

From the Chairman

May is always an important month for the D&S Group as it is mid-financial year and also we celebrate **Founders Day**, which marks the establishment of the company by my father **Eddie Davis** and his partner **Dick Shirtliff** in 1946, now 71 years ago! Celebrations this year were muted compared to last year's special events for the 70th year milestone, though appropriate activities were carried out throughout the Group. Always at this time I reflect on the considerable achievement of our longevity, especially with the same family ownership, the same industry focus and importantly, the same standards and integrity of the founders - I'm sure they would be proud if they returned today to see how their legacy has developed.

A tradition of Founders Day in the presentation of various awards, particularly for long service and this year 16 staffers achieved the 10 years milestone and four the 25 year one. I am most grateful to them all, though particularly the 25 year achievers **David Odesso, Guy Muiruri, Anthony Wangonde** and **Dr MAS Waweru**. Through their efforts and example they have made a big contribution to the success that Davis & Shirtliff is today, though this is particularly so of Anthony and MAS, both of whom are senior Directors. They have dedicated their careers to the company and



Various HO award winners pose with their trophies with Chairman Alec Davis and CEO David Gatende.

their individual efforts have made a huge impact on shaping D&S today. They have both been model employees and close colleagues and I particularly appreciate their commitment. Another tradition of Founders Day is award of the **Grundfos Friendship Trophy**, a long-standing initiative supported by our partner **Grundfos** which recognises staff member contributions out of the workplace and is selected by a vote of all staff, so the award is

particularly deserved. Winners are selected in the various Group operating units and their names are given elsewhere - well done to them all.

Of course the past year has been significant in one important way and that is my transition from the role of CEO to Chairman. My successor, **David Gatende** has done an excellent job in taking over the CEO's role and has re-structured the management team around him. The organisation continues to perform well under his leadership and I'm pleased to report a successful first half year's outcome with many important initiatives taken, especially the opening of several new branches. We now have the forthcoming elections to navigate, though I have great hope that they will be peaceful and the people will be freely able to express their will. I look forward to continued progress in our 72nd year!

German Solar Partnership

Solar is fast emerging as D&S' most exciting and dynamic product segment as renewable products for **solar pumping, water heating** and **power generation** are becoming an increasingly attractive solution for consumers. D&S has spent the last few years developing its product ranges in order to offer the latest technologies from the world's

leading manufacturers many of whom are from Germany due to the country's advanced engineering expertise and its leading position in the world solar industry. Organised by Technical Director **Philip Holi**, D&S in May took the initiative of hosting a two day solar seminar featuring some of D&S's newest solar partners including **SMA, Hoppecke, Schletter** and **Solarworld** at D&S HO in the Dayliff Building. Between them these four German companies provide all the essential



Group Chairman Alec Davis, Group CEO David Gatende and Technical Director Philip Holi form a panel with German solar industry representatives and field questions from the press.

components of any **solarized system**; SMA for **inverters**, Hoppecke for **batteries**, Schletter for **structures** and Solarworld for **PV modules**. Attended by 40 industry specialists, the programme included introductory presentations by representatives of each of the companies who also hosted trainings with D&S staff. The event was

endorsed by the **German Trade & Industry** office whose Director, **Maren Diale-Schellschmidt**, attended the event and remarked on the strategic fit between D&S and the German solar industry manufacturers. The event generated media interest which was facilitated via a press conference given by Group Chairman **Alec Davis** and Group CEO **David Gatende** and which highlighted to journalists the current emphasis on solar and its significance in the wider context of development in the region.

