFD) Program from 2015 to 2018, with the financial and technical support of Oxfam and other sponsors. EFD follows the approach of community development through SMEs' capacity-building. We believe that enhancing their leaders' management and business development capacity can build strong foundation sustainable the growth these enterprises and their value chains. As a result, low-income groups engaged in or connected with these value chains will gain sustainable benefits. At the same time, better management capacity, a more transparent and professional management system, and a clear development strategy will help the SMEs to become readier to access impact investment funds and other sources of capitals in the market.

In the beginning, this was a new and challenging project for the implementing team, requiring the ability to delve into the SMEs' real business management problems. During the three years working alongside EFD's enterprises. we have accumulated valuable lessons and rich experience. We understand that not only confronting market challenges, major barriers of SMEs actually come from the company's internal capacity issues. The majority of SMEs are not able to access professional business supporting - consulting services, while facing multiple difficulties in management, from strategy formulation to implementation. In three years, our team of coordinators, trainers and consultants has had the chance to accompany 33 SMEs to the in-depth coaching phase, with 15 training courses and 98 BDS coaching packages. We provided SMEs' leaders with knowledge, skills, and tools in different areas, from strategic management, marketing, sale distribution, branding - communication financial management, accounting, HR management, and social impact assessment. We worked with the enterprises to overcome their challenges in their journey to grow, to have bigger scale and become more professional.

Through the EFD experience, we understand that SMEs' challenges are always not identical even if they work in a common area, market or industry. Therefore, we believe and follow the "accompanying" approach in designing and organizing business coaching for SMEs. A constant question facing our coordinators is how to make EFD's training and coaching activities match with each SME's pace, characteristics, as well as the capacity to absorb of the SME's team. This is also the value perceived by the SMEs, the trainers and consultants, they feel like they are partners, belonging to a close and interactive community with shared values. During three years, EFD's general training courses and on-site coaching sessions attracted 1960 attendances by SMEs' leaders and middle managers, 54% of which were by women. We treasure every small success, when the leaders, managers applied what they had just learnt, when they commit to change, in order push the enterprises forward on a more sustainable path.



EFD also allowed us the opportunity to witness and admire the SMEs' leaders, especially women leaders, in their effort to lead their enterprises to conquer challenges, to bring about positive changes within their company and community. Of the 33 SMEs participated in EFD, **70%** have women leadership. Perhaps the course of leading their enterprises was also their journey to overcome themselves, to stretch their limits in order to reach new heights. The three years we connected and supported EFD women entrepreneurs was also a great source of learning and inspiration for CSIP and Oxfam team.

However, the most inspiration comes from the SMEs' business-for-social-impacts stories. 33 enterprises participated in EFD created 1.421 full-time employment and 1906 seasonal jobs, among which 77% are for women, 45% for workers under the age of 35 in different local provinces. The SMEs also offer a stable means of livelihood, a sustainable source of income for the farmers engaged in their value and supply chains, by signing purchasing contract or regular buying outputs of 18.355 farming households, and seasonal purchase of 5.698 other households. In addition, most EFD's SMEs produce and sell eco-friendly products, agricultural or health-care products made from organic, natural material, with a desire to promote a sustainable consuming ecosystem. Lastly, many SMEs are making strong effort to provide quality products/services to low-income groups (under \$3 per day) across the country.















Many stories about the SME's passion and effort were not told in the project material. We will dedicate the majority of this small publication to share with you the information of the 33 SMEs we have had the honor to support during the EFD program.

CSIP — Oxfam would like to present our best respect and appreciation to the **31 trainers** and consultants who have worked with EFD. They have been the bridge to help us gain deep understanding of the SMEs, and furthermore, they have been the passionate and talented "teachers" and supporter to help the SMEs change mindsets, initiate ideas, increase knowledge and skills for sustainable development. A network of consultants with

deep and highly applicable knowledge for SMEs, with the patience and dedication to enterprises for social impacts is a treasure we have gained during the past three years.

We expect and hope that EFD's initial support to the SMEs are as the seeds which would grow the enterprises' strong capacity in order to take their "small and medium" advantages, to better develop their value chains, to develop innovative and quality products, to optimize operation with local values as well as to reach to bigger markets; and to spread the passion for business for social impacts — the spirit of doing business along with creating community and environmental sustainability.

With our sincere regards,

The Oxfam and CSIP team

Nguyen Thi Thu Ha – Pham Kieu Oanh – Dao Thi Hue Chi – Nguyen Thi Huong Thuy



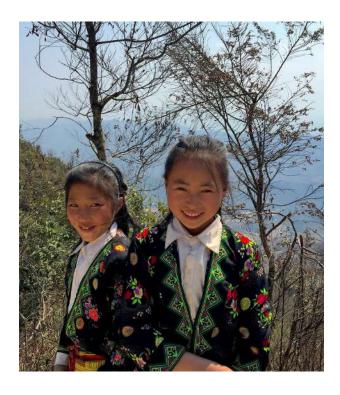
ABOUT THE EFD PROGRAM

The Enterprising for Development (EFD) Program was originally developed from "Inclusive Impact Investment (IIP)", a pilot scheme implemented by Oxfam in 4 countries including Vietnam since 2014. In Vietnam, the EFD Program has attained sponsorship commitment from Oxfam and the GSRD Foundation for the three-year period from 2015-2018. The Centre for Social Initiatives Promotion (CSIP) is the implementing organization.

EFD's ultimate purpose is to support the vulnerable communities, especially small-scale farmers, poor women and youth, to gain employment, to increase their incomes and have more access to relevant products and services for better living standard. EFD carries out this goal through supporting small and medium enterprises (SMEs) which are creating positive impacts for vulnerable groups engaged in their value chain, helping them develop sustainably, thus bring sustainable influence for these groups. EFD's supports focus on enhancing the enterprises' management and business development capacity, through in-depth training courses and business coaching packages tailor-made for SMEs.



TARGET GROUP AND SELECTION CRITERIA



SELECTION CRITERIA

- 1. Being legally registered in Vietnam, without any foreign or state investment (SMEs with female leaders are more prioritized)
- 2. Having tangible and positive impacts on small-scale farmers, women and youth, in terms of creating employment, raising income or providing products or services for the low-income groups (under \$3 per day per person).
- 3. Complying with Environmental, Social and Governance (ESG) criteria that govern Oxfam's projects.
- 4. Having been operating for more than 2 years; having 10 to 250 employees.
- 5. Having appropriate financial capacity.
- 6. Having potential to scaling.

EFD sought to support SMEs whose business engage low-income groups - companies which simultaneously strive for economic gains and create positive impacts for poor and vulnerable populations participated in their value chains. Low-income people can benefit from these enterprises as suppliers, employees, distributors, or customers when these enterprises provide quality services/products within the reach of the poor.





KEY SUPPORTS TO EFD ENTERPRISES



Capacity building for SMEs' leaders and management team through (free of charge) customized business management trainings and coaching:

- Training courses with the most up-to-date business management knowledge designed by experts specifically for Vietnamese SMEs;
- On-site management and business development coaching package tailor-made for each SME according to their needs and practical conditions, conducted by experienced consultants.



Training and coaching on business for social impacts and social impacts assessment through analyzing SMEs' value chains. Supporting the SMEs to measure and demonstrate their social impacts.



Opportunity to attract capital from Oxfam's Social Investment Program, as well as other programs and impact investment funds.



Networking Opportunities, including networking events, conferences, and talks to share about SMEs and social enterprises which succeed in doing the different aspects of business management, in engaging farmers in their supply chains, in creating social impacts.



KEY ACTIVITIES OF EFD

The 2015 – 2018 EFD program started in August 2015 and was divided into three phases per year, each corresponding to a series of SMEs mapping and supporting activities for the selected SMEs.

Mapping and selection the **SMEs**

Induction training "Enhance Business **Competitiveness of** SMEs towards Sustainable Impact"

Organizational capacity assessment (OCA)

On-site BDS coaching, In-depth consultation & Social impacts assessment coaching

BDS trainings (yearly):

- (2) Human Resources management
 (3) Communication Branding strategy
 (4) Sales & Distribution channel management
- (5) Sales skills & mindset(6) Financial management



EFD'S THREE-YEAR JOURNEY



THE KEY CAPACITY CHALLENGES OF THE ENTERPRISES

Collected from the process of in-depth coaching for enterprises participated in EFD



Strategic management

Enterprises lack knowledge, skills and practices of strategic management; for many, medium to long-term business strategy and competitive strategy are not clearly defined.



Human resources management:

Many enterprises did not properly invest in an HR management system; unclear or unsuitable organizational structure results in ineffective management; there is a lack of standardized and practical policies, challenges in recruitment, training and performance evaluation.



Operation - Production management

Many enterprises evolved from family organization or purely production and technology models. Therefore the management - operation system lacks proper attention, without stability and standardization; there is no information system for evaluation, control & decision-making, and no working process to support business scaling and expansion.



Marketing – Sale – Branding:

Many SMEs do not have a branding strategy; marketing — branding — communication activities lack investment, direction and effectiveness; market research is insufficient.

Many SMEs lack proper training on sale - distribution channels; some do not know how to build an effective sale - distribution system, which limits growth capacity.



Financial management – accounting:

Many SMEs do not understand the role of financial management, the requirements of professional financial management, and do not pay sufficient attention to risk-assessment. Some lack a proper accounting system and are not capable of controlling costs. Financial efficiency of different activities is not evaluated. Financial planning is ineffective.



Social impacts assessment

Enterprises do not have the knowledge and experience in recording, evaluating and demonstrating their social impacts, thus have not been able to use this for their advantage in communication and mobilizing internal and external resources.



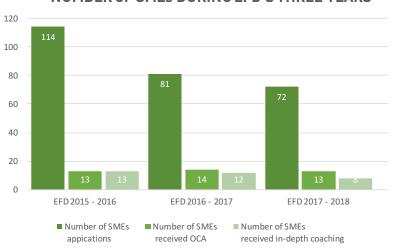




EFD 2015 - 2018'S ACTIVITIES AND RESULTS

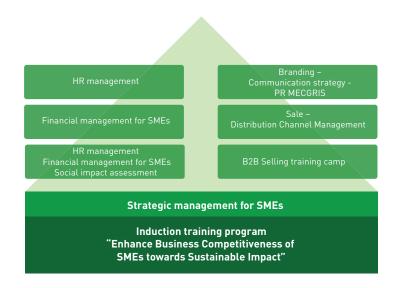
- ENTERPRISES' MAPPING AND SELECTION
- 267 SMEs applications in three years
- Organizational capacity and business model assessment (OCA) for 40 SMEs
- 33 SMEs received in-depth training and coaching packages;
 70% of SMEs led by women

NUMBER OF SMEs DURING EFD'S THREE YEARS

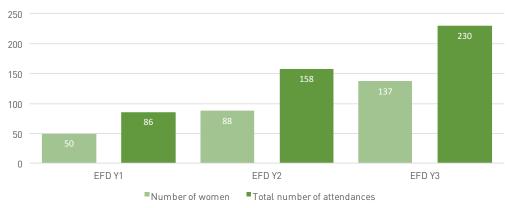


IN-DEPTH TRAINING COURSES DESIGNED FOR SMES

Short-term training courses focusing on comprehensive and selective knowledge, as well as practical tools used in planning and management, tailored for SMEs. Besides management trainings, there were trainings on social impact assessment and sensitizing gender issues in management.



NUMBER OF SMEs' LEADERS ATTENDING EFD'S TRAINING COURSES



During three years, 15 general training courses were organized, attracting 474 attendances by SMEs' leaders and managers, 58% of whom are women.

15
general training
courses

474

attendances

58%

women

BDS COACHING

In three years, there were **98 BDS coaching packages** for **33 SMEs**, equivalent to more than 9200 working hours of experienced experts.

NUMBER OF SMEs and BDS COACHING PACKAGES







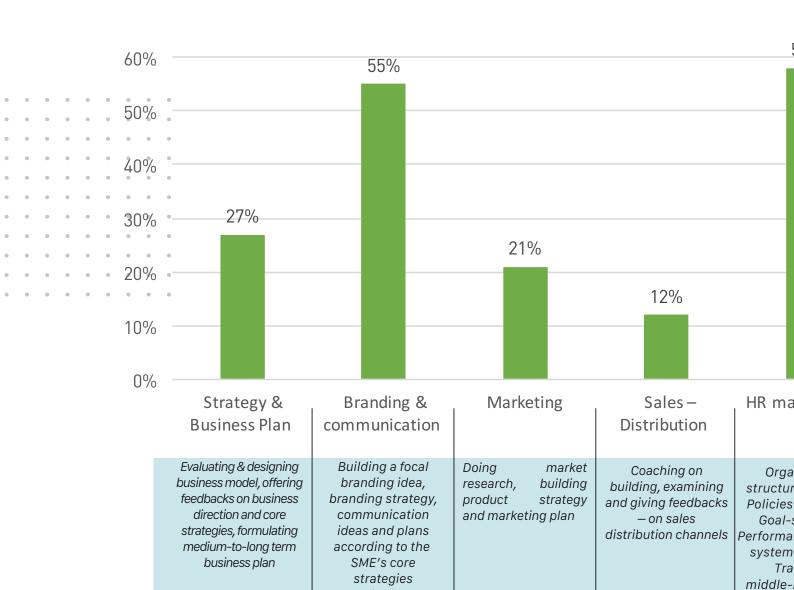


PERCENTAGE OF COACHING PACKAGES IMPLEMENTED DURING EFD 2015 - 2018



- Tailored according to each SME's need, characteristic and condition;
- Implemented by experts in different fields;
- Conducted at the SMEs' sites with their leaders and managers;

PERCENTAGE OF COACHING F THE SMES EF



and values



On-site coaching sessions attracted **1490 attendances** by SMEs' leaders, middle-management personnel and staff, **53% of which were by women**

PACKAGES IMPLEMENTED TO D 2015 - 2018



nizational e, Job matrix, - Processes, setting and nce evaluation (MBO-KPIs), ining for management level

Assessing SMEs' financial health, developing tools and indicators to serve financial management, cost-controlling and efficiency

management

Accounting

Building or modifying, standardizing accounting systems to meet management needs; training for accountants

Operation -Production management

Coaching on setting up an information system to manage and monitor the SME's operation, applying for certificates for material and production areas

Social impacts

Building a practical social impact assessment framework



NETWORKING ACTIVITIES FOR SMES

Networking activities which connected EFD's enterprises promoted sharing and learning about business models and management experience, spread inspiration and passion for business for social impacts, and provided information on approaching investors.

During EFD 2015 - 2018, Oxfam and CSIP organized:

- 10 networking events, among which 04 events were on topic of impact investment and introduce SMEs to impact investors;
- 01 common stall for 13 EFD enterprises at the International Agricultural Trade Fair AgroViet 2018;
- O7 exchange visits to learn about different business models of SMEs whose business engage low-income groups in Lam Dong, Son La, Nghe An, Hoa Binh, Can Tho, Tra Vinh, Thanh Hoa, DakLak;
- The field trips to 3 SMEs (i.e. Phu Quy, Van Phan, and KC Ha Tinh) of the Business Ambassadors in the Entrepreneurs for Entrepreneurs network of the Netherland and Germany in October 2017;
- The visit of Mr. Dolf and Ms. Magret Jansen, the Goodwill Ambassador of Oxfam Novib to the Dai Thuan Thien company and BioKing company in August 2018.





SOCIAL IMPACT CREATED BY THE SMES IN EFD





33 SMEs have been creating 1421 full-time employment and other 1906 seasonal jobs to low-income people, especially women and youth in local provinces: 77% are female employees, 45% are young workers in the age of under 35.



Creating stable livelihood and better income for small-scale farming households in SMEs' value chains through signing purchasing contracts and regular buy outputs of 18,355 farming households, seasonal purchasing of the other 5,698 households.



Producing eco-friendly products, providing agricultural and healthcare products from organic and eco—natural material, promoting sustainable consumption.



Providing quality products targeting low and middle-income communities (income less than 3\$ per day).







ABOUT THE INCLUSIVE IMPACT SMES







13 ENTERPRISES IN EFD 2015 - 2016

- Van Phan Dien Chau Aquatic Joint Stock Company
- Vietnam Star anise Cassia Manufacturing and Exporting Company Limited (Vinasamex)
- Tay Bac Tea and Special Food Company Limited (TAFOOD)
- Viet Trang Manufacturing, Trading and Exporting Private Company
- Phuong Huyen Manufacturing and Trading of Seedling Limited Company
- Thu Nhon Limited Company Dakado Avocado Production Association
- Vinh Tien Limited Company
- Phu Quy Farm of Agricultural Products Joint Stock Company
- Kim Boi Agricultural and Forestry Products Joint Stock Company
- Hanoi honeybee Joint Stock Company
- Donkey Bakery Limited Company
- Minh Be Exporting and Processing of Agricultural Products Private Company
- Thai An Consulting of Agricultural Technology and Science Company Limited

VAN PHAN DIEN CHAU AQUATIC JOINT STOCK COMPANY



The EFD project has helped to change the awareness of our management team towards more professional business management. We have also better defined our vision and strategy for long-term development.

