

70th Anniversary Special Edition

From the CEO

I write this message on the eve of the celebrations for **D&S's 70th Anniversary**, a major achievement for any organisation and one that I am particularly proud of, particularly because D&S is still a private company held by one of the founding families and also that we remain largely in the same industry and follow the values and visions of the founders. The company has survived and thrived by living its core values - **Quality, Integrity** and

'Altiora Peto', my old school motto, meaning 'I seek higher things' or there is always a quest for improvement and change. This has served us well and today D&S is a Group directly employing over 600 people operating from 47 branches in eight countries with revenues of KShs7Bn, a large business in a regional context and we are also proud that the goods and service we provide have made a substantial contribution to regional development and considerably improve peoples' lives. The numbers are also impressive with nearly 1m pumps supplied during our existence and growth really accelerating in the past 10 years, revenue increasing by nearly 600% in that time! Certainly a Kenyan success story that has fully capitalised on regional opportunities.

Success is never due to one factor and unquestionably D&S has benefited from the stability in Kenya, and while the fashion is to criticise the government, and certainly there are issues to criticise, actually a commendable job has been done both fiscally and politically since independence. We have also been fortunate with our many suppliers and I particularly mention **Grundfos** and



Outgoing CEO Alec Davis is pictured with incoming CEO David Gatende and Chief Operating Officer Dr MAS Waweru at the executive office at D&S HO

Davey, both of whom we have worked closely with for 50 years and also **Pedrollo**. All have provided valuable support with excellent products and made a big contribution to our success. Of course without our customers our achievement would not have been possible, our current customer base being about 28,000 and I feel it is fair to say that for most people in Kenya at some time in a week they will encounter or benefit from a D&S supplied product.

However, the key contributor to D&S's success has of course been our staff, a group of exceptionally capable, loyal and committed people who have made it all possible. 90 have served for 25 years and I'm especially grateful to them all, though especially to the Executive team with whom I have worked closely and enjoyably with for over ten years. On a personal note I have already announced my retirement from executive responsibility which after 40 years at D&S is timely. Part of the anniversary activities will be my handing over the role of CEO to **David Gatende**, the present Deputy CEO and also **Dr MAS Waweru**, the long serving Commercial Director will be assuming the role of Chief Operating Officer while the rest of the Executive team will also have increased responsibilities. David has an exemplary 30 years of service and is well known to everyone as well having a deep understanding of the business. I have great confidence that he and the team will do an excellent job and wish them every success in the challenges ahead. For my part I will assume the role of Chairman and so will remain involved, though strategically and from a distance. I very much look forward to the change.

Partner Focus - Grundfos Kenya

The names **Grundfos** and **Davis & Shirliff** are synonymous in the market due to their exceptional 50 year partnership and undoubtedly without the support from Denmark based Grundfos, one of the worlds' largest pump manufacturers, D&S would not have achieved the success it has. For many years the relationship was based on an exclusive distributorship, though as part of their Africa development strategy Grundfos some years ago established their own presence in Kenya and their sales strategy has inevitably changed. D&S has accepted and welcomed this



Grundfos' smart new premises on Enterprise Road, Industrial Area.

change and has also evolved its own strategy, though due to D&S's unrivalled stocks, expertise and association the mutual business keeps growing and with it the strong relationship. Grundfos Kenya was established in 2009 by ex-D&S staffer **David Githendu** and has steadily grown, the latest initiative being the development of their own well-resourced premises off Enterprise Rd. These were recently officially opened in a ceremony that was attended by

Grundfos Director **Kim Jensen** and several other VIP's. This new facility will be of benefit to all Grundfos customers and D&S looks forward to the continued growth of the Grundfos relationship.

D&S Mombasa Downtown



Branch Manager Adam Abdallah and staff John Kioko and Halima Hassan pose in the new D&S Mombasa Downtown Premises.