Founders Day 2017 Celebrations



The tradition of **Founders Day** at D&S commemorates annually the establishment of the company by founding partners **Eddie Davis** and **Dick Shirliff** back in 1946. Since then and throughout the D&S group, a Saturday in mid-May has been set aside for staff and their families to join together for fellowship and some fun activities including CSR, a meal, speeches and awards from the company's leadership. This year the usual traditions were followed with **D&S HO & Nairobi Branches** undertaking a scenic walk in the Ololua Forest before enjoying sports and activities at the Kenya School of Law facilities. **D&S Coast** went to Pride Inn Paradise for some gentle water sports while the **Eastern Cluster** congregated at Masinga Dam and the **Western Clusters** visited Emmanuel Childrens' home. **D&S Zambia** had a CSR activity at Kankumba Village while D&S Uganda visited Imperial Botanical Beach Hotel. **D&S Tanzania** went to South Beach Kigamboni in Dar-es-Salaam while **D&S Rwanda** held a CSR activity at Youth with a Mission in Kabeza, Kigali. Smaller subsidiaries **D&S DRC** also marked the day with a meal at Cercle Hellenique.



D&S Eastern Branches



D&S Zambia



D&S Western Branches



D&S Coast



D&S Tanzania



D&S Rwanda

New D&S Branches Open in Mtwapa and Eastleigh

The ongoing branch expansion programme has in the last two months seen the opening of two additional branches by D&S Kenya. D&S Coast under dynamic GM **Mohamed Farook** has opened a branch in **Mtwapa**, the famously lively coastal resort town on the Kenyan coast where newly appointed Branch Manager **Christopher Muli** has established a smart new and fully air-conditioned premises in Mtwapa Mall at the Northern end of the town. The branch is ideally located to serve the local areas around Mtwapa including Vipingo, Kilifi and Shanzu and, due to its location inside the mall, will offer a cool and tranquil

refuge from the heat and bustle of the town. Meanwhile D&S Nairobi Branches Director **Edward Davis** has organised the opening of a large new branch in **Eastleigh**, a well-known district of the City that is famous for its dynamic business community and rapid expansion over the last few years. Branch Manager **Samuel Kibet** has overseen the refurbishment of the large and ideally situated premises on 1st Avenue, a thriving hub more commonly associated with traders, souks and bazaars that will now also offer residents the much needed range of D&S products and solutions.



D&S Mtwapa Branch Manager Christopher Muli poses in the smart new showroom with Business Development & Marketing Director Edward Davis, GM Coast Mohamed Farook and Group Chairman Alec Davis.



D&S Eastleigh staff led by Manager Samuel Kibet stand outside their newly opened showroom.

Staff News

Appointments



Charles Opata



Bernard Karimi



Matthew Ndongu



Alvin Iywa



Julius Nakhungu



Anthony Waweru

D&S is pleased to welcome **Charles Opata**, **Bernard Karimi**, **Matthew Ndongu** and **Alvin Iywa** (HO Finance) and **Julius Nakhungu** and **Anthony Waweru** (HO IT) . They are all wished long and successful careers with the company.

Commendations

Stephen Mwega (HO IT), **Muthee Maina** (HO Sales), **John Waema** (HO Water Treatment) and **Susan Mugo** (D&S Karen) for making exceptional efforts in executing their duties. Everyone's commitment is greatly appreciated.

10 Year Awards

Congratulations to **Anne Nyambura** (HO, Supply), **Bernard Mwathe** and **Evans Shitakwa** (HO, Manufacturing), **Patrick Mufwoya** (HO, Business Development), **Josfrider Musima** (HO, Marketing), **Michael Njeru** (HO, Wholesale), **Wilfred Sisa** and **Ephantus Gitari** and **Nicholas Otieno** (HO, Service), **David Ngure** (D&S Nakuru), **Gift Maswini**(D&S Zambia), **Nedyson Mwachisama**(D&S Zambia), **Winfridah Nakazwe**(D&S Zambia), **Tina Banda** (D&S Zambia), **Innocent Mugabe** (D&S Uganda) and **Benjamin Munyao** (D&S Tanzania).