Mr. Vo Van Dai

Director of Van Phan Dien Chau JSC

Key support of EFD

Business management trainings specified for SMEs' managers on various subjects i.e. Business creating Social Impact; Strategic management; Sensitizing gender issues in management; Branding strategy; Branding Communication; HR management; Financial management; Sales & Distribution.

Business coaching package:

- HR management; training management and leading skill for management staff;
- Build overall strategy and strategic management;
- Building marketing plan for new product line of the company.

About the Enterprise

Van Phan-Dien Chau Aquatic Joint Stock Company was equalised from a state-owned enterprise to 100% private enterprise in 2000. However, the Company has 70 years of continuous development with a former name, Dien Chau seafood station, which was established in 1947. The main activities of the company are to manufacture and trade traditional fish sauce, shrimp paste, jelly fish products under the brand name Van Phan. Van Phan fish sauce has become popular with consumers in Nghe An province and North markets for 70 years. The flavor of traditional fish sauce has been familiar with family households from the subsidy period, and this quality and flavor remain till now. The fish sauce product is produced through the traditional method, completely from natural raw fish, and controlled by international quality management system ISO 22000:2005.

At the moment, Van Phan- Dien Chau JS Company is the largest traditional fish sauce manufacturing enterprise in Nghe An province, providing 1.3- 1.5 million litter of traditional fish sauce. The largest consuming market is in Nghe An province, some surrounding provinces and Hanoi, with initial export to some countries in Asia and Africa.

In 2015, Van Phan fish sauce was recognized as a national representative of industrial-agricultural products. In 2016, Van Phan fish sauce received a certificate of collective brand in Dien Chau district, chosen for the leading position and sustainable devotion of Van Phan fish sauce brand name in the local area.

Social Impact created by the Enterprise*

- Create jobs and stable income for more than 100 local employees, 70% of which are female employees, and more than 500 direct branches for company products, of which 90 branch managers are female. The company also have cooperation initiatives for funding for female Union in some local districts;
- · Annually, the company purchases 1000-1500 ton of fish, 700 ton of salt and 100 ton of shrimp paste from fishermen for mutual linkages, product consumption, and income creation for fishermen who exploit aquatic products locally;
- Manufacturing model with zero waste production, manufacturing process and finished products are entirely natural and environmentally friendly;
- Price and distribution methods of some product lines are targeted at low income markets, to meet the demand of medium and low income communities.

(*Figures updated in August 2016)

VAN PHAN DIEN CHAU AQUATIC JOINT STOCK COMPANY Headquarter: Dien Ngoc commune, Dien Chau district,

Nghe An province, Vietnam

Website: http://www.vanphan.com.vn/



VIETNAM STAR ANISE CASSIA MANUFACTURING AND **EXPORTING JOINT STOCK COMPANY (VINASAMEX)**



We realize our company has become more mature, and has defined a clearer direction for development; especially, we have initially built a professional human resource management system to meet our sustainability vision for the next 3-5 years.

Ms. Nguyen Thi Huyen

Director of Vinasamex JSC

Key support of EFD

Business management trainings specified for SMEs' managers on various subjects i.e. Business creating Social Impact; Strategic management; Sensitizing gender issues in management; Branding strategy; Branding Communication; HR management: Financial management: Sales & Distribution.

Business coaching on:

- organizational management: structure, HR policies, HR planning, and building BSC - KPIs system;
- In-depth training and advice on branding strategy;
- Impact Assessment;
- Initial consulting on developing international standard for material area.

About the Enterprise

Vietnam Star Aniseed Cassia Manufacturing and Exporting Joint Stock Company. Vinasamex JSC was established in 2012 by the family of Mr. Nguyen Que Anh and Ms. Nguyen Thi Huyen with many years of experience in the industry. Vinasamex Co., Ltd is the leading enterprise and accounts for large market shares in processing and exporting whole star anise and cinnamon from Vietnam. The main source of cinnamon is in Yen Bai province and that of aniseed cassia is in Lang Son province, which are famous for high quality cinnamon and star anise and also the living place for many ethnic groups in the mountainous area in the North.

The long term vision of Vinasamex is tied with building the value chain of star anise and cassia, from collecting, purchasing, developing ingredient planting area with farmers, to develop processing products with higher value and market development. Company products are exported to many international markets, such as Russia, India, Bangladesh, Singapore, Korea, Taiwan, Germany, America, Holland, and beyond. The Company also invests in penetrating the domestic market to corner the market on spices and aroma, bringing clean, high quality and reputable products to domestic customers from Vietnamese land and farmers.

The Company actively participates in the Association of Cassia and Cinnamon, with main components of farming households to increase linkages with farmers, gain further access to ethnic groups, and support them for deeper and more effective penetration in the value chain. In 2015, Vinasamex Co., Ltd invested in a building factory to process star anise and cinnamon on a large scale, targeting ISO standard for production, applying techniques in production and processing for high value added products and invest in building domestic distribution system.

Social Impact created by the Enterprise*

- Creating stable livelihoods for minority ethnic groups who plant cinnamon and star anise in Yen Bai and Lang Son province, through training support from planting, harvesting, primary process and commitment to purchase their products. Al least 100 farmer households from minority ethnic groups in Lang Son and Yen Bai province gain a higher income and improve the living standard by selling cinnamon and star anise flower to the Enterprise;
- Creating job for more than 110 employees, including temporary staff, 85 % of which are female, 90% of which are poor people in Thai Binh, Thai Nguyen, Thanh Hoa, Yen Bai, Son La province, Moc Chau; 70% of which are minority ethnic groups;
- Company ingredient and products are from natural origins with no chemicals in processing and preservation, which is environmental friendly and good for human health.

(*Figures updated in August 2016)

Contact:

VIETNAM STAR ANISE CASSIA MANUFACTURING AND EXPORTING JOINT STOCK COMPANY (VINASAMEX)

Headquarter: Co Bi village, Gia Lam district, Hanoi capital, Vietnam

http://www.cinnamonstaranise.com/

Shanam

TAY BAC TEA AND SPECIAL FOOD COMPANY

(TAFOOD)



Our company has clearly recognized the impacts created by our value chain - production/business activities. Our enhanced management capacity has helped us find the right direction and grow our company in a more sustainable way.

Ms Nguyen Thi Tham

Director of Tay Bac Tea and Special Food Co., Itd

Key support of EFD

Business management trainings specified for SMEs' managers on various subjects i.e. Business creating Social Impact; Strategic management, Sensitizing gender issues in management; Branding strategy, Branding Communication; HR management; Financial management; Sales & Distribution.

Business coaching package:

- Build branding strategy for specialty Shan Tuyet of Ta Xua tea;
- Develop strategic management framework, and business strategy;
- Initial consulting on developing quality standard for material area in Son La province;
- HR management consulting, building MBO-KPIs system.

About the Enterprise

Tay Bac Tea and Special Food company limited was founded by Ms. Nguyen Thi Tham's family in March 2015 in Ta Xua ward, Bac Yen district, Son La province. TAFOOD is a strategic unit to manage a system of material areas and processes the North-West mountainous area's specialties. The company also runs a project to sustainably develop Shan Tuyet tea-growing area - Ta Xua's specialty and Son Tra apple-growing area, in order to introduce the agricultural products of North-West ethnic minority groups to the market.

Ms. Tham and the TAFOOD team are dedicated to the sustainable development of the ancient Shan Tuyet tea, thereby preserving Vietnam's tea culture and bringing Vietnamese tea products to international market. TAFOOD was also founded with the view of improving quality of life for North-Western people engaged in the tea value chain (the majority of whom are people of ethnic minority).

Ta Xua is one of the poorest districts in Son La provinces with very limited infrastructure. The road leading to Ta Xua is dangerous due to frequent avalanches and floods; 97% of Ta Xua's residents belong to H'Mong ethnic group. Although the production factory lies in such remote area, the company still transports the production machinery there and organizes training courses for local people, teaching them how to grow tea trees and pick harvesting time as to ensure the tea has the highest quality.

Cooperating with TAFOOD, the locals can sell tea leaves directly to the company without the need to process them at home using the traditional method. TAFOOD gives them a price which is 15% -20% higher than previous merchants. During 2016 – 2017, TAFOOD trained 200 farming households in Ta Xua.

Ms. Tham – founder of TAFOOD, is also the director of Hiep Khanh Tea JSC (previously Hiep Khanh Co., Itd founded in 2006). HITEACO develops the entire tea value chain: from building the material area to producing, processing and selling tea products.

Social Impact created by the Enterprise*

- Providing technical instructions and regularly purchasing tea products for 3.780 farming households of ethnic minority, offering them stable employment when they participate in the processing, growing, and harvesting of tea;
- Increasing income for 24 staff, of whom 100% are women, 80% are people of ethnic minority groups;
- Sustainably developing the tea-growing area, protecting the environment, preventing soil erosion, contributing to the preservation of Vietnam's hundreds-year tea forest;
- Providing more than 85 tons of clean, natural tea to the domestic and international market every year, protecting consumers' health and raising awareness of Vietnamese agricultural products.

(*Figures updated in August 2018)

Contact:

TAY BAC TEA AND SPEACIAL FOOD COMPANY LIMITED (TAFOOD)

Hanoi Representative Office: No.22 block 16-B1, European overseas Vietnamese village, Mo Lao Ward, Ha Dong District, Hanoi, Vietnam

Headquarter: Ta Xua A Village, Ta Xua Commune, Bac Yen District, Son La Province, Vietnam

Website: http://shanam.vn/ | http://tafood.vn



VIET TRANG MANUFACTURING, TRADING AND EXPORTING PRIVATE COMPANY



We have had a better overall view of the business that support for strategic decisions. We also developed Export Sales Process as a regular operational management tool.

Ms. Mai Thi Anh Dao

Business Manager of Viet Trang company

Key support of EFD

Business management trainings specified for SMEs' managers on various subjects i.e. Business creating Social Impact; Strategic management, Sensitizing gender issues in management; Branding strategy, Branding Communication; HR management; Financial management; Sales & Distribution.

Business coaching on:

- Building export business plan and export management process;
- Social Impact Assessment;
- In-depth training on actionable marketing, coaching on Digital Marketing strategy.

About the Enterprise

Viet Trang Manufacturing, Trading and Exporting Private Company was established by Ms. Tran Thi Viet who was born and grew up in Nga Son seagrass mat village. As an artisan with an entrepreneurial spirit, Ms Tran Thi Viet established Viet Trang with the purpose of bringing income to local women, taking advantage of available material sources, and preserving traditional craftsmanship. Viet Trang aims at producing home wares handicraft products (including rugs, poufs and storage baskets) which are made from natural fibres such as seagrass, water hyacinth and corn husk for export mainly to the United States and Europe. Our differentiation comprises of unique design and a "Lean & Beautiful" business style.

The company has developed significantly in export business activities with business scale, currently attaining \$500,000 per year. Potential growth is shown by customers' positive feedback about quality of the products, business style and ceaseless improvement. The company is also recognized by governmental institute, local and international NGOs for the social and economic contribution to the local economy.

Social Impact created by the Enterprise*

- Buy raw material which contribute to increasing income of 500 sea grass growing households locally;
- Create jobs for 25 full time employees; increase income for 500 seasonal local weavers;
- Preserve traditional craftsmanship and bring the characteristics of Vietnamese Culture to the international market. They promote sustainable lifestyle and fair-trade through their products and business;
- Have positive impacts on the local environment by making use of available local material and reusing leftovers to create valuable products, and growing seagrass which contributes to effective land use and preventing salt intrusion.

(*Figures updated in August 2016)

Contact:

Viet Trang Manufacturing, Trading and Exporting Private Company Headquarter: 5 hamlet, Nga Thanh village, Nga Son district, Thanh Hoa province, Vietnam Website: http://viettrangcraft.com/

*PHUONGHUYEN

PHUONG HUYEN MANUFACTURING AND . TRADING OF SEEDLING LIMITED COMPANY



We understand how to manage the company systematically and towards sustainability; we have been able to manage brand more professionally and initially develop solutions to boost the sale of Shan Tuyet tea and Jiaogulan tea.

Ms Nguyen Thi Tam

Director of Phuong Huyen Co.,Ltd

Key support of EFD

Business management trainings specified for SMEs' managers on various subjects i.e. Business creating Social Impact; Strategic management; Sensitizing gender issues in management; Branding strategy; HR management.

Business coaching package:

- Consult and train to determine marketing strategies and sales distribution for tea product;
- Branding strategy for tea products;
- Website development.

About the Enterprise

Phuong Huyen Manufacturing and Trading of Seedling Limited Company was established in 2005 by Ms. Nguyen Thi Tam, who is passionate about developing the agricultural advantage of Hoa Binh mountainous area. As an agricultural engineer with strong motivation to support farmer projects, Ms Tam has led the company's development, along with creating jobs and improving the standard of living for poor farmers and ethnic minority people in remote areas of the province. The main activities of Phuong Huyen Company are to manufacture and supply crops, poultry varieties and breeding pigs, and to manufacture and process green tea.

The active field which has most positive impacts on the farmers is manufacturing and processing green tea. The company has trained, transferred technology, invested in seedlings for households, and supported in developing material areas by purchasing and processing. The company has also developed tea material areas and worked with Mong ethnic minority in Pa Co, Da Bac and Tan Lac district. Its effort has created seven product lines of Shan Tuyet tea and Jiaogulan Tea with some protected products like "Shan Tuyet Pa Co Green Tea", "Da Bac Jiaogulan Tea". They are approaching the market on both local and national scales.

Products of the company (seedlings, wild boar and "Man" pig breed) are supplied to households, farms and projects, such as: 135 National program for sustainable poverty reduction, New rural development national target program, etc. These projects contribute to developing agricultural commodity production, which is a development priority for Hoa Binh Province.

Social Impact created by the Enterprise*

- The activities of Phuong Huyen Manufacturing and Trading Seedling limited Company also help with creating livelihoods and increasing income for low-income farmer households of ethnic minorities in mountainous areas of Hoa Binh;
- The Company signed a contract of associate producing from providing fertilizer to purchasing Shan Tuyet tea and Jiaogulan plant from more than 500 agricultural households, which was equivalent to 1000 labors with 70% being women. They are mainly H' Mong Ethnic minority, Muong or Tay Ethnic minority in Hoa Binh;
- The Company created jobs for 40 employees with 70% being local women producing crop varieties and poultries;
- The company supplies millions of seedlings and tons of pig breeds for agricultural production, and participates positively in the National program for sustainable poverty reduction.

(*Figures updated in August 2016)

Contact:

Phuong Huyen Manufacturing and Trading of Seedling Limited Company Headquarter: Tan Thinh sub-district, Hoa Binh city, Hoa Binh province, Vietnam

Website: http://www.phuonghuyen.com/



THU NHON LIMITED COMPANY - DAKADO AV-OCADO PRODUCTION ASSOCIATION



We have revised the organizational structure of the company for better specialization in each stage of the operational model; we have also develop Dakado's branding strategy for the coming development period, in order to bring about high quality Vietnamese-brand agriculture products that meet with higher demand of customers in domestic and international markets.

Ms. Pham Thi Thanh Trinh

CEO of Thu Nhon Limited Company

Key support of EFD

Business management trainings specified for SMEs' managers on various subjects i.e. Business creating Social Impact; Strategic management; Sensitizing gender issues in management; Branding strategy; Branding Communication; HR management; Financial management; Sales & Distribution.

Business coaching on:

- Human resource management: organizational structure, HR policies and HR plan for 5-year development, management skills trainings;
- · Consult on branding strategy;
- Website development.

About the Enterprise

Thu Nhon Limited Company has an important part in the production and development of the avocado value chain for farmers in Dak Lak and other Highland provinces.

Thu Nhon Limited Company was established in 2007 in Buon Me Thuot province. After 16 years producing and trading agriculture products in Highland Provinces of Vietnam, Thu Nhon company is the core member for "Promoting Avocado Value chain in Dak Lak Province" Project which was carried out from 2006-2009 under the Consultancy of Fresh Studio ASIA Innovation (Holland), funded by GTZ (Germany) and under the supervision of the Science and Technology Department of Dak Lak Province. This was a typical project for connecting stakeholders in the value chain, professionalizing the business procedure for agriculture products and paving the way for developing the Avocado Brand name "Dakado" since 2006.