D&S Coast, having in February celebrated the opening of their new state of the art Head Office, has taken another important initiative and opened a new branch in the heart of the business district of Mombasa Island, on the roundabout junction of Jomo Kenyatta Avenue and Digo Road. The smartly branded branch, known as D&S Mombasa Downtown, enjoys huge footfall and will improve service and delivery to the many active D&S Approved Stockists in the area. Unusually for a shop on this heaving trading street, this latest D&S branch is fully air conditioned and extends the usual D&S ambiance to its staff and customers. The new branch was set up in record time by D&S Coast GM **Mohamed Farook** and branch manager **Adam Abdallah** and has already welcomed its first customers.

UNHCR Installation



Pictured is James Ekhai and Dickson Nyakenyanya from Norwegian Refugee Council (NRC), one of the NGO's partnering with UNHCR, and D&S Technician Michael Kioge during installation of solar boreholes at the Kakuma Refugee Camp.

D&S NGO Sales under Manager **Asenath Kiprono** has recently executed a series of large and complex solar pumping projects for the **UNHCR** at camps for IDPs in Kakuma and Dadaab. The installations involve hybrid solar borehole systems with remote monitoring capability, chlorine dosing and solar powered security lighting, all of which has been supplied from the D&S product range. Combined systems deliver almost 1000m³ per day from four large **Lorentz** borehole pumps powered by 630 PV modules and in-line disinfection is provided by **Dosatron** flow-powered chlorinators. Solar powered lighting at the sites is provided by over 40 **Dayliff** solar powered street lights which illuminate the surrounding areas. The installations will be monitored remotely from D&S HO to ensure optimum system performance.

New Office Building Completed



Pictured is the facade of the new office block as it nears completion. A new state of the art commercial kitchen has also been added to enhance the dining experience for customers and staff.

An important event during of the **70th Anniversary** celebrations will be the inauguration of the **new office block** on the Beta site by Kenya Red Cross Secretary General **Dr Abbas Gullet**. This is the largest development ever undertaken on a D&S site and the four story 1,500m² building will provide offices for the **Logistics and Supply** teams, an **HR and Training Centre** and a **Canteen** that will seat 180 people. It is also state-of-the-art in terms of services with a solar PV electricity power supply, wireless soft phones and solar heated water and will greatly enhance staff facilities as well as providing expanded facilities for customer events. The block

was designed by renowned architect **Peter Thomas**, with specialists **Barker & Barton** the Quantity Surveyor and **Strana Consultants** the Structural Engineers. The main contractor was **Komal Construction**, who are to be commended on an excellent job. Electrical and Mechanical services have been done in-house with **Edward Davis** managing the project assisted by Engineers **Gilbert Korir** and **Edwine Nyatuoro**. The project has turned out extremely well and everyone's contribution is much appreciated - it is an excellent facility that will greatly enhance D&S's capacity.

Staff News

Appointments



Festus Ng'eno



Humphrey Mwangi



Lenson Rioba



Gideon Mwangi



David Otieno



Anthony Buenrostro



Judis Onchari



Willis Amayo



Joseph Muiruri

D&S is pleased to welcome **Humphrey Mwangi** (D&S Nakuru), **Lenson Rioba** (D&S Garissa), **Gideon Mwangi** (HO, Service), **David Otieno** (HO, Service), **Anthony Buenrostro** (HO, Sales), **Judis Onchari** (HO, Logistics), **Willis Amayo** (HO, Stores) and **Joseph Muiruri** (HO, Stores) to the company. Also especially welcomed back is **Eng Festus Ng'eno** who returns after five years to head the Water Treatment function.

Commendations

Commendations were recently awarded to **Rop Kimutai** (D&S, Mombasa), **Joseph Kimutai** (D&S Mombasa), **Sammy Mwaniki** (HO, Technical Workshop), **Marion Kariuki** (HO, Technical Workshop), **Mercy Wairegi** (HO, Technical Workshop), **Edward Kimutai** (HO, Power Products) and **Moses Kitheka** (HO, Sales) for exceptional contributions. Their efforts are greatly appreciated.