25 Year Awards

Congratulations to **Dr MAS Waweru** (HO, Chief Operations Officer), **Anthony Wangondu** (Supply Director), **Guy Muiruri** (HO, Technical) and **David Odesso** (HO, Service).

Grundfos Fellowship Award Winners

Kenya	Luke Okoth
Nairobi Cluster	Benedict Kutu
Eastern Cluster	Grace Riitho
Western Cluster	Humphrey Mwangi
Coast Cluster	Wilfred Karisa
Tanzania	Perice Chiduo
Zambia	Lweendo Hanyanga
Uganda	Simon Batte
Rwanda	Octave Gashakamba

Births

Congratulations to **Martha Muia** (HO Accounts) and her husband Moses on the arrival of their son Theodore, **Stephen Muhia** (HO Pools) and his wife Lucy on the arrival of their daughter Whitney and **Harriet Mariara** (D&S Mombasa) and her husband Lameck on the arrival of their son Llyod

Staff Profile - Luke Okoth



The winner of this year's Head Office **Grundfos Friendship Award** was **Luke Okoth**, a well-known and well liked face at D&S HO where he has served in Pools, NGO Sales and, most recently, in the Technical function, as the engineer responsible for the Fabrication Dept.

Hailing from Nairobi, Luke attended Nyali Primary School before completing his O levels at the Aga Khan Academy and his A levels at the famous St Marys School, also the alma mater of Group Chairman Alec Davis. He took his degree in Mechanical Engineering at Makerere University and joined D&S in 2013 having first been employed by one of the company's drilling customers. He says he was impressed by the levels of professionalism exhibited by the staff and so decided to apply for a job.

A bachelor who rides a motorcycle, Luke spends his free time on sporting pursuits and lists swimming, lawn tennis and golf as his preferred pastimes. He is also interested in commerce and looks forward to venturing into business himself in the future. Of D&S, Luke says he likes the performance culture and describes his colleagues as supportive. His most memorable moment was an occasion when he bumped into the Chairman and accidentally trod on his feet whilst also knocking into his tummy and was relieved that no disciplinary action occurred as a result!

Having recently had a near miss on his motorcycle, Luke's take on life is to make the most of each day, have no regrets and hold no grudges. An unsurprisingly positive attitude from the man who was voted the best colleague in the group in 2017 by his peers.

D&S Kakamega Community Activity



D&S Kakamega donated foodstuffs and Dayliff water mineral pots to Friends of Kakamega Home as part of their founders day activities. Pictured are the D&S staff with the children at the home.

D&S Pictorial

D&S Participate in FKE Award



D&S has participated in the maiden FKE Employer awards, an initiative which evaluates large corporates on their performance as employers. D&S scooped a prize in the most responsible business conduct category. Pictured are senior D&S staff with CEO David Gatende and Jacqueline Mugo, CEO of FKE with their prize at the gala dinner.

Pedrollo Factory Visit



Pedrollo recently hosted at their Italian factory a group of D&S managers and partners who excelled most in the sale of Pedrollo products during the last year. Customer winners were Mr Gopal of Ragsons Ltd and Mr Hitesh of Bumper Harvest Ltd who joined D&S Downtown Senior Manager Rose Namachanja, Wholesale Manager Michael Njeru and Pedrollo Specialist Steven Njoroge. They are pictured with their hosts.

D&S Uganda Donates Blood



As well as offering financial support and D&S equipment to worthy causes as part of their CSR commitment, D&S UG recently partnered with the Red Cross to give blood as part of the blood drive initiative which was conducted at D&S UG HO at Kitgum House in Kampala. Pictured are blood donors during the drive.

D&S Garissa Borehole Project



D&S Garrisa, under intrepid Branch Manager Leonard Njiru have supplied and installed a solar powered borehole pumping system at Garissa University which was funded by Northern Water Services Board. The system, which delivers over 100m³ of water per day, will supply the campus whilst resulting in substantial savings for the University.