To develop a high quality and safe ingredient area which can trace its origin in the value chain model, it was suggested that the Company build the "Dakado Product Partnership ". With approval from People Committee in Daklak province, and funded by Agriculture Competitive Project (ACP) in Daklak Province by World Bank, Product partnership for Dakado Avocado was established in 2010. This was the primary connection between the Company and 100 avocado planting households in the value chain, in which 30% are Ede ethnic groups and small scale production households. In 2015, 300 households joined the Product Partnership. At the moment, 114 ha of avocado planting area from 100 households in the Product Partnership have qualified for Viet Gap standard.

The ownership of the Brand name Dakado was transferred from Department of Science and Technology of Daklak Province to Thu Nhon Company in 2011. Through the cooperation of local distribution network, Dakado Avocado product, which is distributed to and by huge supermarket chains in Vietnam and exported to Cambodia market, has launched in the European market.

Based on experience and initial achievement of the avocado value chain, Thu Nhon company has built a development strategy for 2016-2020 that works towards diversifying the processing products made from avocado to increase added value, as well as developing value chain linkages for other agriculture products such as macadamias, and other agriculture products from the Highland provinces.

Social Impact created by the Enterprise*

- Sign contract farming and provide breed and technical support for 100 households in the Product Partnership scheme under VietGap standard with 20% higher price than market price. Income per each hectare planting avocados is 300-400 million/ year (Equivalent to 300-400 million VND/year);
- Purchase seasonal avocado products from other 200-300 avocado planting households, many of which are ethnic groups. Thu Nhon Company also purchases other agriculture products of many households in this area;
- Build brand name for agriculture products of Highland Vietnam in the local and international markets as a foundation to increase the sustainability and value of agricultural products.

(*Figures updated in August 2016)

Contact:

THU NHON LIMITED COMPANY - DAKADO AVOCADO PRODUCTION ASSOCIATION

Headquarter: No 60, Nguyen Chi Thanh street, Tan An sub-district, Buon Ma Thuot city, Daklak province, Viet Nam

HCM Office: No 872, highway 13, Hiep Binh Phuoc sub-district, Thu Duc district, Ho Chi Minh city, Vietnam.

Website:

http://dakadogroup.vn/ |http://dakado.vn/



VINH TIEN LIMITED COMPANY



We have obtained practical and valuable knowledge and experience from consultants of the project. We believe that the human resource management and marketing management of Vinh Tien will be more professional and effective, thus more products will successfully reach the market and we are able to create a more positive impact on our labor, on the local community and to society.

Ms. Nguyen Thi Bich Hue

Director of Vinh Tien Limited Company

Key support of EFD

Business management trainings specified for SMEs' managers on various subjects i.e. Business creating Social Impact; Strategic management, Sensitizing gender issues in management; Branding strategy; HR management; Financial management; Sales & Distribution.

Business coaching package:

- HR management and train on leadership skill for leaders and managers;
- Train on strategy and making plans of sales and distribution management; coach on developing sales and distribution strategy for BOMAGA.

About the Enterprise

Vinh Tien Limited Company originated from a smallholder specializing in producing Artichoke tea products with a main market in Da Lat since 1996. At that time, business woman Ms. Nguyen Thi Bich Hue was one of the pioneers who invested in production to increase added value of artichoke trees, opened a new stage of endless development for Da Lat, thanks to artichokes, and created the foundation for Vinh Tien Limited Company, becoming a pillar of business in this area.

With the appropriate orientation, grasping market needs and exploiting advantages of local sources, the Company has continuously expanded manufacturing and trading. In 2004, they officially transformed from smallholder to Vinh Tien Limited Company. In the following years, the company invested strongly in machines, equipment, technology and expanded scale of production. They also developed more product lines of herbal tea, wine and fruit juice, in which herbal tea has up to 30 categories. Currently, the company has distributors, supermarkets nationwide and exports to US, Canada, France, Germany and other countries.

In the recent years, research was conducted to manufacture and trade functional food products from herbal and artichoke trees. The Company wants to create more health care products and support treatment for domestic consumers; besides, they develop herbal seedlings, tissue culture, Caterpillar fungus, and produce products from these materials.

Social Impact created by the Enterprise*

- Purchase artichokes from about 100 farmer households in Thai Phien, wholesale. The company buys every part of the artichoke tree for tea products and liquid extraction, contributing to increased harvest value for the farmers;
- Support in establishing an artichoke area which meets Viet Gap standards, providing standardized varieties from tissue culture and training techniques for about 50 farmer households;
- Create jobs for almost 200 local labors, 70% of which are women:
- Build a tissue culture room in order to provide standardized breeds with good quality, avoid degenerative breed, and increase effectiveness in the long-term for farmers.

(*Figures updated in August 2016)

Contact:

VINH TIEN LIMITED COMPANY

Headquarter: No 162-154, Pham Ngoc Thach street, 6 sub-district, Da Lat district, Lam Dong province, Vietnam Hanoi branch office: No 18, Iane 205, Tay Son street, Nga Tu So sub-district, Dong Da district, Ha Noi capital, Vietnam Website: vinhtientea.com.vn | http://ruouvangvinhtien.vn/



PHU QUY FARM OF AGRICULTURAL PRODUCTS JOINT STOCK COMPANY



99

I have learned how to develop a company systematically in order to be ready for greater development.

· Ms Nguyen Thi Le Na

Director of Phu Quy Farm JSC

Key support of EFD

Business management trainings specified for SMEs' managers on various subjects i.e. Business creating Social Impact; Strategic management; Sensitizing gender issues in management; Branding strategy; Branding Communication; HR management; Financial management; Sales & Distribution.

Business coaching on:

- Build accounting system;
- Enhance financial management capacity;
- HR management: building operational structure, functional matrix; HR process and policies.

About the Enterprise

Phu Quy Farm Joint Stock Company was established in 2013 by Ms Nguyen Thi Le Na with the purpose of searching the market for farmers when Vinh Orange's output was not stable. Farmers had to cut down trees since oranges did not make a profit and chemical misusage in cultivated methods badly affected human health and the environment. Targeting building a strong brand name, the Company registered trade mark protection for "Cam Vinh- Cam Ky Yen Xu Nghe" (CVKY) and carried out research, selected and guided safe cultivated methods under VietGap standard. In the future, the Company will plan both the planting orange areas under Vietgap standards and chemical-free oranges for farmers in the mountainous areas of west Nghe An Province.

In the value chain, the Company plays the role of planning raw material areas, supplying varieties, supporting techniques, buying qualified Vinh Orange products, and building an agricultural brand name with high competitive capacity in the market. The company researches and launches test product lines extracted from Vinh Orange with the target of improving the quality of the product in the value chain and increasing profit of the planting- orange farmers.

The planting-orange area, with over 20 years of tradition in mountainous area of west Nghe An, features special soil which produces sweet and aromatic oranges. CVKY is the brand name that gains most favour from consumers and supplies 300 tons of oranges to the market annually with more than 50 distributors in Hanoi, Hai Phong, Quang Ninh, Da Nang and HCM City, as well as being agricultural representative in some big fairs.

Social Impact created by the Enterprise*

- Contribute to building the Cam Vinh brand name which is more competitive, improve the quality of oranges under Vietgap standard, establish consumers' trust, expand market for Vinh Orange, create jobs for the planting orange households in Nghe An and spread the effective orange planting model;
- Consult and support choosing-variety techniques, take care of and harvest for the agricultural households in mountainous areas of the western of Nghe An. Buy products for four households that follow Vietgap standard; cooperate with nearly 30 farmer households for ecological farming;
- Improve agricultural values and deal with outputs for the oranges which do not meet the fresh quality standards by developing plans for processed products and developing advantages of clean materials for CVKY products.

(*Figures updated in August 2016)

Contact:

PHU QUY FARM OF AGRICULTURAL PRODUCTS JOINT STOCK COM-PANY

Ha Noi representative office: No 31, lane 12, Tran Quoc Hoan street, Cau Giay district, Hanoi capital, Viet Nam

The factory: Minh Hop village, Quy Hop district, Nghe An province, Viet Nam

Website: http://camvinh.net/vi

kim bôi®

KIM BOI AGRICULTURAL AND FORESTR PRODUCTS JOINT STOCK COMPANY



We have achieved staff' awareness about the necessity of managing the company more professionally towards a clearer direction. Our staff has been more confident to agree with the growth plan set by the executive committee to grow revenue by least four times.

Ms Vu Thi Thu Ha

Deputy Director of Kim Boi JSC

Key support of EFD

Business management trainings specified for SMEs' managers on various subjects i.e. Business creating Social Impact; Strategic management, Sensitizing gender issues in management; Branding strategy, Branding Communication; HR management; Sales & Distribution.

Business coaching on:

- Reviewing and consulting on sales and distribution system;
- Initial consulting on building and the quality control system.

About the Enterprise

Kim Boi Agricultural and Forestry Products Joint Stock Company was established in 2007, originating from a project of processing bamboo shoot affiliation. However, in 2011 the company officially changed owners. Mr. Ngo Duc Sinh, the new owner of the company set up again the developing orientation of Kim Boi that brings bamboo shoots, agricultural and forestry products with clean processing to export and sell in the domestic market.

The main activity of Kim Boi is manufacturing and trading instant bamboo shoot products (Lay, Nua, Truc Quan Tu bamboo shoot) which are packaged. Salted apricots and salted figs are sold in supermarkets, stores and restaurants. Kim Boi company decided to develop the bamboo shoot and agricultural and forestry products that were processed and preserved cleanly and safety without using poisonous chemical preservation in the whole manufacturing process. The company expects to create another choice for safe and clean bamboo shoot products replacing other harmful ones sold in traditional markets to millions of Vietnamese families yearly.

Kim Boi factory is located in Lac Thuy district, Hoa Binh province with the advantages of transportation, raw material source and labor. The manufacturing scale can go up to a million products per year optimally. The bamboo shoot products of Kim Boi are a clean bamboo brand, sold in big supermarkets, and are the leader in domestic consuming yield and diversity of products.

Social Impact created by the Enterprise*

- Create jobs directly for 60 labors, including long term and seasonable ones, 65% of which are local poor, and around 65% women.
- Purchase raw material through 15 purchasing representatives, indirectly create income for 2000 people who are supplying raw material and working in the purchasing locales.
- Provide approximately 500,000 unit of product each year, contribute to replace the bamboo shoots with harmful chemical in the market.
- Bring technology of clean bamboo shoot processing to 6 locations in Hoa Binh, Son La, Nghe An and create the new production capacity for the local, create higher income for

(*Figures updated in August 2016)

Contact:

KIM BOI AGRICULTURAL AND FORESTRY PRODUCTS JOINT STOCK COMPANY

Hanoi branch office: No 5, Quoc Tu Giam street, Dong Da district, Hanoi capital, Vietnam

The factory: Vai hamlet, Thanh Nong village, Lac Thuy district, Hoa Binh province

Website: http://www.kimboivn.vn/



HANOI HONEYBEE JOINT STOCK COMPANY (HANOIBEE JSC.)



We believe that with a stronger foundation of human resource management, together with a specific branding strategy and effectively interactive website, our company HanoiBee will grow sustainably in both domestic and export markets; in particular we will put focus on developing higher value-added bee products.

Ms Nguyen Thi Hang

Director of HanoiBee JSC

Key support of EFD

Business management trainings specified for SMEs' managers on various subjects i.e. Business creating Social Impact; Strategic management, Sensitizing gender issues in management; Branding strategy, Branding Communication; HR management; Sales & Distribution.

Business coaching package:

- HR management: building operational structure, functional matrix, HR process and HR policies, HR planning;
- In-depth training on branding;
- Impact Assessment .

About the Enterprise

Hanoi Honeybee joint stock company (HanoiBee) was established in 2013 by female entrepreneur Ms. Nguyen Thi Hang, who has over 25 years of passion in honeybee field and rich experience in managing and exploiting the honeybee business in both domestic ad foreign markets. HanoiBee Company is a member of Beekeepers Association of Vietnam, and does business in both export and domestic markets.

HanoiBee's honey is extracted from natural sources such as hevea brasiliensis, coffee, anacardium occidentale, litchi chinensis and wattle. The company's honey factory, which has modern manufacturing devices, is located in Binh Duong and applies the managing system HACCP. Productivity is up to 4000 tons per years. The analysis department is equipped with a professional machine, which inspects input quality and establishes the traceability system certificated by NSF of Thai Lan and True Sources of United States.

HanoiBee is a reputable exporter providing high quality products of honey to US and Europe markets. To the domestic market, the company supplies specialized products such as mint honey, dimocarpus longan flower honey, fresh royal jelly and pollen. HanoiBee with the expectation of bringing the best honey to Vietnamese consumers by developing the domestic market.

HanoiBee Company builds special relationships with and invests in the beekeepers associations in many areas, participates in the activities of Beekeepers Association of Vietnam to communicate to the beekeepers necessary changes to old bee-raising habits and apply the Vietgap model. At the same time, it strengthens international co-operation to advertise Vietnamese honey products to international market and searches for cooperating programs to develop small scale beekeeping by poor households and ethnic minorities.

Social Impact created by the Enterprise*

- Create jobs and stable income for the beekeeping households. The company signed contracts of purchasing products for 155 households and seasonably gathering for more than 30 others. For the former group, the company conducts the technical consultant, invests beekeeping devices and ensures the evident profit of participated households in the chain;
- The company develops the domestic market for specialized honey products, which contribute to create income for the small scale beekeeping households by vulnerable people as the poor and ethnic minorities in in North.

(*Figures updated in August 2016)

Contact:

HANOI HONEYBEE JOINT STOCK COMPANY (HANOIBEE JSC.)
Headquarter: No 80, Nguyen Chi Thanh street, Lang Thuong
sub-district, Dong Da district, Hanoi capital, Viet Nam
Website: http://www.hanoibee.com.vn/



DONKEY BAKERY LIMITED COMPANY



Donkey Bakery has recognized the appropriate direction to enhance our human resource management; we also can take initial steps to better manage our accounting system.

Ms Truong Thi Luyen

Director of Donkey Bakery Limited Company

Key support of EFD

Business management trainings specified for SMEs' managers on various subjects i.e.
Business creating Social Impact; Strategic management, Sensitizing gender issues in management; Branding strategy; HR management.

Business coaching on:

- HR management consulting and soft skills training for staff;
- Improving accounting system; support to recruit and train accountant.

About the Enterprise

Donkey Bakery Limited Company was established in 2009 by Mr. Marc Stenfert Kroese and Ms. Luyen Shell, with the initial idea of developing business activities which are responsible for society and create jobs for the weak.

Until now, the Company has had more than 87 employees, 70% of them disabled. They are the blind, the deaf, physically disabled, and the poor from remote areas. The employees are recruited to the Company and arranged jobs in variety positions, from staff to managers, according to their abilities. In Donkey, the disabled are treated equally, trained in professions such as chef, tailor, salesman, customer relations and marketing staff.

Besides establishing the brand name of the bakery, Donkey Bakery provides canteen services for three big international schools in Hanoi with thousands of servings every day. Donkey Bakery also has a famous reputation as a feast supplier.

In addition, they have developed a new business branch of the company- LShell, a fashion brand which recruits employees in difficult situation and attracts many foreign customers.

Social Impact created by the Enterprise*

- Donkey Bakery Limited Liability Company is a social enterprise in Hanoi. 70% of its labourers are PWDs or in a difficult situation. They are in charge of a variety positions from staff to managers. The Company has trained 125 PWDs in professional skills and jobs;
- The activities of the Enterprise have contributed to changing society's perspectives on the disabled. They have of full working abilities and can contribute to society. Donkey bakery has also tried its best to coordinate with other non-profit organizations to change the perception of enterprises towards employing the PWDs.

(*Figures updated in August 2016)

Contact:

DONKEY BAKERY LIMITED COMPANY Address: No 8, Nguyen Hoang Ton Street, Xuan La sub-district, Tay Ho District, Vietnam Website: http://donkeybakery.com/



MINH BE EXPORTING AND PROCESSING OF AGRICULTURAL PRODUCTS PRIVATE COMPANY



We have recognized our weaknesses in business management and have gradually changed to apply more professional management methods.

Mr Ban Van Minh

Director of Minh Be Company

Key support of EFD

Business management trainings specified for SMEs' managers on various subjects i.e. Business creating Social Impact; Strategic management; Sensitizing gender issues in management; Branding strategy; HR management; Sales & Distribution.

Business coaching on:

Enhancing the accounting system, develop basic documents and tools aiming to support better manage business performance.

About the Enterprise

Minh Be Company originated from a small farmer household that dared to change from planting traditional trees to ginger in a mountainous area, Bac Kan. Mr. Ban Van Minh and his wife, Mrs. Tran Thi Be, realized that ginger could grow well, have high productivity and available output, so they expanded the cultivated area, provided ginger breed and encouraged other farmers to start growing it. In 2011, Minh Be Exporting and Processing of Agricultural Products Private Company was established in order to develop value chains between other farmer households planting ginger. There the company provide breeds and a commitment to purchase ginger; that brought a stable income for ethnic minority farmers in Bac Kan.