Births

Congratulations to **Nicholas Odera** (D&S Kitui) and his wife Angela on the arrival of their son Ethan, **Robert Mwema** (D&S Machakos) and wife Irene on the arrival of their daughter Velma, **Bosco Kahindi** (D&S, Westlands) and his wife Lydia on the arrival of their daughter Delma, **Joyce Kaberere** (D&S Downtown) and her husband Moses on the arrival of their daughter Njeri and **Abraham Sekitoleko** (D&S Uganda) and his wife Mariam on the arrival of their son Abraham .

Deaths



With great sadness the passing of **John Wanyoike** after a long illness, formerly a much valued Technician with HO Service is announced. Deepest sympathies are passed to his family and friends. May God rest his soul in peace.

Staff Profile - David Gatende



Incoming Group CEO **David Gatende** needs no introduction whatsoever as on the 5th May he celebrated his 30th year with D&S having joined just prior to the company's 40th anniversary celebrations in 1986! A Nairobiite born and bred, David schooled at Kilimani

Primary where he was head boy before heading to Lenana School and then to McGill University in Canada where he earned a BSc in Ag. Eng. In addition to this, David also has an MBA, is a graduate of the Senior Executive program at the London Business School and is a trained Psychological Counsellor.

He first heard of D&S through a mutual friend of outgoing CEO Alec Davis' and was employed by the company on the strength of his interview having first received a rejection to his written application. Of what has kept him at D&S so long, David mentions his colleagues, who he describes as selfless and inspiring, and the myriad challenges that are faced on a daily basis at D&S. However, he derives satisfaction from meeting these challenges due to the positive impact that results. He also wisely notes that it is normal to face challenges, not only in work, but in life in general.

David is blessed with three daughters and comes from an illustrious family as his late father, Dr Isaac Gatumbi was Kenya's first Surgeon. For relaxation David mentors young people and also plays squash, not surprisingly to a very high level, having at one time been the captain of the Kenya Squash team. A man of deep religious faith, David names the Bible as his favorite book and cites his central philosophy as Coram Deo, a Latin phrase meaning to live one's life in the presence of, under the authority of and to the honour and glory of the Almighty. As in coming CEO David says he is looking forward to leading the company to new heights, working with his excellent team and achieving the vision guided by the core values of Quality, Integrity and 'Altiora Peto'.

Weddings



Newlyweds Mohamed Omar (D&S Malindi) and his bride Amal pictured during their wedding.



Davis & Shirliff Celebrates its 70th Anniversary

Davis & Shirliff, the Region's leading Water and Energy equipment supplier will soon be celebrating a major milestone, its 70th Anniversary, an achievement that is most unusual for any organisation, especially one that has the same family shareholding and essentially the same market focus since its founding. There are few companies in Kenya with this claim and D&S is therefore extremely proud of the achievement with various celebrations being held in May to mark it.

The company was founded in 1946 by EC (Eddie) Davis and FR (Dick) Shirliff, Mr Davis having recently left the army with a gratuity which he spent buying a stake in a small plumbing business he had worked with as a contractor. Mr Shirliff soon joined him and the initial expertise was provided by Italian ex-prisoners of war! The company was based at Westlands (now the Nyota Petrol Station site) and grew rapidly as the country recovered after the war focusing on boreholes, water supplies and the coffee industry. Notable early projects included the water supply for Karen Estates, the entire water supply infrastructure until the mid-60's being installed by D&S. Also other estates supplies including Gigiri, Kitisuru, Kibagare, Rosslyn and later Runda were also D&S projects.