D&S Nakuru Borehole Project



D&S Nakuru has supplied 4 solar powered borehole pumping systems funded by Rift Valley Water Services Board in remote East Pokot sites Naumlo, Cheptaran, Ngoron and Koreach to ease the effects of drought in the region. Yielding 90m³ of water per day and benefitting a large population, the systems will make a significant impact to the local communities.

D&S Nanyuki Real Estate Show



D&S Nanyuki under Branch Manager Grace Ritho have participated in the Realtors exhibition at Cedar Mall to showcase D&S' wide and appropriate product offering for real estate developers. High levels of activity in Nanyuki are indicative of the general trend in the country which has seen an ongoing construction boom prevail in recent years.

D&S HO NGO Training



D&S HO has hosted an in-depth training session for the important NGO sector in the Training Centre at D&S HO. Hosted by GM Sales Margaret Kuchio and NGO Sales Manager Nicholas Odera, the seminar focused on technologies relevant to the sector including solar pumping, solar power generation and water treatment. Pictured are the group after training.

D&S HO Kenya Army Training



D&S HO Water Treatment has supplied the KDF with containerised mobile water treatment plants for use in the field. Kenya Army Engineers have been trained at D&S HO on the operation and maintenance of the plants supplied. Pictured are the group with technician Sylvester Ochieng as they focus on an ultra filtration plant at the D&S HO.

D&S Pictorial

D&S Nanyuki British Army Project



D&S Nanyuki under Branch Manager Grace Riitho has supplied and installed 3no large Grundfos SLI sewage pumps to the British Army HQ in Nanyuki. The sewerage pumps will transfer water from the camp to Nanyuki's Sewerage line. Pictured is Grace Riitho handing over the pumps to camp representatives.

D&S Embu Stockist & Technicians Training



Newly opened D&S branch in Embu and Branch Manager Benjamin Ochelle has taken the initiative of holding a partner training seminar at the Embu Minni Inn Hotel. The popular event was attended by local technicians and stockists who were introduced to the wide range of D&S products. Pictured are the group.

D&S Eldoret Stockist Event



D&S Eldoret under Senior Branch Manager Joseph N'gan'ga has hosted a stockist orientation event in the training room of the D&S Eldoret premises where participants were introduced to solutions appropriate for their location including borehole, solar, power and water treatment products. Pictured are the group at D&S Eldoret.

D&S Kakamega EBS Training



Recently appointed Branch Manager Loise Mutua of D&S Kakamega has held an EBS training for representatives for Govt, contractors and other organisations focusing on the water industry. The session, which attracted over 70 participants, focused on water treatment, solar solutions and iDayliff. Pictured are the group after the training.

D&S Kakamega Water Services Training



Busy Branch Manager Loise Mutua of D&S Kakamega in June took the initiative of holding a training for the 40 strong Lake Victoria Services Board technical team. Topics discussed included Pump sizing, selection, installation, operation & maintenance, Solar pumping and water treatment. Pictured are the group after the session

D&S Thika Exhibition



D&S Thika under branch manager Titus Njenga has mounted an exhibition at the new Ananas Mall in Thika. The exhibition, which showcased a selection of the D&S range of products attracted over 60 customer and focused was on water treatment, solar water heaters and engine pumps. Pictured is Allan Ouma on the stand.

D&S HO Property Developers



GM Sales Margaret Kuchio in June organised a well-attended property developers luncheon at D&S HO where attendants were taken through the various new and innovative D&S solutions appropriate for the vibrant real estate sector including iDayliff, grid-tie solar power and water treatment. Pictured are the group.

D&S Nakuru Horticulture Seminar



D&S Nakuru under Senior Branch manager David Ngure has organised a well-supported flower farm industry seminar at Waterbuck Hotel in Nakuru where participants were taken through the various D&S solutions appropriate to their thriving industry including chemical dosing products, solar power and irrigation technologies. Pictured are the participants.