The trust of farmer households has been gained by Minh Be Company by providing breeds on loan and deducting when purchasing products. The Company not only trained households in techniques and shared experiences from growing, caring, and classifying to preserving, but also committed to purchasing stable ginger at market price.

Until 2015, the Company associated with and bought products from 600 Dao ethnic households in Tan Son Commune, some areas of Cho Moi, Cho Don, Cho Ra, Na Ri district, and 604 farmer households in 6 communes of Pac Nam district, Bac Kan province. The yearly output of ginger is about 2000 to 3000 tons provided to the Hanoi and Ho Chi Minh City markets, and exporting to Japan and some countries in Middle East.

Social Impact created by the Enterprise*

- Create stable livelihoods from planting Ginger for 1200 households in mountainous areas that are almost all ethnic minorities, of which 336 are poor households, and 180 nearpoor. The Company works alongside the farmers, provides ginger breed, supports techniques and purchases products steadily;
- Bring higher income for farmers from growing ginger than growing rice and corn. Each household could receive from 60 to 70 million dong per year (equivalent to USD 2700-3100). Women are the main labors in the ginger planting households:
- Ensure responsibility to community and society through running fair trade chain among stakeholders; business activities are friendly within the environment.

(*Figures updated in August 2016)

Contact:

MINH BE EXPORTING AND PROCESSING OF AGRICULTURAL PRODUCTS PRIVATE COMPANY

Headquarter: Thac Gieng lane, Xuat Hoa Sub-district, Bac Kan city, Bac Kan province



THAI AN CONSULTING OF AGRICULTURAL.... TECHNOLOGY AND SCIENCE COMPANY LIMITED



We realize that we need to change our mindset from trading products to trading value. Our company has been able to develop product strategies, sale and distribution system to ensure better market coverage.

Ms Nguyen Thi Tham

Director of Thai An Company

Key support of EFD

Business management trainings specified for SMEs' managers on various subjects i.e. Business creating Social Impact; Strategic management, Sensitizing gender issues in management; Branding strategy; HR management; Sales & Distribution.

Business coaching on:

- Developing distribution and sales plan;
- Impact Assessment

About the Enterprise

Thai An Consulting of Agricultural Technology and Science Limited Company was established in 2011 by Ms Nguyen Thi Tham who was an agricultural engineer. She is passionate about her profession and has a high target: to apply, transfer technological researches, improve techniques for rice and agricultural crops to farmers; forward to a sustainable agricultural industry, and ensure people's health and environment.

Since 2014, the company has focused on trading rice seeds and technical support for the farmers. The company tested, advised and transferred N25 seed which was short-term growing with high quality. N25 breed is a strategic product that helps the farmers harvest early before the Summer-Autumn flood season in the downstream areas of Lam River and Cam River of Nghe An, reduces damages and brings economic values.

Social Impact created by the Enterprise*

- Thai An company has become the farmers' companion to provide good quality rice breeds which are pest-resistant, and suitable for the natural climate and hard conditions of the areas:
- Now the company is researching and starting to transfer the short term growing, N25 breed. It can avoid the piercingly cold in the Winter-Spring season, decrease the damages in the Summer-Autumn flood (affected square up to 20.000 hectare) and has one more growing season in a year. In addition, N25 is resists pest well, which leads to low usage of pesticides, and reduces environmental and health damages for people;
- Currently, the company is guiding techniques and signing a contract to produce the rice breed from 20 to 25 farmer households, testing and purchasing the products with 40% higher price in comparison with normal production. Also, the company supplies the rice breed and consulting support for 2000 farmer households in Nghe An province.

(*Figures updated in August 2016)

Contact:

THAI AN CONSULTING OF AGRICULTURAL TECHNOLOGY AND SCIENCE COMPANY LIMITED

Headquarter: No 6, Cao Lo village, Le Mao sub-district, Vinh city, Nghe An province, Vietnam

ABOUT THE INCLUSIVE IMPACT SMES







12 ENTERPRISES IN EFD 2016 - 2017

- Viet Xanh Agricultural Product Processing Joint Stock Company
- Traphaco Sapa Company Limited
- KC Ha Tinh Company Limited
- Cua Pepper Agriculture and Services Cooperative
- Vietnam Moringa Company Limited
- Orgen International Investment and Commercial Development JSC & V-Organic Company Limited
- Lien Hiep Hiep Hung Private Enterprise
- Vinh Ha Safe Food Producing and Trading Joint Stock Company
- Microtechnology and Environment Joint Stock Company
- Hoa Binh Project Investment Joint Stock Company
- Thai Chau Pure Coffee Company Limited
- Moc Chau Xanh Energy Company Limited

VIET XANH AGRICULTURAL PRODUCT PROCESSING JSC



I find myself changing my mind about organizing company, especially while Viet Xanh is in the process of expanding investment. EFD's trainers and consultants has helped us understand what we are lacking and what we need to develop. And also, the project helps me become more aware of social issues and understand what an enterprise with social impact is. We are proud as Viet Xanh is such an enterprise.

Mr. Nguyen Truong Nghia

Director of Viet Xanh

Key support of EFD

Business management trainings specified for SMEs' managers on various subjects i.e. Business creating Social Impact; Strategic management, Sensitizing gender issues in management; Branding strategy, Branding Communication; HR management; Financial management; Sales & Distribution.

Business coaching package:

- Building information management system based on business operation process;
- HR management, organizational structure, HR polity, train on management skills for managers and leaders;
- Impact Assessment.

About the enterprise

Viet Xanh Agricultural Product Processing Joint Stock Company was established in 2010 by Mr. Nguyen Truong Nghia and Ms. Vu Thi Hong Loan with the desire to bring Vietnamese agricultural products to Russian market where they had lived and worked for 20 years.

At present, the company has two main product lines those are canned pineapple and canned vegetables exported 100% to Russia market, current output is 1500 tons per year, main customers are supermarket chains and distributors of food.

The company's processing plant is located in Ninh Binh, which is also the largest and best pineapple resource in Vietnam, located in Nho Quan and Tam Diep districts. Besides the main source of raw materials in Ninh Binh, the company also buys pineapple in Nghe An, Thanh Hoa, Lao Cai. Viet Xanh has signed contracts for direct consumption with farmers, in combination with focal purchasing at market prices.

For vegetables, the main products are tomatoes and cucumbers from more than 60 hectares of raw materials directly invested by the company. Viet Xanh rents land from farmers, invests in production infrastructure, recruits labor from farmers to lease land and work on farms. Through this, the company helps support the successful conversion of farmer households from rice cultivation to crop production, bringing higher and more stable income for farmers.

Viet Xanh is building a new factory with a capacity of three times compared to the current capacity to meet the needs of expanding development, expected to be operational by the end of 2017.

Social impact created by the enterprise*

- Generate stable income for pineapple farmers: Technical guidance, bulk purchasing, market price stabilization for 80 farmer households in Ninh Binh, seasonal harvest for 60 farmer households in Nghe An, Thanh Hoa; The average income from pineapple growing is twice higher than that of traditional cassava and sugarcane;
- Create new livelihoods for 70 cooperative farmer households in raw vegetable areas invested by the company in Phu Long Commune (Ninh Binh) and Ha Long Commune (Thanh Hoa); the income is 2-3 times higher than that of the previous crops;
- Create stable employment for rural women, help them make important economic contribution, higher roles and voices in their home:
 - 92 direct jobs for female workers in raw material areas, 20% of which are single women who are earning for the whole family;
 - Employment of 76 female workers at the factory (95% of the total labor force), 85% of them are rural middle-aged women who ever did not have stable iobs.

(*Figures updated in August 2017)

Contact:

VIET XANH AGRICULTURAL PRODUCT PROCESSING JSC Add: Khanh Nhac Industrial zone, Yen Khanh district, Ninh Binh province

Website: http://vietxanhvn.com/

raphacoSapa

TRAPHACO SAPA COMPANY LIMITED



Our employees have a common voice and are consistent in the goals of business development, especially the human resources are inspired and increased management skills through training, bring positive changes for work.

Mr. Do Tien Sy

Director of Traphaco Sapa Company Limited

Key support of EFD

Business management trainings SMEs' specified for managers on various subjects i.e. Business creating Social Impact; Strategic management, Sensitizing gender issues in management; Branding strategy, Branding Communication; HR management; Financial management; Sales & Distribution.

Business coaching package:

- HR management, management skills trainings for managers and leaders; building MBO - KPIs system;
- Social Impact Assessment.

Contact:

TRAPHACO SAPA COMPANY LIMITED Add: No 358, Nguyen Hue street, Pho Moi sub-district, Lao Cai city, Lao Cai province Website: http://traphacosapa.com/

About the enterprise

Traphaco Sapa Company Limited was established in 2009, starting with the task of processing pharmaceutical raw materials, GACP research, and a hub for the development of medicinal plants to supply raw materials for parent company Traphaco.

TraphacoSapa identifies the pioneering mission of green product development for community health care, and a vision of becoming a professional supplier of indigenous and green herbal products. With the support of parent company and development projects, TraphacoSapa takes the lead in investment in sustainable pharmaceutical chains from the advantage of Lao Cai province; comprehensively invests in chain including gene conservation research, supporting for plantation planning, technical guidance and enhancement of production organization in community and trading outputs, commercializing pharmaceutical products of farmer households. The main pharmaceuticals currently being developed are Artichoke, Fiber Tea, Female ginseng, Red sage and some other medicinal herbs; in which, Artichoke is a medicinal plant that has brought notable changes for ethnic minority communities, making a strong contribution to local socioeconomic development in Sapa and Bac Ha in recent years.

From 2015, TraphacoSapa started developing local products, directly producing and trading of native Sapa herbal products to market such as Heated Concentrated Artichoke. Concentrated Fiber Tea, Soft Concentrated Artichoke of Sapa and health care tea products.

Over the next 3-5 years, TraphacoSapa will continue to promote the development of 100% GACP-WHO certified plant areas, GMP standardized herbal plants, develop 30 health care products from cultivated herbs under GACP-WHO, and generate income for more than 1,000 ethnic people.

Social impact created by the enterprise*

- TraphacoSapa invests in helping poor farmers in Lao Cai Province to grow medicinal herbs, bring new livelihoods with higher and more stable income and improve the quality of life of people:
 - Support for planting and selling products for 200 households growing Artichoke in Sapa and Bac Ha districts including over 80% ethnic minority households (H'Mong, Tay, Nung, etc.); Stable purchase of tea products of 15 Dao ethnic minority households in Bat Xat district; 100% of households have female employees;
 - Bring stable income from 4 to 5 million VND / month / household from herbal medicine, estimated to generate income 3-5 times higher than that of traditional rice and maize.
- Help the cultivation and processing of medicinal herbs contribute significantly to economic development, poverty reduction, cultural and tourism development in Lao Cai Province, contributing to the sustainable development of 60 hectares of GACP and 35,000ha of forest preserved from GACP collection;
- Contribute to the sustainable development of the Vietnamese pharmaceutical value chain, increase the supply of domestic pharmaceutical raw materials, bring sustainable health value to consumers.

(*Figures were updated to August 2017)

Enterprising For Development - EFD

KCHRTINH

KC HA TINH COMPANY LIMITED



We deeply feel the spirit of "Givers Gain" spreading in all activities of EFD program. We are aware of the pressing social issues our society is facing, and would like to become part of the solution. Regarding values for the company's development, our business strategy has been clearly determined from leaders to staff, and the human resources management system, especially the assessment-recruitment system, has been completed.

Mr. Nguyen Khanh Tung

Director of KC Ha Tinh Co., Ltd

Key support of EFD

Business management trainings specified for SMEs' managers on various subjects i.e. Business creating Social Impact; Strategicmanagement, Sensitizing gender issues in management; Branding strategy, Branding Communication; HR management; Financial management; Sales & Distribution.

Business coaching package:

- Develop middle and long-term strategy;
- HR management, organizational structures, management skills trainings for managers and leaders; building MBO - KPIs system;
- Impact Assessment.

About the enterprise

KC Ha Tinh Co., Ltd, previously is a reputable supplier of fertilizer and agricultural materials for farmers was established in 2010.

The main business of KC Ha Tinh includes: distribution of fertilizer and agricultural, the main markets are Ha Tinh, Nghe An, Quang Binh; production and trade in agricultural products (cassava, maize, rice); and logistics warehouse services. Average annual revenue reaches 180 billion VND.

KC Ha Tinh Co., Ltd. is the pioneer of Ha Tinh province to invest in building a closed agriculture value chain with farmers from supplying production materials to purchasing outputs. The model being developed is the "large field" that growing rice and corn. The Enterprise plays the role of a pull factor of the value chain: including supplying investment capital, technical process, production coordination and output coverage, as well as ensuring coordination among stakeholders (government, representative organizations of farmers, farmer households, enterprises) to increase economic efficiency to stakeholders. The agricultural product processing plant, which has been under construction since 2017, is an important strategy to promote comprehensive expansion in the agro-food chain.

Looking forward to the next five years, KC Ha Tinh aims to become a dynamic, sustainable and multi-sectoral economic development model and integration on the foundation of "green" agriculture.

Social impact created by the enterprise*

- Investing in and establishing a value chain for rice production, crop production in a large field model to increase productivity and product quality for farmers; purchasing outputs, creating higher income and stability for households;
- From 2016 to 2017, the enterprise has planted over 240 ha
 of rice and biomass corn areas, generating stable income
 for nearly 650 households per year. As recorded data in
 2016, the income of the participating rice growers has
 increased by an average of 15-20% compared to the mode
 of traditional cultivation;
- Over the next five years, when the rice processing plant comes into operation, the enterprise expects to be able to stabilize the material area of 2,000 hectares of cultivated land, implement closed production and output coverage for 15,000 tons output of value chain every year.

(*Figures updated in August 2017)

Contact:

KC HA TINH COMPANY LIMITED Add: Km 09 Ha Tinh bypass, Thach Dai village, Thach Ha district, Ha Tinh province

Website: https://kchatinh.vn/



CUA PEPPER AGRICULTURE AND SERVICES COOPERATIVE



We have looked back on our business more actually and comprehensively, thus shaping the direction of development for the cooperative; We also have deeper understand of the social impacts value that the unit is creating.

Mr. Tran Ha

Board Chairman of Cua Pepper Agriculture and Services Cooperative

Key support of EFD

Business management trainings SMEs' managers specified for on various subjects i.e. Business creating Social Impact; Strategic management, Sensitizing gender issues in management; Branding strategy, Branding Communication; HR management; Financial management; Sales & Distribution.

Business coaching package:

Building 3-year strategic business plan, refining business model.

About the enterprise

Cua Pepper Agriculture and Services Cooperative was established in 2001 with the mission of restoring the specialty species of Cua, now is Cam Nghia and Cam Chinh Communes, Cam Lo District, Quang Tri Province. In 2013, it was changed to a new cooperative under the law in 2012, including 32 members.

In addition to agricultural and environmental services for 600 rice, rubber and pepper households in the management area, the Cooperative also conducts business activities, connects the market directly to the local production. In the medium term, the Cooperative focuses on developing two main product lines: Quang Tri pepper and Concentrated Vang tea. In the long run, the Cooperative will develop a market for other local safely produced speciality agriculture products.

Cua pepper is famous for its deep, spicy flavor, deep aroma, small seeds, heavyweight, is elite of red soils and severe climate in the Central. Cua Cooperative has the role of supporting farming techniques, the focal point of projects to support pepper farmers, directly connect the market, while trying to build the brand name of Cua Pepper as a local specialty. Quang Tri is also home to the natural Vang leaves plant with high quality and the highest yields in the country, and the local Vang leaves processing village. The Concentrated Vang Tea products of Cua Cooperate is made by the most skilled producers, according to the functional food management procedures, which are currently distributed in many provinces and cities nationwide.

Social impact created by the enterprise*

- Providing agricultural services, technical guidance, and resource linkages to ensure economic efficiency of local crops, especially pepper, for 600 farmer households in the area, contributing to the stabilization of livelihoods for the
- Trading and building brand for Cua Pepper and Concentrated Vang tea and further special agricultural products, creating additional income for 32 members of the Cooperative; directly generating stable income for Concentrated Vang tea producers, of which 90% are local female workers;
- The products provided by the cooperative are local specialty products, produced from natural materials or safely cultivated materials with safe processing, non-use of chemicals, bringing health to consumers; mostly are low-income health care products.