D&S grew with the country and in the mid-1950s the base was moved to new premises at the present location in the Industrial Area. An added activity was swimming pools, both residential and commercial, and many were built that are still in use today including Limuru Girls School, Loreto Convent, Kenya High School and the YMCA as well as many residential pools. The company also installed water treatment plants at all the Kengen Tana River hydro power stations. In 1970 partner Dick Shirliff retired and his shareholding was purchased by a long serving staff member, Devji Shingadia. He and Eddie Davis then ran the company, retiring CEO Alec Davis joining in 1976. Eddie Davis passed away in 1982 at the age of 79 and Alec then assumed his shareholding, in 1990 purchasing Shingadia's shareholding as well. The '70s and '80s saw slow but steady growth as the country grappled with various economic and political problems, though there was a particular focus on building the pump business, notably Grundfos and Davey that were introduced in the mid-1960s and also additional premises space was obtained through the purchase of two adjacent plots.

1993 was a significant year for both Kenya and D&S as economic liberalisation occurred and this was the catalyst for the company's rapid growth since. It was also the year that Pedrollo products were introduced, now the Group's largest supplier. These two developments enabled a distribution strategy to be introduced as supply constraints were removed and also establishment of the branch network, which is now so important for the Group. Initially Kenya branches in Westlands, Eldoret and Kisumu were opened and between 1995 and 2000 subsidiaries in Uganda and Tanzania were established. Also the pump business grew hugely with Pedrollo and new businesses solar and power generation were established.

Since the Millennium growth has greatly accelerated, revenue increasing many times to KShs7Bn since then. Major initiatives have included a complete re-development of the Industrial Area site and the expansion into adjacent plots, the opening of subsidiaries and associate companies in Rwanda and Zambia, Ethiopia and South Sudan, the establishment of a branch network with new ones about to open in Ongata Rongai, Narok, Kitui, Mombasa, Jinja and Lusaka, introduction of the successful Dayliff pump range as well as several new international suppliers including Lorentz, Kohler and DAB and a huge expansion of the product range. Staffing has also grown correspondingly and the group now employs over 600 permanent staff operating from 49 branches.

It is often said that success is transitory and sometimes unsustainable, though D&S has managed to maintain unbroken growth for an exceptional period of time. This has been achieved by commercial focus, manageable ambition and, importantly, living the values of Quality, Integrity and 'Altiora Peto', which translates to embracing continuous change. D&S is now a widely recognised brand in the region and is proud of the contribution it has made. Of course the anniversary is just a moment in a journey and the Group continues to grow with a number of initiatives in hand and great plans for the future. A new executive team under CEO David Gatende will drive this growth and the company is fortunate that the third generation Davis, Edward and Henry, have joined the business, so continuity is assured. The Group continues to expand in product and markets and looks forward to keep serving the region with essential products that certainly improve peoples' lives and also being a several hundred million US\$ company by the end of the next decade!



D&S Pictorial

Pedrollo Visit



CEO Alec Davis and Supply Development Manager Henry Davis recently visited major D&S supplier Pedrollo at their HQ in San Bonifacio, Italy. Pictured are the pair with Export Sales Manager Dr. Moustapha Tounkara and Commercial Director Andrea Abagnato at Pedrollo's impressive factory premises.

D&S Uganda National Water Gensets



D&S Uganda under Commercial Director Simon Batte is carrying out extensive off-grid power supply projects for the National Water and Sewerage Corporation as they expand their countrywide water distribution network. Pictured is a Dayliff Perkins genset being installed at Kanyanya substation by Technician James Sitati.

D&S Zambia Solar Geyser Installation



D&S Lusaka under Sales Director Patrick Daka have been busy supplying 150 Dayliff Solar water heaters to the Ministry of Energy and Water Development. The geysers will be installed across the country in health institutions and schools and the project also featured on national TV. Pictured is service provider Dason Ngalande at an installation site.

D&S Tanzania Solar Pumps Installation



D&S TZ under GM Ben Munyao has been active with a large number of solar installations, one such being for a farm in the Dodoma region. Solar powered pumping solutions are ideal in Tanzania where remote locations are not connected to the grid. Pictured is happy client Mercy Mtei and Ibrahim Ikisungwe with D&S staffer Kheri Haule.