(*Figures updated in August 2017)

Contact:

CUA PEPPER AGRICULTURE AND SERVICES COOPERATIVE Add: Nghia Phong, Cam Nghia village, Cam Lo district, Quang Tri province

Moris Moris

VIETNAM MORINGA COMPANY LIMITED



Throughout the program, we found that the company runs not only for profits, I am confident that the greatest value that MoriS brings is to create a positive impact to fulfill social responsibility and bring benefits to many people.

Ms. Tran Thi Huong

Director of Vietnam Moringa Company Limited

Key support of EFD

Business management trainings specified for SMEs' managers on various subjects i.e. Business Social creating Impact; Strategic Sensitizing management, gender management; Branding strategy, Branding Communication; HR management; Financial management; Sales & Distribution.

Business coaching package:

- Building business plan in mid-term;
- Building branding communication strategy.

About the enterprise

Vietnam Moringa Co., Ltd (MoriS) was established in 2014, originated from a company grown and provided seeds and fresh products from Moringa trees in Dong Trieu, Quang Ninh province. By 2016, the company officially changed its name to Vietnam Moringa Company Limited and acquired the trademark MoriS.

With the business philosophy of "Bring satisfaction to customers from the happiness of employees", the company always wishes to bring customers happy experiences with products and services of MoriS, creating firm belief for agricultural products originated 100% from Vietnam. With youth passion, MoriS strives to become a leader in the production and processing of products from moringa, helping farmers to increase the value of post-harvest products and bring high quality products good for health and beauty for consumers in Vietnam and all over the world. MoriS is moving towards a joint-stock model and every member of the company has a fair chance to become a shareholder in MoriS itself in the coming years.

Desiring to create the best products to consumers, in 2015, the company officially applied modern technology of cold dryer with high capacity and launched powdered product with the nutritional protection almost absolute compared to fresh products. The products from Moringa - the super vegetable which contains more than 90 synthetic nutrients, are wonderful nutrition present from the nature. The MoriS products are aimed at the mass market, providing superior nutrition, health benefits and are suitable for average-income consumers.

After successful production of moringa powder, the company continues to research to diversify its products such as cereal powder, tea bag filter, moringa capsule, soap, lip balm, etc. All products have food safety certificates or registered with the Ministry of Health in accordance with pharmaceuticals and cosmetics standards.

Social impact created by the enterprise*

- Through the development of distribution network, the company has created over 100 job opportunities and increased incomes for students, unemployed postpartum women, of which 95% are female;
- Connecting to trade products for 10 small-scale farmer households in Thach That district, Hanoi, help farmers comfortable to produce and increase income from the moringa;
- MoriS products which are purely natural, organic oriented cultivated, is an optimal nutritional solution, brings better health value for the community; The product is suitable for the low-average income consumers.

(*Figures updated in August 2017)

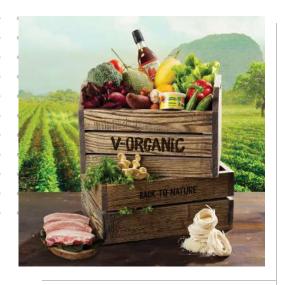
Contact:

VIETNAM MORINGA COMPANY LIMITED Add: An Khoai hamlet, Dan Hoa village, Thanh Oai district, Hanoi capital

Website: https://rauchumngay.com.vn/

ORGEN INTERNATIONAL INVESTMENT AND COMMERCIAL DEVELOPMENT JSC

& V-ORGANIC COMPANY LIMITED





The experience with EFD project helps us well understand how the business creates social impact and add more insights into the roles, responsibilities and meaning of what we are doing. About strategy, the consultants from EFD helps us shape the structure of member brands to realize the long-term vision of the Orgen group.

Ms. Tran Thi Thu Trang

Chairwoman of Orgen

Key support of EFD

Business management trainings SMEs' specified for managers on various subjects i.e. Business creating Social Impact; Strategic Sensitizing management, gender issues in management; Branding strategy, Branding Communication; HR management; Financial management; Sales & Distribution.

Business coaching package:

- Branding & PR communication strategy;
- HR management and train on management skill for managers and leaders;
- Impact Assessment.

About the enterprise

The Organ Group was founded by a group of founders who share a passion for building a robust organic food and agricultural ecosystem of Vietnam.

In that vision, V-Organic Co., Ltd. was established in 2015 as the retail brand of organic food & other consumption products, with the highest commitment to quality standards through rigorous testing procedures of the company, or internationally recognized standards.

At the same time, Orgen invests in development of Vietnamese organic agricultural products from the farmer households who have potential products. Investment projects of Orgen focus on product development, technology transfer, capacity building and process optimization from farming to processing and transportation, ensure to bring high quality products to customers. Especially, Orgen is building a typical model, a center for research and development core product, from which replicates the model for localities and people having passion for organic agriculture. The company also aims to develop the distribution system to cover the output, and focus on product branding.

The first strategic product line of Orgen and V-Organic is organic green tea pork (Teapo), especially from pigs fed with fermented organic green tea and cared according to a special process, and guaranteed with animal welfare.

Orgen looks forward to becoming a leading company in bringing differentiated organic agricultural products, the pride of Vietnamese agriculture; bringing happiness, health to consumers and bringing elite of culture and Vietnamese cuisine to the world.

Social impact created by the enterprise*

- Develop five new organic products to market; The focal point of purchasing output products of 26 production units and 10 organic food distribution units in Vietnamese market;
- Directly support to improve production capacity, co-develop brand, generate sustainable income for 8 farmer households under the model of equitization; Create 17 stable jobs for farmer households in the production area;
- Establish new production areas with more than 20 hectares of organic farming, projected to increase to 100 hectares by
- By the end of 2017, directly serve nearly 3,000 customers, provide more than 46,000 product units to the market through V-Organic and associated distribution chains; and contributed to raising awareness of customers through communication activities, seminars, actively contributed to the development of the organic agriculture market in Vietnam.

(*Figures updated in August 2017)

Contact:

ORGEN INTERNATIONAL INVESTMENT AND COMMERCIAL DEVELOP-MENT JSC & V-ORGANIC COMPANY LIMITED Add: No 5, 299 lane, Tay Son street, Dong Da district, Hanoi city Website: https://v-organic.vn/

Enterprising For Development - EFD

Bellizeno Dáng cáp của những giớc mơ

LIEN HIEP HIEP HUNG PRIVATE ENTERPRISE



We are facing with many internal management challenges, and EFD project supported company with human resources management at this time has greatly improved the company's internal communication, helped enhance the understanding and consensus among leaders

Mr. Kieu Quoc Hung

Authorized CEO of Lien Hiep Hiep Hung company

Key support of EFD

Business management trainings specified for SMEs' managers on various subjects i.e. Business creating Social Impact; Strategic management, Sensitizing gender issues in management; Branding strategy, Branding Communication; HR management; Financial management; Sales & Distribution.

Business coaching package:

- HR management and training on management skill;
- Building Marketing plan base on business plan of the company.

About the enterprise

Lien Hiep Hiep Hung Private Enterprise (Hiep Hung) was founded in 2006 by a business woman — Ms. Doan Thi Huu Nghi, based on many years of business associated with the traditional embroidery of her husband's family.

Hiep Hung's main products are blankets, pillowcases and Bellizeno embroidery products. Bellizeno bedding products have two consistent characteristics which are imported organic cotton material, and hand embroidered patterns with folk art designs, creating a distinctive style that meets strict requirements of many countries such as: Japan, Italy, France, Denmark, Germany, etc. In domestic market, the company is also the only company specializing in providing bedding products from organic fabrics, Environmentally friendly, good for health, avoid skin allergies for users.

With the philosophy from the name "Hiep Hung" - together cooperate - to flourish, from the beginning, the company has supported vocational training activities for poor women. This helps to create jobs for women in poor communes of Ha Nam and Thai Nguyen provinces. The production model that has been maintained to date is the combination of the main workshop at head office in Hanoi, and satellite workshops located in neighboring areas, in which the satellite workshops are the groups of low-income women who undertake suitable work such as embroidery, etc.; finished products are transferred to the main workshop for acceptance. This model helps the enterprise achieve both economic value and significant social benefits to the community.

Social impact created by the enterprise*

- Provide vocational training on embroidering for 800 poor women to help them make a living using handmade embroidery; Training and support also helps poor women to set up local garment groups, which enable them to work independently or organize themselves into production groups that work for suppliers;
- The satellite-based production model provides jobs and stable monthly income for about 40 poor rural female workers; create regular employment for 17 full-time employees at the main site, 90% for female employees.

(*Figures updated in August 2017)

Contact:

LIEN HIEP HIEP HUNG PRIVATE ENTERPRISE Add: No 130D, Thuy Khue street, Tay Ho district, Hanoi capital Website: http://www.bellizeno.com/



VINH HA SAFE FOOD PRODUCING AND TRADING JOINT STOCK COMPANY



Consulting and training from project have given us new directions for development, and we have changed our business strategy and organization of the enterprise.

Ms. Nguyen Thi Mai

Deputy of Director of Vinh Ha Safe Food Producing and Trading Joint Stock Company

Key support of EFD

Business management trainings specified SMEs' managers for on various subjects i.e. Business creating Social Impact; Strategic management, Sensitizing gender issues in management; Branding strategy, Branding Communication; HR management; Financial management; Sales & Distribution.

Business coaching package:

- Building branding strategy and branding communication;
- Building accounting system;
- Impact Assessment.

About the enterprise

Vinh Ha Safe Food Producing and Trading Joint Stock Company (Vinh Ha) was established in 2013, specializing in producing and trading safe vegetables and fruits to the market in Hanoi. The company was founded by Ms. Dong Thi Vinh and is currently managed by her daughter, Nguyen Thi Mai, with technical support

Vinh Ha has a 5 hectare cultivated area along the Red River, which is implemented under the model of inter-production and exclusive sales of vegetables in Phu Xuyen district. The two main models are land leasing and direct production cooperation with farmers, and the Enterprise participates in satellite cooperatives with the role of supporting production inputs for farmers and pledging to collect outputs. The company has over 14 kinds of vegetables certified by VietGap, annually supplying about 150 tons of leafy vegetables and some other kinds of vegetables, fruits and specialties to more than 10 schools and collective kitchens in Hanoi.

The outstanding products of Vinh Ha such as Tien Vua morning glory, vegetable. Dien Grapefruit, etc. are favored by safe farming. the product is delicious, fresh and natural as it is the crystallization of Red River sediment and responsibility of farmers.

Vinh Ha Company locates itself as a pioneering and professional enterprise with a "school vegetable" and "vegetable school" model, bringing not only healthy vegetable products to pupils, but also educational and environmental values to the children through the experience activities and services of vegetable cultivation.

The company also wants to contribute positively to the development of safe vegetable production in Phu Xuyen area, providing sustainable livelihoods for farmers, and also spreading the lifestyle of responsibly protecting the environment, health, ecology, and traditional cultural values.

Social impact created by the enterprise*

- Create stable income jobs for 20 local farmers, of which 16 are vulnerable women having no opportunity to take a job in rural areas;
- Co-product and cover outputs for more than 30 households growing vegetables in Phu Xuyen district, Hanoi through satellite cooperatives;
- By supplying products to 10 schools in Hanoi, more than 15,000 pupils, children and teachers in schools are using safe and high quality vegetable and fruit products.

(*Figures were updated to August 2017)

Contact:

VINH HA SAFE FOOD PRODUCING AND TRADING JOINT STOCK

Add: Duyen Yet hamlet, Hong Thai village, Phu Xuyen district, Hanoi capital

Website: https://vinhhaphuxuyen.vn/



MICROTECHNOLOGY AND ENVIRONMENT JOINT STOCK COMPANY



Board of Director have driven the strategy of expanding the company with solutions from management & organization to brand structure, and how to set up local sales activity. We have also defined our business model not only for profits, but also for the community because of the social issues that many organizations and individuals need to solve together.

Mr. Le Dinh Duan

Director of Microtechnology and Environment Joint Stock Company

Key support of EFD

Business management trainings specified for SMEs' managers on various subjects i.e. Business creating Social Impact; Strategic management, Sensitizing gender issues in management; Branding strategy, Branding Communication; HR management; Financial management; Sales & Distribution.

Business coaching package:

- Building branding strategy and branding communication;
- Building sales distribution channel system;
- Impact Assessment.

Contact:

MICROTECHNOLOGY AND ENVIRONMENT JOINT STOCK COMPANY

Add: No 86, 97 lane, Duc Giang street, Long Bien district, Hanoi capital

Website: http://congnghevisinh.com/

About the enterprise

Microtechnology and Environment Joint Stock Company (Mitecom) was established in 2008 by the Master of Biology Mr. Le Dinh Duan as Director and Founder. Mitecom's mission is bringing microbiological products to the community to improve environment, health and enhance production and business efficiency.

Mitecom is specializing in technology research and manufacturing equipment in the field of biotechnology; directly produce and distribute microbiological products for the treatment of organic and agricultural wastes. The main scientific and technological product is EMIC Microbiological Products, which have been distributed through projects and organizations, and are provided directly to farmers in 30 provinces across the country, helping reduce pollution and also helping farmers create their own bio-organic fertilizer to replace the chemical fertilizer, improve the soil, reduce the cost of agricultural production, increase the efficiency of cultivation and produce quality.

In order to replicate the use of the EMIC microbial products, company provided not only products to farmers but also combined with training, guiding farmers to use, changing their awareness and behaviours of agricultural practices towards safe, organic, self-made organic fertilizer. Therefore, Mitecom's activities in localities have received the cooperation of many domestic and international organizations: Ministry of Science and Technology, World Bank, World Vision, etc.

Mitecom aims to become a leading research, production, trade and service centre for microbiological application products in Vietnam, towards directly improvement of the agricultural and rural environment and increase of life quality of farmers.

Social impact created by the enterprise*

- During 9 years of operation, Mitecom has supported nearly 15,000 farmer households in more than 30 provinces trained in using Emic microbiological products, more than 250,000 products have been used by farmers;
- Organic EMIC Waste Disposal Product provides economically and environmentally sustainable benefits to farmers:
 - Make use the most of agricultural waste, minimize air pollution and water pollution when treating crop and livestock waste;
 - Organic compost made with EMIC will reduce costs by 30-50% compared to the use of chemical fertilizers;
 - Increase the fertility of soil, increase productivity and quality of cultivation;
 - The composting process is also a way to warm the environment, anti-cold effective for pets;
 - Products from EMIC are inputs that promote sustainable agricultural practices and increase the value of agricultural products.

(*Figures updated in August 2017)

HOA BINH PROJECT INVESTMENT JOINT STOCK COMPANY





I realize that the vision of Hoa Binh Project is more clearly combining with the passion of community development as well as more understanding the orientation of our brand development.

Mr. Luong Van Hung

Director of Hoa Binh Project Investment Joint Stock Company

Key support of EFD

Business management trainings specified for SMEs' managers on various subjects i.e. Business Social creating Impact; Strategic management, Sensitizing gender issues in management; Branding strategy, Branding Communication; HR management; Fiancial management; Sales & Distribution.

Business coaching package:

 Building branding strategy and branding stategy base on business trategy pillars of the company.

Contact:

HOA BINH PROJECT INVESTMENT JOINT STOCK COMPANY

Add: Bai Chung zone, Dong Sy hamlet, Nhuan Trach village, Luong Son district, Hoa Binh province

About the enterprise

Hoa Binh Project Investment Joint Stock Company was established in 2015, founded by Mr. Luong Van Hung who is passionate for clean and natural organic agriculture. Since 2012, he had quit business job in the city to invest in Luong Son farm which was the origin of Hoa Binh Project, and began to invest in agriculture and cooperate with farmers.

The company is a focal point that helps to connect the market and distribute clean vegetables grown by farmers in a safe vegetables project of Hoa Binh province to clean food stores in Hanoi. Moreover, Luong Son farm, known as Luong Son Organic Farm (LOF), focuses on two strategic products, Red lemon and Canh orange with an area of 8 hectares, annual revenue reaches over 100 tons. The distribution network of the company is quite wide, including more than 54 stores belonging to many prestigious chain stores in Hanoi.

With the advantage of distribution network and passion of clean agricultural products, the company also plays a role in connecting the market for local agricultural products, such as Muong Khuong mandarin and Te Dau rice from 2016 to 2017. The company signed a cooperation agreement with local authorities to provide technical support, supply of materials as requirements of production and directly purchase outputs from participating farmer households. In terms of development orientation, Luong Son Organic Farm in Hoa Binh province will be a pilot model of ecological farm, not only for production but also for experiential services and agricultural education services towards families having children, schools in the general education system.

In addition, in 2017, Mr. Hung and a group of founders set up ShareFarm Co., Ltd which applies the principle of sharing economy to agriculture to create a share farm model, an innovation of cycle value chain from farm to fork, and bring economic value to thousands of farmer households and consumers. The company has started Sharefarm model in Hat Mon commune, Phuc Tho, Hanoi. This will be the main orientation of the enterprise next time.

Social impact created by the enterprise*

- Being a focal point for collection and distribution output products, company has been creating stable incomes for 260 farmer households grown safe vegetable in Hoa Binh and fruit trees in Hanoi and Lao Cai;
- Promoting livelihood development from local agricultural product, the company provides training, technical support, supply of materials as production requirement, market connection for production households. In 2016, the company supported 20 households planting Muong Khuong mandarin (Lao Cai) and purchase all 200 tons of output. In 2017, the company supported 18 households producing Dau rice follow production standard;
- Being a key member in the shared agricultural model, company expected that in the next 3 years, this model will create stable livelihoods from growing vegetables and farms for thousands of farmers every year.

(*Số liệu cập nhật đến tháng 8/2017)



THAI CHAU PURE COFFEE CO., LTD



We have realized that financial management is the core of the existence and development of the enterprise. Thai Chau company has made some improvements in order to better perform its accounting and cash flow controls.

Ms. Truong Thi Minh Phuong

Director of

Thai Chau Pure Coffee Co., Ltd

Key support of EFD

Business management trainings specified for SMEs' managers on various subjects i.e. Business creating Social Impact; Strategic management, Sensitizing gender issues in management; Branding strategy.

Business coaching package:

- Consulting on building Thai Chau coffee branding and comment on sales & distribution;
- Consulting on building accounting system that will support for better financial management.

About the enterprise

Thai Chau Pure Coffee Co., Ltd., established in 2014, is headquartered in Da Lat, specializes in purchasing, producing and trading pure coffee from Da Lat and Buon Me Thuot, and other agricultural products such as cocoa, macca, artichoke tea, etc. Thai Chau company originated from a coffee production household, providing high quality coffee, and belong to Mrs. Truong Minh Phuong's family with her husband who have rich experience in coffee appraisal.

The company has abundant input source of coffee selected from high quality Arabica coffee planting in Cau Dat, Da Lat, Robusta coffee in Buon Me Thuot and Di Linh, and Chon (Ratel) coffee from the farms cooperated with the family. With a long-term passion in coffee appraisal, Thai Chau has chosen to develop clean coffee products (flour and seeds) that are completely pure, without mixing, not flavored chemically, tightly quality controlled from safe and delicious coffee gardens. Coffee is roasted directly at the workshop, according to the process and experience of the family, ensuring the birth of strong and delicate coffee beans. The pure coffee is fresh, bitter, after drinking leaves a sense of aromatic concentration on tongue. Thai Chau's products are sold at major distribution points in Da Lat, Ho Chi Minh City, Can Tho, Hanoi; and is directly retailed nationwide at customers' order. The company wishes to become the leading supplier and producer of pure coffee in Lam Dong, bringing Vietnamese coffee essence to consumers in the country and towards export.

Social impact created by the enterprise*

- Create jobs, increase income for coffee farmers; the company contract direct and regular coffee purchase from coffee farms of 40 farmers in Cau Dat, Lam Ha, Duc Trong, Bao Lam, Bao Loc, Di Linh, Dat Ly, etc. with the purchase price 5% - 10% higher than the market;
- The company has many activities to support farmers such as providing organic fertilizer at the beginning of crop, support, technical guidance for improving soil quality and productivity, and having late payment policy to households who are partners of company.

(*Figures updated in August 2017)

Contact:

THAI CHAU PURE COFFEE CO., LTD Add: No 110, Tran Dai Nghia street, district 8, Da Lat city Website: http://thaichaucoffee.com/

MOC CHAU XANH ENERGY COMPANY LIMITED



We realize that we have to improve a lot in the way we work, the way we manage company. Previously, the company only focused on production, paid less attention to personnel work, now we find it really important and will resolve to change.

Mr. Dinh Khac Phuong

Director of Moc Chau Xanh Energy Company Limited

Key support of EFD

Business management trainings specified SMEs' managers for on various subjects i.e. Business Social Strategic creating Impact; management. Sensitizina aender issues in management: Branding strategy, Branding Communication; HR management; Financial management; Sales & Distribution.

Business coaching package:

- HR management: building operating mechanism, functional matrix, HR policies and HR plan;
- Train on HR management skill for managers and leaders.

About the enterprise

Moc Chau Xanh Energy Company Limited was established in 2015, and the main business activity is to produce charcoal bar, smokeless activated carbon from cob and other by-products from agricultural crops. This activity is in order to meet the growing demand for clean fuels for factories in Moc Chau, and to serve the needs of production as well as other living purposes.

This business idea came from the observation of founders who are local people, realized that the vast amount of corn material emitted by the maize crop was not exploited while green energy from agricultural by-products is a trend. Currently, Moc Chau Xanh has the capacity to buy over 15 thousand tons of fresh maize cobs per year. Throughout the year, corn cobs are purchased in the local, surrounded area, and from purchasing points of the company where farmers collected and sold to.

The company has a factory of more than 5,800m2, which was put into operation in early 2016, in the sub-district of Bo Bun, Moc Chau town, Moc Chau district, Son La province. Current capacity is 16 tons of charcoal bar per day. The output of charcoal bar is sold directly to local producers that produce tea, silk and mushroom in Son La province; smokeless activated charcoal is mainly sold to restaurants.

Charcoal bar is cleaner and cheaper than coal, and likely to be alternative to it that is the main source of fuel for the production of about 40 tea processing households and many other agricultural enterprises in Son La, but also a source of serious environmental pollution.

Social impact created by the enterprise*

- Generate additional income for farmers living by planting maize in villages, income from corn cob helps each household increase additional income from 2 to 3 million VND per crop. The company currently purchases about 20% of the total fresh maize cob in this area;
- Create jobs for ethnic minority workers: The company has priority policies for ethnic minority workers, 80% of the current total 50 are ethnic minorities who have stable job with income of 3.3 - 3.6 million VND one month, higher than the minimum in the area;
- Environmental Impact: Agricultural waste (now more than 15 thousand tons per year) treatment turned into clean energy products used instead of coal, reduce the emissions of coal to the environment.

(*Figures updated in August 2017)

Contact:

MOC CHAU XANH ENERGY COMPANY LIMITED Add: Bo Bun sub-area, Moc Chau state-own farm, Moc Chau district, Son La province



ABOUT THE INCLUSIVE IMPACT SMES







08 ENTERPRISES IN EFD 2017 - 2018

- Development On Agriculture And Consulting Of Environment Company Limited (Dace)
- Ut Mung Company Limited
- Bio King Company Limited
- Dai Thuan Thien Agricultural Product Company Limited
- Vietnam Japan Smiling Vegetables Company Limited
- Ba Hai Joint Stock Company
- Hanhsilk Trading Joint Stock Company (Hanhsilk)
- Northwest Investment & Development Company Limited

DACE

DEVELOPMENT ON AGRICULTURE AND CONSULTING OF ENVIRONMENT COMPANY LIMITED (DACE)



EFD has really changed the company leaders' management mindset, which significantly raised our internal energy. I have seen a breakthrough in our company after EFD's training and BDS coaching package.

Ms. Pham Thi Bich Thuy

Vice Director of DACE Co., Itd

Key support of EFD

Business management trainings specified for SMEs' managers on various subjects i.e. Business creating Social Impact; Strategic management, Sensitizing gender issues in management; Branding strategy, Branding Communication; HR management; Financial management; Sales & Distribution.

Business coaching package:

- HR management, organizational structure, process & HR policies and building MBO - KPIs system;
- Enhancing accounting system, train on financial management;
- Building branding strategy & branding communication;
- Impact Assessment.

About the enterprise

Developing Agriculture and Consulting Environment Co., Itd (DACE) was founded in 2013 by a team of engineers and experts of Vietnam National University of Agriculture, with the aim of developing high-quality spice products. Within five years, it has become a reputable supplier for the Korean, Japanese, Australian, and Russian markets, with the main offerings being ginger, chili peppers, turmeric, garlic, and lemongrass. Its main material areas are in Cao Bang and Quang Tri, where, with the local authority's support, DACE has developed an organic spice and agricultural product value chain by cooperating with local farming households. The company currently runs three processing plants in Bac Ninh, Vinh Phuc, Hanoi, which produce raw and preliminarily-processed products for exporting clients, as well as processed products for the domestic market under the DaceFarm brand.

Dace's core strength is its organic material area run in cooperation with the farming households of ethnic minority in the Northern mountainous provinces. The enterprise is trusted by both the farmers and the local authority regarding its organic cultivation method, cooperated production model, technical support and committing to purchase the entire outputs. In 2018, DACE has applied for the organic certificate for its 40-ha material area in Ha Quang district, Cao Bang province, which is planned to be expanded into 200 ha in 2020.

Dace's future direction lies in developing its organic material area, creating high-value agricultural products, which can both satisfy fastidious markets and generate higher income for farmers of ethnic minority, thereby building a sustainable value chain. Dace team is full of passion and energy to realize its mission of "bringing Vietnamese spices to dining tables all over the world", and its vision of "building an ecosystem of organic products and services for Vietnamese spices."

Social impact created by the enterprise*

- DACE creates a sustainable livelihood for farming households of ethnic minority participating in the company's value chain. Until 2018, Dace has provided technical support, and guaranteed to purchase the entire outputs of turmeric, garlic, chili peppers for approximately 500 low-income households (100% of which come from the Nung, Tay, Mong ethnic groups). This cooperation generates a stable income of 4.5 million VND (over USD\$200) per month per household more than 5 times higher than their traditional cultivation of growing corns and peanuts;
- Offering employments to 20 full-time and 40 seasonal workers, 80% of which are women;
- DACE's 2020 vision is: expanding the material area, cooperating 2.500 households in the value chain of producing organic spice products, overcoming the difficulties in the local natural environment, building a sustaining competitive advantage for the local community.

(*Figures updated in August 2018)

Contact:

DEVELOPING AGRICULTURE AND CONSULTING ENVIRONMENT COMPANY LIMITED (DACE)
Headquarter: No 487, Ngo Gia Tu street, Duc Giang ward, Long Bien district, Hanoi capital
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Website: http://dace.vn/

Űt Mừna

UT MUNG COMPANY LIMITED





EFD's training courses and business coaching helped me understand clearly both my strengths and weaknesses. I am more confident in what I am doing right and at the same time, know that I need to try harder to manage my company more effectively and professionally.

Ms. Nguyen Thi Kim Thuy

Director of Ut Mung Co. Ltd

Key support of EFD

Business management trainings specified SMEs' managers for on various subjects i.e. Business creating Social Impact; Strategic management, Sensitizing gender issues in management; Branding strategy, Branding Communication; HR management; Financial management; Sales & Distribution.

Business coaching package:

- Enhancing financial management capacity;
- Business model and business plan;
- Marketing & market research.

About the enterprise

Ut Mung. Co, Itd was founded by Ms. Nguyen Thi Kim Thuy's family in 2001 as a household business that transformed to a limited company based in Cang Long, Tra Vinh in 2009. Its main businesses are selling raw material made from coconut and producing coco coir products. The company's main products are coco coir mats exported to Korea, coconut shells and coconut peat sold locally. This is a typical enterprise model operating in the coconut value chain in Tra Vinh province, which also has one of the largest production capacities. The business processes go as follows: the company purchases whole coconuts or coconut husks, which are then separated into coconut coir and peat at the company's mill. Next, raw coconut fiber is processed at satellite households and then brought back to the workshop to be made into final products. Ut Mung has a 10,000-square meter workshop, more than 200 workers, and guarantees to purchase the entire processed raw coconut fiber from 115 households. The company's production capacity is approximately 270 tons of coconut coir per month. Its coconut coir mats are durable and very popular in the Korean market, often used in outdoor public facilities. Ut Mung also wants to search for other business opportunities, both domestically and internationally.

Ut Mung's strengths is the long-term reputation, strong cooperation with the local supply of labor and raw material, which helps stabilize the company's inputs and open opportunities for production expansion in order to fulfill direct exporting orders. Its business creates employment for local manual workers, especially female workers in Tra Vinh — one of the poorest provinces in the Mekong Delta.

Social impact created by the enterprise*

Ut Mung's business is a source of livelihood for local small farming households and manual workers. Specifically:

- For 200 workers at the workshop, it generates a stable salary
 of 5-6 million VND per month, 70% higher than the income
 created by the local traditional job of planting and processing
 seagrass. Among these workers, 70% are female, 10% are
 people of ethnic minority;
- Many female workers encourages their husbands to also work at the mill, bringing the total family income to 12 – 15 millions VND per month, which is fairly high by local standard. This enables the women workers to gain more power, better understanding and support from their family;
- Ut Mung guarantees to purchase the entire processed products of 115 local households. Among these, 35 poor households equipped with machinery by the company achieve an average monthly income of 5 million VND.

(*Figures updated in August 2018)

Contact:

UT MUNG COMPANY LIMITED

Add: My Duc commune, Cang Long district, Tra Vinh province Website: http://coconutmung.com/

BIO VUA VI SINH

BIO KING COMPANY LIMITED



We see the path we are taking very clearly. We are confident we will go further once we fully analyze our strengths and weaknesses as well as successfully build a more standardized and stable management system.

Mr. Nguyen Hoang Cung

Bio King's Chairman

Key support of EFD

Business management trainings specified for SMEs' managers on various subjects i.e. Business creating Social Impact; Strategicmanagement, Sensitizing gender issues in management; Branding strategy, Branding Communication; HR management; Financial management; Sales & Distribution.

Business coaching package:

- Enhancing financial accounting capacity management;
- HR management, train on management skills for managers and leaders; building MBO - KPIs system;
- Building branding strategy & branding communication;
- Impact Assessment.

Contact:

BIO KING COMPANY LIMITED Add: An Binh ward, Ninh Kieu district, Can Tho city

About the enterprise

Bio King. Co, Itd was founded in March 17th, 2011 by a team of experts in biological technology and soil & fertilizer research, led by Mr. Nguyen Hoang Cung. The company's mission is "to apply micro-bio solutions in agriculture in order to enhance agricultural product values and life quality". The company provides micro-biology products, solutions, and biological active substances used in biological and organic farming. It also provides consulting services and transfer of micro-bio technology and solutions in crop production, animal husbandry and aquaculture.

Bio King's products differentiate from similar products by their convenience, efficacy and comprehensiveness, which help farmers reduce expenses, increase efficiency and sustainable income. Its products can be used for a variety of plants, from rice, vegetables to fruit and industrial trees, among which the focal groups are the fruit trees in the Mekong Delta. The company currently has more than 500 agencies country-wide. It works alongside farms and fruit gardens in every step of the biological cultivation process, with the promise of bringing biological, non-chemical products to the consumers.

Bio King had identified its competitive advantage to be its production and research capacity. It possesses biological technology, technical processes and solutions which can serve large-scale production. It also has a team of highly-skilled and devoted researchers, engineers and technical consultants.

With the slogan "Natural – Sustainable – Better than expected", Bio King sets its vision to be Vietnam's leading company on comprehensive organic agricultural solutions, based on a foundation of micro-bio technology.

Social impact created by the enterprise*

- Bio King provides micro-biology products and solutions at reasonable prices, to be used in biological, organic agriculture by all farmers for every kind of plants. Its products enable farmers to achieve higher efficiency at a lower expense than the traditional, chemical cultivation methods. This will then increase Vietnamese agricultural products' competitiveness, improve consumers' life quality, and protect the environment.
 - Bio King's products reach 15,000 20,000 farming households per year, enabling them to change cultivation methods, to boost efficiency, product quality, health and income;
 - The company also provides technical support and guarantee to purchase outputs of 500 farming households which follow a purely biological cultivation process. Among the fruit-growing farms in the Mekong Delta, those follow Bio King's process have an first-year-income which is 30 50% higher than average, with a sustainable increase in the following years.
- Bio King also creates jobs and increases income for those participating in the value chain by:
 - Distributing its products through 500 agencies, among which 80% are run by women and 30% are run by people in the low-income groups;
 - Creating long-term employment to 80 local workers.

(*Figures updated in August 2018)



DAI THUAN THIEN AGRICULTURAL PRODUCT **COMPANY LIMITED**





ee the path we are taking very clearly. We are confident we will go further once we fully analyze our strengths and weaknesses as well as successfully build a more standardized and stable management system.

Mr. Nguyen Hoang Cung

Director of Dai Thuan Thien Agricultural Product Co., Itd

Key support of EFD

Business management trainings specified for SMEs' managers on various subjects i.e. Business creating Social Impact; Strategic management, Sensitizing gender issues in management; Branding strategy, Branding Communication; HR management; Financial management; Sales & Distribution.

Business coaching package:

- Enhancing financial management capacity;
- management, HR HR policies, management process;
- Building branding strategy and branding communication;
- Impact Assessment.