D&S Rwanda Stockist Luncheon



D&S Rwanda recently held a Stockist's Seminar hosted by Dep. CEO David Gatende, D&S RW General Manager Joseph Wanene, and Pedrollo Product Specialist Stephen Njoroge, the event included trainings and prizes for the best Stockists. Pictured are the Stockists of the year Regis Musoni, Poojari Manjunath and Anicet Nyirinkwaya at the successful event.

D&S Mombasa Waste Water Project



D&S Mombasa has installed 3 industrial waste water plants for a Japanese Contractor as they extend the Mombasa Port at Changamwe. The projects were successfully executed by D&S MO Commercial Manager Yusuf Siraj and team. Pictured are GM Mohamed Farook, Yusuf Siraj and Florence Njunge at the facility at Port Reitz.

D&S Westlands 10th Anniversary



In order to mark the 10th anniversary of D&S Westlands, D&S's original branch, a cocktail for partners was held at the Centro House premises. Pictured are CEO Alec Davis, Director Edward Davis, Executive Margaret Kuchio, Branch Manager Benedict Kutu and special guest Mr William Kihonge cutting a cake in celebration.

D&S Naivasha Engineers Seminar



D&S Naivasha under Branch Manager Arthur Kioni recently held a seminar for Farm Managers and Engineers from the local horticultural industry. The training focused on D&S water treatment solutions with WT engineer John Waema in attendance. Pictured are the group after the seminar at Astrorian Grand Hotel during a live demo.

D&S Pictorial

D&S HO New Trucks



In order to enhance service levels, D&S has introduced two new specialised vehicles for the service fleet including a transporter with crane to assist with delivery of large pieces of equipment and a high capacity hydraulically powered borehole truck for large borehole installations. Transport manager Boniface Kimani has been responsible for both vehicles and he is pictured with drivers as they are commissioned.

D&S Branded Rep Vehicles



Pedrollo and Dayliff product specialists Stephen Njoroge and Timothy Kemboi have been issued with new custom liveried vehicles that will assist in raising the profile of their respective brands. They are pictured with the new vehicles which will be used for sales visits around the country.

Service Providers Luncheon



The Annual Service Providers luncheon hosted by GM Service David Bolo was especially well attended this year by over 90 current technicians attending. The event takes the opportunity of introducing participants to new products and solutions while also featuring an open forum where ideas can be shared and operational issues addressed. They are pictured after the successful event.

Radison Blue Hotel Installation



A joint team from D&S HO sales including Sales Managers Jaymit Patel and Stephen Muhia recently supplied equipment to the impressive new Radison Blu Hotel on Nairobi's Upper Hill. Equipment included 2 large variable speed pumpsets from Grundfos and a wide array of Dayliff pool equipment for the leisure complex. Pictured inspecting the pool is sales engineer Faith Kamau.

D&S HO Strategic Sales Training



Commercial Director Dr MAS Waweru, who is responsible for Group training activities, has facilitated a series of sales training seminars for D&S staff given by leading consultants. Pictured is international consultant and trainer Robert Foulsar as he engages with D&S staff after one of the lively and enlightening sessions.

Homes Kenya Expo at KICC



The Homes Kenya Expo at KICC is the largest exhibition of the year showcasing the vibrant real estate sector and D&S this year mounted a colourful and interactive stand which generated much interest from the passing crowds. Pictured is Sales Engineer David Ngare attending to stand visitors.

D&S Ethiopia Grundfos Order



D&S HO Technical's thriving panel assembly department has produced a batch of 25 specialised borehole panels for large Grundfos pumps for export to Ethiopia. The panels all featured soft starters and were produced in record time. Pictured is Business Development Manager Patrick Mufwoya as he loads the consignment for delivery.

Emerging Business Seminar



The Emerging Business Segment seminar is a major event on the D&S training calendar and is organized by Technical Director Philip Holi and his team. This year's event was attended by over 30 new Engineers from across the D&S group and featured six days of in-depth training at the Training Center. Pictured are participants after the successful event.