About the enterprise

Dai Thuan Thien Agricultural Product Co., Ltd (DTT) was formerly Dai Thuan Thien private company, founded in 2015 to sell biological rice. in June 2016, the transformation of company marked a business expansion into more diverse Vietnamese agricultural products, in order to realize its mission of "building and spreading a sustainable and efficient agricultural value chain model, bringing safe and biological products to every household."

DTT co-invests with farmers and signs contracts to purchase their products cultivated using an entirely biological, non-chemical process. In this cooperation, there is a participant, BioKing company, plays a role in supporting technique for farmers, and providing biological products, biofertilizers during each cultivation step.

DTT offers distributors and retailers nationwide safe and organic products such as rice, vegetables and most importantly, the Mekong Delta's delicacy fruits - oranges, mangos, durian, guava, pomelo, etc. DTT is currently the supplier for approximately 150 stores and retail chains of safe and organic food in Hanoi, the Northern provinces, Tay Nguyen, Ho Chi Minh and the Mekong Delta. The company is also in discussion with big supermarket chains and exploring exporting opportunities. In early 2018, DTT started to export organically-cultivated chili peppers to Japan.

DTT's advantage is the strategic cooperation with the enterprise Bio King to provide technical supervision and to control quantity as well as quality of inputs. This ensures that products' origins can be traced and quality along the entire value chain is maintained. This cooperation model also allows the company to expand and meet the requirements of large and fastidious markets. DTT sets its vision to become the number one supplier in the Mekong Delta for both domestic and international organic food companies.

Social impact created by the enterprise*

- Providing increased and stable income to 365 farming households by guaranteeing to purchase their products at 20%-30%-higher-than-the-market prices. The company aims to raise the number of participating households to 1,000 by 2020;
- Being a stable and diverse source of safe and biological agricultural products, thereby increasing the competitiveness of Vietnamese agriculture. DTT supplies for more than 150 safe food stores country-wide and plans to raise that number to 500 by 2020;
- Creating jobs for 20 local workers and 100 seasonal workers, among whom 55% are women and 50% are manual workers. (*Figures updated in August 2018)

Contact:

DAI THUAN THIEN AGRICULTURAL PRODUCT COMPANY LIMITED Add: No 57K, 3/2 street, Xuan Khanh ward, Ninh Kieu district, Can Tho

Website: http://daithuanthien.com/

VIETNAM – JAPAN SMILING VEGETABLES

COMPANY LIMITED



EFD has awakened my inner energy, with the love, empathy, sharing and support of the participating enterprises, the donor, project implementing organization, trainers and consultants. For me, EFD is truly a home, where Vietnamese young enterprises are incubated to become stronger on the path of using business to create more social impact.

Ms Pham Thi Bich Lan

Director of Vietnam – Japan Smiling Vegetables Co., Itd

Key support of EFD

management specified for SMEs' managers on various subjects i.e. Business creating Social Impact; Strategic management, Sensitizing gender issues in management; Branding strategy, Branding Communication; HR management; Financial management; Sales & Distribution.

Business coaching package:

- Building business plan, business model & strategy;
- Building branding strategy & branding communication;
- HR management: functional matrix and operation structure;
- Coaching on financial management
- Impact Assessment.

About the enterprise

Vietnam – Japan Smiling Vegetables Co., Itd (VJSV) was founded in January 2015 in Ho Chi Minh by Ms. Pham Thi Bich Lan. The company supplies organic vegetables cultivated using Japanese technical processes to Ho Chi Minh city and some neighboring provinces. Its 20-ha material located in Buon Ma Thuot (Dak Lak) and Don Duong (Lam Dong).

VJSV set its mission to be: awakening the potential and inheriting the heritage of Vietnamese organic agriculture that based on learning and applying the most advanced organic cultivation methods in the world; spreading happiness, health, and a joyfulness lifestyle. VJSV's production team includes: experienced Japanese engineers, Vietnamese interns trained in Japan by the Japanese organization JICA, farmers passionate about organic agriculture, and nuns in the biggest religious orders in Tay Nguyen. The company works with the farms participated in the value chain to orient production plan, as well as signs contracts to purchase their products at high and stable prices. VJSV's products are mainly distributed by high-end Japanese and Korean supermarket chains and stores in Ho Chi Minh and Binh Duong such as: Aeon Mall, Aeon City Mart, Family Mart, Emart, Coop Xtra, Nam An Market, etc.

VJSV's vision is to become the standard organic business model in Vietnam, the number one supplier for domestic organic food retailers or distributors, and an international cooperation bridge of organic agriculture.

Social impact created by the enterprise*

In addition to providing organic, natural products, and promoting organic agriculture, VJSV creates stable livelihood to people of ethnic minorities and generates income to raise disadvantaged children and youth of ethnic minorities in its material areas.

- Creating stable, full-time employment for 30 workers at the company's office (most of whom are women), and 35 workers in the material area (most of them are people of ethnic minorities), with the average monthly salary of 5-6 million VND;
- Supplying vegetables and generating main income (30 35) million VND per month) to nurture 200 disadvantaged children of more than 20 ethnic minority groups in Buon Me Thuot. Furthermore, building a space for them to learn knowledge, life skills, vocational skills, and to receive career counseling.

(*Figures updated in August 2018)

Contact:

VIETNAM - JAPAN SMILING VEGETABLES COMPANY LIMITED Add: No 117, Alley 53, Nguyen Huu Canh street, Ward 22, Binh Thanh district, HCM city

Website: http://raucuoivietnhat.com/



BA HAI JOINT STOCK COMPANY



Our enterprise has matured, the leaders' understanding has changed, the organizational structure has adjusted, the accounting system has controlled better, and the management system has become more professional. We have also defined a clear direction in developing high value-added seafood products, with the aim of creating a positive impact on the farmers, the employees, the community and society.

Mr. Le Van Hong

Director of Ba Hai JSC

Key support of EFD

Business management trainings specified for SMEs' managers on various subjects i.e. Business creating Social Impact; Strategic management, Sensitizing gender issues in management; Branding strategy, Branding Communication; HR management; Financial management; Sales & Distribution.

Business coaching package:

- Enhancing financial accounting capacity management;
- HR management, train on management skills for managers and leaders; building MBO - KPIs system;
- Impact Assessment.

About the enterprise

Ba Hai JSC was found in 2005 and managed by Mr. Le Van Hong, an experienced and passionate business man in the field of raising and processing seafood products. Initially a very small business, Ba Hai has been growing to become the seafood company among those with largest production scales and advanced technologies in Phu Yen. Ba Hai currently runs a seafood processing plant with the production capacity of nearly 10.000 tons per year in Hoa Hiep Industrial Zone, Dong Hoa, Phu Yen. The plant met the ISO 22.000:2007, BRC/IFS standard, and many other quality and food safety standards. In addition, it has a Global G.A.P-standard hatchery where is for research and development activities, as well as technical support for farmer households in the value chain of aqua-farming cooperation. The company's main offerings are: tunas, shrimps, soft-shell crabs/king crabs exported to Europe and America.

In the long-term, Ba Hai wants to further develop its sustainable cooperation with the local aqua-farming households, whereby both works together to build a material area and apply technologies in creating high-valued seafood, while the company guarantees to purchase the entire outputs and find market for end-products. The enterprise is currently collaborating with the local authority to pilot a model to raise soft-shell crabs and Pacific oysters, which promise great benefits, both economically and environmentally.

Social impact created by the enterprise*

- According to Ba Hai's medium- and long-term strategy, it has been investing in building a strategic cooperates with small-scale aqua-farming households in order to develop Phu Yen province sustainable seafood products. Since 2017, the company has cooperated with 20 households to raise soft-shell crabs and oysters. More specifically, it provides inputs and technical support, as well as guarantees to purchase the entire outputs. This cooperation model has brought each participating household an income of 30 million VND per season, with lower and safer initial investment compared to the traditional shrimp farming. It has been approved by the Science Technology Ministry, which will support to expand the model to 150 households in 2019.
- Ba Hai has also offered stable employment for more than 270 full-time and 300 season workers in the community, among whom the majority are manual workers, and 82% are women.

(*Figures updated in August 2018)

Contact:

BA HAI JOINT STOCK COMPANY Add: Lot A9, No. A11, Hoa Hiep Industrial area, Hoa Hiep Bac commune, Dong Hoa district, Phu Yen province Website: http://www.bahaiseafood.com/



HANHSILK TRADING JOINT STOCK COMPANY (HANHSILK)



I have a deeper understanding of the value chain my company and different aspects of business management. I know that I need to learn a lot so my company can grow.

Ms. Luong Thanh Hanh

Director of Hanhsilk., JSC

Key support of EFD

Rusiness management trainings specified for SMEs' managers on various subjects i.e. Business creating Social Impact; Strategic management, Sensitizing gender issues in management; Branding strategy, Branding Communication; HR management; Financial management; Sales & Distribution.

Business coaching package:

- Building business plan and marketing strategy;
- Building branding strategy;
- HR management and train on management skill for managers and leaders;
- Impact Assessment.

About the enterprise

Hanhsilk Trading Joint Stock Company (Hanhsilk) was found in 2012 by Ms. Luong Thanh Hanh, with her desire to restore the traditional silk and tussore-weaving village in Nam Cao, Thai Binh. Inspired by the wonderful silk and tussore woven by the craftsmen's magic hands, Ms. Hanh created silk- and tussore-made products aimed at the medium-to-luxury customer segment. Hanhsilk's effort in product development, marketing and communication has gradually built up the trust of customers and the public, drawing attention and new energy to the traditional tussore-weaving village in Kien Xuong, Nam Cao.

The value chain Hanhsilk participated in goes from buying cocoons in silk-farming areas to bringing silk- and tussore-made products to the market. Purchased from silk-farming households in Vu Thu district, cocoons are then assigned to individual households to go through different production phases: reeling threads, spinning, winding, weaving under the organization of Nam Cao Silk & Tussore Co-operative. This entity was also found by Ms. Hanh's family to supply the inputs to Hanhsilk's products. All designing, marketing, distributing and showroom retailing activities are directly managed by the company in Hanoi.

In addition to the blooming wholesale and exporting of threads, Hanhsilk has many products popular among customers such as: hand-painted scarves, Vietnamese traditional dress, clothes, accessories, blankets, bed-sheets, pillows, etc. The creative handmade silk-tussore products with brand name Hanhsilk make a lot of impression at many international trade shows. Even though the enterprise is still facing multiple challenges, it has begun to build a comprehensive value chain, restoring a traditional crafting village and increasing the income of hundreds household and craftsmen in Thai Binh province.

Social impact created by the enterprise*

- Offering employment to 16 full-time workers participated in regular production, and 100 seasonal workers and craftsmen joining the different processes at the village, 90% among them are female workers of advanced age and without a stable income;
- Providing an additional source of income for more than 100 households supplying threads, cocoons, and dyeing for the company in Thai Binh and Lam Dong;
- Restoring Nam Cao traditional weaving village, bringing new opportunities and indirectly creating jobs for the workers and craftsmen in the area.

(*Figures updated in August 2018)

Contact:

HANHSILK TRADING JOINT STOCK COMPANY (HANHSILK) Add: Mo Lao street, Ha Dong district, Hanoi capital Website: http://www.hanhsilk.com

NORTHWEST INVESTMENT & DEVELOPMENT COM-**PANY LIMITED**



Through EFD's training and coaching activities, our management team have identified a clear development direction for our enterprise.

Ms. Dinh Thi Huyen

Director of Northwest Investment & Development Co., Itd

Key support of EFD

Business management trainings specified for SMEs' managers on various subjects i.e. Business creating Social Impact; Strategic management, Sensitizing gender issues in management; Branding strategy, Branding Communication; HR management; Financial management; Sales & Distribution.

Business coaching package:

- Comment on Business model;
- Building development strategy, longterm vision plan;
- Building branding strategy branding communication;
- Train on marketing and build marketing strategy for indigenous agribusiness;
- Impact Assessment.

About the enterprise

Northwest Investment & Development Co., Itd, was established in 2017, originated from several livelihood projects of Northwest Cooperation & Development Center, which was found by Ms. Dinh Thi Huyen and her colleagues in 2012. Currently, Northwest has two main businesses: supplying safe fruits and vegetables to kindergartens and local agricultural products to city households. The first business is stable, with 40 kindergartens in Hanoi: inputs for this comes from the collaboration with 300 farming households in Hoa Binh Service Cooperative, using the company's 10-ha farm in Kim Boi, Hoa Binh and a few other production areas. The second business includes local delicacy products such as vegetables, fruits, nuts, chicken, fish, pork, etc. which are from different regions, and distributed to the consumers through two grocery stores in Hanoi under the FarmFood brand.

The founding team's passion and experience is closely linked with sustainable values in agriculture and community development. Northwest's 2025 vision is to become the pioneering group in building a Vietnamese "Heritage agriculture", an approach which links business with the preservation of local values and the natural ecosystem, as well as create a distinctive mark in Vietnamese agriculture. The Northwest Group (TABA group) will include a development & research centre run in cooperation with the local community, farms - gardens producing local delicacy products, a selling-distribution system to the end-consumers, other agricultural, cultural and tourism services which would attract customers to local cultural values.

Social impact created by the enterprise*

- Guaranteeing to purchasing contracts with 300 Hoa Binh farming households which participate in the enterprise's value chain and follow safe cultivation requirements. Offering them a stable income of 3 – 5 million VND/month;
- Supplying an additional source of income for 40 farming households in Tam Duong district, Lai Chau province and Lac Son district, Hoa binh province which engage in a production model to produce local delicacy products (rice, fish, chicken, pork). The company works with them along the entire process: outputs, and building the products' brand;
- Committing to invest 20% of profit in the Northwest Cooperation Development Centre's activities, focusing on projects to develop the local agricultural products value chain, along with creating a means of livelihood for the local community and preserving local values and culture.

(*Figures updated in August 2018)

Contact:

NORTHWEST INVESTMENT & DEVELOPMENT COMPANY LIMITED Headquarter: Tan Thinh ward, Hoa Binh city, Hoa Binh province, Viet-

Shop 1: Gate 8, Floor 1, A building, Ha Dong district, Hanoi Shop 2: No 1, Yen Xa ward, Thanh Tri district, Hanoi

Website: https://farmfood.vn/



The Trainers and Consultants of EFD 2015-2018

31 prestigious and experienced specialists in various fields who have worked with EFD.



1. TRAINERS, CONSULTANTS ON STRATEGY AND BUSINESS DEVELOPMENT



Phan Tat Thu

Mr. Phan Tat Thu is the Chairman and Chief Expert of KNV Group. He has more than 15 years of experience in coaching and consulting on management and 30 soft skills according to the Think/Biz/Life model for 10.000 business leaders, managers, and staff of FPT, Viettel, VNPT, Vingroup, Vietnam Airlines, etc. He is also the author of many patented capacity development models, such as BizMind (changing mindset), Porli (lean management), Powerup (creating motivation), etc.

Mr. Phan Tat Thu joined EFD as a trainer and consultant on business strategy, branding - communication from 2015 to 2018.

Vu Tuan Anh

Mr. Vu Tuan Anh has more than a decade of experience in finance and investment. He was formerly Manager of Vietnam Business Challenge Fund (VBCF), Business Finance Manager and Chief Economic Expert of VietFund Management, etc. In addition, Mr. Tuan Anh has many years of experience in strategy building, business operation management using tools such as BSC, EFQM, etc. He has participated in many consulting projects for organizations such as PATH, Oxfam, KisStartUp, OCD Management Consulting Co., etc.

Mr. Vu Tuan Anh joined EFD as a consultant on business strategy from 2016 to 2018.



Lam Binh Bao

Mr. Lam Binh Bao is the CEO of ProMinent Dosiertechnik Vietnam; Business Coach. He has a master degree in Business Management at University of Technology Sydney (Australia) and more than 25 years of experience working and managing for many leading multinational corporations in Vietnam such as ABB, Tetra Pak, Mettler Toledo, and ProMinent. In addition, he has more than 20 years of experience in sales and B2B sales management; more than 15 years teaching business at Ton Duc Thang University, Kent International College, and other training centers. He has also consulted for and coached CEOs, managers, owners of small and medium enterprises (SMEs).

Mr. Bao joined EFD as a trainer on B2B sales techniques and consultant on business strategy from 2017 to 2018.

Nguyen Duc Son

Mr. Nguyen Duc Son is the CEO of Richard Moore Associates — a leading American brand consulting company established in Vietnam since 1994. He has a degree in Marketing from Sydney University (Australia) and more than a decade of experience on branding strategy. He has been a consultant for many brands such as VietJetAir, PVComBank, Thai Binh seed, RedSun, Ecopark, etc. Mr. Son found Sage Academy and Plato Branding academy in 2016.

Mr. Nguyen Duc Son joined EFD as a trainer and consultant on branding strategy from 2015 to 2018.





Nguyen Ngoc Son

Mr. Nguyen Ngoc Son is the Director of the consulting company SYB. He has years of experience consulting on business and production management for many enterprises, and on value chain analysis for development projects of ADB, CBIP, CBIP. He was the coordinator for CBI's industrial exporting consulting program. Mr. Son has a master degree in economic development and policies analysis from Nottingham University (England) in 2006.

Mr. Nguyen Ngoc Son joined EFD as a trainer and consultant on business and marketing from 2015 to 2018.

Le Tuong Van

Ms. Le Tuong Van has more than 15 years of experience working and consulting on marketing strategy. She is also an export on communication and branding, working with many international brands. Ms. Van used to be the Head of Marketing for K&G Vietnam, VNPT5G, the CEO – Head of Strategy for the investment company NDH. She has a master degree on marketing from ESCP Europe (France) and Marketing in the New Age from the Vietnam – Japan Cooperation Center (Hanoi). In addition, she has expertise on related areas such as mergers & acquisitions, intellectual laws, and franchise.

Ms. Le Tuong Van joined EFD as a trainer and consultant on sales - marketing from 2016 to 2018.





Nguyen Huy Minh

Mr. Nguyen Huy Minh is the founder and Sales Director of Sunshine Foundation (Hongkong and Vietnam). He has more than 12 years of experience building and operating sales – distribution systems for large corporations and companies such as Phu Thai, Siemens, Mobifone, DKPharma, Schaeffler Vietnam, Brightstar Vietnam, etc. Mr. Minh has also consulted for several SMEs and international projects such as Helvetas (Switzerland), Oxfam (the Netherlands), SNV (the Netherlands).

Mr. Nguyen Huy Minh joined EFD as trainer and consultant on business strategy from 2016 to 2017.

Nguyen Huyen Minh

Mr. Nguyen Huyen Minh is a lecturer on Marketing at Foreign Trade University. He has more than 20 years of experience teaching and consulting on Sales - Marketing for VCCI, Ministry of Industry and Trade, Cat Hai Fish Sauce, etc. Mr. Minh used to be a marketing manager for large companies such as SGame Hanoi hay ATC Vietnam. Outside of the academia, he also teaches in Marketing programs at VCCI, Ministry of Industry and Trade.

Mr. Nguyen Huyen Minh joined EFD as a trainer and consultant on sales - marketing from 2016 to 2018.





Do Anh Vu

Anh Do Anh Vu is the Business Development Expert at CSIP. Mr. Vu graduated from Hanoi University of Pharmacy in 2007 and has 9 years of experience (4 as middle- and senior manager) in marketing and distributing channel development with pharmaceutical companies such as Nam Duoc, DKPharma. He is the founder and CEO of Floral JSC. Since September 2015, he has been a business development consultant for CSIP, supporting social enterprises in projects in different areas such as agriculture, health care, HIV-AIDS, technology, etc.

Mr. Do Anh Vu joined EFD as a consultant on sales - marketing from 2015 to 2016.

Dao Thi Ngoc Linh

Ms. Dao Thi Ngoc Linh is a lecturer on Technology — Media management at Hoa Sen University and an independent consultant on marketing, branding, market strategy at B&Company (Japan). She has many years of experience being a consultant on business, market research, brand development, media planning for many Vietnamese companies and foreign organizations such as JICA, JETRO in the field of education, tourism, consumer goods production, etc.

Ms. Linh has a master degree on International business management from Bremen University of Applied Sciences (Germany) and International business from Hertforthshire University (England).

Ms. Dao Thi Ngoc Linh joined EFD as a consultant on marketing and branding in 2015 – 2016 and 2017 – 2018.





Hua My Sang

Ms. Hua My Sang has a master degree from Deakin University (Melbourne, Australia) and many years of experience working in the field of market research and marketing. She had occupied many key positions such as Senior Manager at Mindshare, GroupM Vietnam or FTA Market Research & Consultant.

Ms. Hua My Sang joined EFD as a consultant on digital marketing from 2017 to 2018.

2. TRAINERS, CONSULTANTS ON HRM AND FINANCE - ACCOUNTING

Tran Hai Yen

Ms. Tran Hai Yen has more than 23 years of experience coaching and consulting in the field of strategy building, organization development, and HR management at leading organizations such as Care International, RTI-USAID, MSI, GCF, GIZ, World Vision, etc. She used to be the HR Director for Operation Smile Asia-Pacific and the insurance company Liberty Vietnam. Ms. Yen has built the TAPA toolset to evaluate the transparency – accountability of CSOs, the OCA toolset to assess organization capacity for LGBT civil society organizations, as well as designed and implemented many OCA and HR auditing programs. She is also the author of a series of eight books of instructions on organization development for CBO and SHG and has joined many judging panels for NGOs and SHG she could be compared to the control of the country of the c

Ms. Tran Hai Yen joined EFD as a trainer and consultant on HR management from 2015 to 2018.





Nguyen Bich Lan

Ms. Nguyen Bich Lan is a coach on leadership and training skills (collaborator) at BTS Coach (Sweden) and a collaborator coach at Singapore Mediation Center. She has 30 years of experience working and consulting on building company culture, HR management system, customer service management, leadership coaching and development, soft skills coaching for organizations in the field of insurance, banking, real estates, agriculture, pharmaceutical, etc. She has worked in Vietnam, Ukraine, and Singapore.

Ms. Nguyen Bich Lan joined EFD as a consultant on HR management from 2016 to 2018.

Tran Tien Duc

Mr. Tran Tien Duc is an expert/lecturer with more than 15 years of experience with local and international NGOs such as World Vision, Care, GTZ, USDA, UNDP, etc. He is currently the Vice Director and member of the Board of Directors of the Center of Population, Environment, and Development. He also founded TOT club which organizes activities to share knowledge and expertise among the organization. He has designed and taught more than 300 coaching programs on ToT, project management, management skills, and soft skills for HR development, and other subjects. Mr. Duc is also a consultant for social research projects and media development programs.







Dam Thanh Tam

Ms. Dam Thanh Tam has more than two decades of experience in building and implementing organization development and resource management strategies. She has occupied key positions in large companies and corporations such as: National HR Director for Comin Asia, HR Director for V-TRAC, HR - Administrative Director for Golden Way, etc. She has also participated in several large projects such as: restructuring three state-owned companies - Vinatex, Vinacafe, Seaprodex, building HR system for Vietnam Airlines's three regional offices, building a capacity framework for VNPT group.

Ms. Dam Thanh Tam joined EFD as a consultant on HR management from 2015 to 2018.

Nguyen Hong Hanh

Ms. Nguyen Hong Hanh has 21 years of experience working in HR management. She has occupied key positions such as: HR Director for Agilent Technologies, Asian Consultant & Expert for Nortel Networks, Head of HR — Administrative Department for Dai Hai Petroleum Company. Ms. Hanh has coached and consulted for large organizations such as IPM, The Sun, Synergy, USGBoral, VNPT-Vinaphone, VCCI, AITC, NEU, etc.

Ms. Nguyen Hong Hanh joined EFD as a consultant on HR management from 2015 to 2016.





Vien Kim Cuong

Mr. Vien Kim Cuong has a master degree in International Economics and Business from Auckland Technology University and was trained in business financial management. He is currently an independent consultant in the field of development and business, including operation and financial management, and value chain analysis. Mr. Cuong has years of experience working in finance, occupying key positions such as Project manager or Consultant in different phases of projects implemented in Vietnam by international organizations such as SNV, MULTRAP III, iDE, Helvetas – Swiss, etc.

Mr. Vien Kim Cương joined EFD as trainer and consultant on financial management from 2015 to 2018.

Nguyen Ngoc Tuan

Mr. Nguyen Ngoc Tuan is the founder and CEO of Unistars International Auditing Co., ltd. He has 16 years of experience in business management and auditing — accounting for several large projects using ODA loan and for Japanese and Korean FDI clients such as Shiwon Vietnam, Japanese Airlines, Habeco, etc. Mr. Tuan is also a member of Vietnam Tax Consulting Group, Chief Accountant Club, and Vietnam Auditing Association.

Mr. Nguyen Ngoc Tuan joined EFD as a consultant on finance - accounting from 2016 to 2018.





Nguyen Cam Chi

Ms. Nguyen Cam Chi is the director of Unity Academy and a lecturer of ACCA program. She is also a member of the Association of Chartered Certified Accountants (ACCA UK) and Vietnam Association of Certified Public Accountants (VACPA). Ms. Cam Chi has more than 15 years of experience in designing, implementing, and evaluating development policies in the field of auditing, banking, and finance; consulting for many projects sponsored by the EU, the World Bank, ADB, DFID, AFD, JICA, etc.

Ms. Nguyen Cam Chi joined EFD as a trainer and consultant on accounting - finance from 2015 to 2017.

Pham Nguyen Cuong

Since 2002, Ms. Pham Nguyen Cuong has been a lecturer for the Start and Improve Your Business (SIYB) program of the International Labour Organization Geneva (ILO), one of ILO's core lecturers on Gender and Gender Equality. She was formerly the Vice Head of the Department of Gender Equality and the National Committee for the Advancement of Women in Vietnam (The Ministry of Labour - Invalids and Social Affairs). She was in the writing and editing team for: Draft of Guides on Implementing Gender Equality Laws, the Government's Action Plan to Implement the Political Bureau's 11th Resolution on Women, building national policies on gender equality, etc. Ms. Cuong has consulted for many labour-related projects of ILO, UNFEM, FAO, USAID, etc.





3. TRAINERS, CONSULTANTS ON SOCIAL IMPACT ASSESSMENT AND OTHER CONSULTANTS



Pham Kieu Oanh

Ms. Pham Kieu Oanh is the founder and CEO of the Center for Social Initiatives Promotion (CSIP). She is a pioneer and an expert in social entrepreneurship, women's and children's rights. She is also a co-founder of ASEAN Social Enterprises Network, a founder of Vietnam Social Enterprises Club, and a member of Asian Venture Philanthropy Network. For the past 20 years, she has occupied many important positions in state-owned companies, NGOs, and the United Nation.

Nguyen Thi Thu Ha

Ms. Nguyen Thi Thu Ha is the Project Manager for Oxfam's Impact Investment Program in Vietnam which has been implemented in three countries - Vietnam, Nigeria, and Uganda. Before joining Oxfam, she has 15 years of experience working for KPMG, one of four largest auditing firms in the world and two years as the Vice Director of Koto Training Center. Ms. Ha is a member of The Association of Chartered Certified Accountants (ACCA) and Vietnam Association of Certified Public Accountants (VACPA).





Dao Thi Hue Chi

Ms. Dao Thi Hue Chi is a Business Consultant for Social Enterprises at CSIP. She has almost 10 years of experience in supporting social enterprises and NGOs to develop their social business models to create impacts in many areas such as sustainable development, empowerment for women and the disabled. Ms. Chi's expertise is organizational capacity assessment, coaching for social enterprises and SMEs to create social impacts.

Ms. Dao Thi Hue Chi joined EFD as a consultant on business strategy and social impact assessment from 2015 to 2018.

Doan Thanh Hai

Ms. Doan Thanh Hai is a Senior Project Coordinator at CSIP and Business Development Officer at IBE. She has managed several projects at CSIP such as SIIP, EFD (Enterprising for Development), SERD (Strengthen Social Enterprises for Innovative and Sustainable Rural Development), etc. She used to be a coordinator for Thrive Hanoi which supports loans for SMEs for the purpose of CSR promotion and community development. Ms. Hai also has 8 years of experience in business and marketing in the field of education and publication.

Ms. Doan Thanh Hai joined EFD as a consultant on social impact assessment from 2015 to 2018.





Nguyen Thuy Linh

Ms. Nguyen Thuy Linh is the CEO of the Entrepreneurship Development Network Asia (EDNA Vietnam), a researcher and coordinator for The Entrepreneurship & Innovation Research Group (EIRG) at Sydney University. She has many years of experience as a coach and consultant for research projects on entrepreneurship and social impacts in Asia. Before working at EDNA and EIRG, she was a lecturer and Research and Partnership Development Vice Director at University of Economics and Business, Vietnam National University. Ms. Linh has a PhD from Sydney University in 2016 with a thesis in Social Impact Evaluation.

Ms. Nguyen Thuy Linh joined EFD as a consultant on social impact assessment from 2016 to 2017.

Tran Thi Thu Trang

Ms. Tran Thi Thu Trang is a lecturer on marketing at Foreign Trade University. She has many years of experience working and researching in the field of social entrepreneurship, social impacts and sustainable development. She collaborated with CSIP to write "Starting a social enterprise: a handbook on civil society organizations (CSOs)" which studied six CSOs using the social entrepreneurship approach. Ms. Trang has also published many articles, research papers on institutionalizing Vietnamese social enterprises and the institutionalization process of Social Enterprise in Vietnam: The role of soft power in contextual bridging.







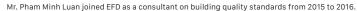
Nguyen Minh Duc

Mr. Nguyen Minh Duc is the chief expert of the quality management system ISO 9001 and a judge in Vietnam National Quality Award. He has 14 years of experience working in the field of quality standardization and management. Mr. Duc used to work for large organizations such as Vietnam Standards and Quality Institute (Directorate for Standards, Metrology and Quality), Q-Tech Science and Technology Application & Consulting JSC. To date, he has consulted and evaluated the quality management system for approximately 120 companies/organizations.

Mr. Nguyen Minh Duc joined EFD as a consultant on building quality standards from 2015 to 2016.

Pham Minh Luan

Mr. Pham Minh Luan is the CEO of KNA Certification Co., Itd and Chief Accountant at SGS and Bureau Veritas Vietnam. He has a master degree on quality, hygiene and production management at Francois Rabelais de Tours University (France) and was trained on CSR, social impacts, the quality standard system ISO, VietGap, business management according to the 5S and Kaizen model. Mr. Luan has many years of experience training and consulting on CSR, social impacts, and quality standards (GlobalGAP, HACCP, ASC) for RECERD, ICAFIS, and many companies in Tay Ninh, Binh Dương, Ca Mau, Ben Tre, Dong Thap, Hoa Binh, and in Cambodia.







Dinh Xuan Lap

Mr. Dinh Xuan Lap is a Program Coordinator at the International Collaborating Centre for Aquaculture and Fisheries Sustainability (ICAFIS). He has many years of experience on natural resources management and community development. He has also participated in many large economic, social and environment development projects as consultant and coordinator.

Mr. Dinh Xuan Lap joined EFD as a consultant on building quality standards from 2015 to 2016.

Le Van Son

Mr. Le Van Son is an independent consultant on Genders and Gender Equality. He has two master degrees, one on Sociology from Hanoi University of Social Sciences and Humanities in 2005, and the other on Development Policies and Practices from The Graduate Institute – Geneva in 2013. Ms. Son has more than 15 years of experience implementing and consulting for development projects on gender-related areas of many international organizations such as UN Women, Oxfam, PLAN, KENAN Asia Foundation,

Mr. Le Van Son joined EFD as a trainer for the "Incorporating gender into SMEs management" course from 2016 to 2018.





Le Thi Thu Thuy

Ms. Le Thi Thu Thuy is currently the Vice Director of the Small & Medium Sized Enterprises Promotion Center, Vietnam Chamber of Commerce and Industry (VCCI). She has the Training of Trainers (ToT) certificate on Start and Improve Your Business (SIYB) from the International Labour Organization Geneva (ILO). Ms. Thuy has more than 20 years of experience coordinating and consulting for SMEs in many projects on start-up development, business management, promoting women's rights and roles in business of UN-ESCAP, USAID, the Ford Foundation, GTZ – Germany, etc. She is also ILO's trainer on SIYB and business management for companies across the country.

 ${\it Ms. Thu Thuy joined EFD as a consultant on organizational capacity assessment from 2016 to 2018.}$



CSIP AND OXFAM

Oxfam is an international confederation of 18 organizations worldwide networked together in 94 countries. Oxfam has been working in Vietnam since 1955 and operated in 26 provinces/cities nationwide. (See more at http://www.oxfamblogs.org/vietnam)

Oxfam plays the role of sponsoring, coordinating, supervising and supporting the local partners to conduct EFD program and directly organizes networking activities between the enterprises and stakeholders.

The Centre for Social Initiatives Promotion (CSIP) is a non-profit organization of Vietnam established since 2008 with the mission to inspire, connect and empower people and communities to tackle social and environmental problems through innovative sustainable business solutions. (See more at http://csip.vn/)

CSIP is the key partner of Oxfam to implement the EFD Program in Vietnam; CSIP plays an important role in mapping the enterprises, providing capacity assessment, coordinating and implementing training programs and business coaching for the enterprises.







