

From the Chairman

September is traditionally the beginning of the Planning year for the D&S Group which always starts with the **Annual Management Conference** when all the senior managers gather to consider the year ahead. This year the event was successfully held at the Safari Park Hotel and guest speakers included **Lawrence Palin** who introduced the Hunter range of irrigation products and as Chief Guest, **James Mworira**, CEO of **Centum Investments**, who has created what has become one of Kenya's most successful companies. His perspectives of the market opportunities and how to develop them and also the factors for corporate success were fascinating and we much appreciated his contribution. Another Conference tradition is launch of the updated **Product Manual**, now in its eighth edition! This ever expanding catalogue, now 400 pages, has become the region's standard reference and will soon be available from all D&S Branches.

One of the key traditions at the conference is the annual Manager awards. Deserved winner, and for the second time in three years, of **Manager of the Year** was **Margaret Kuchio** for the success she has achieved with the Eastern branch cluster and also for her wider contribution to the Group. **Commended Managers** were **Anne Nyambura**, recently promoted to Head of Purchasing, who has done an excellent job in restructuring this important area and **Simon Batte**, Operations



Manager of the Year Award winners Margaret Kuchio, Simon Batte and Anne Nyambura pictured with Group Chairman Alec Davis, CEO David Gatende, other D&S Executives and non-executive Directors Mike Eldon and Stuart Eastwood.

Director of D&S Uganda specifically for the excellent management of recently completed solar pumping projects and generally for many years of dedication to D&S. My congratulations to them all.

An important initiative recently taken is the introduction of a new product segment to the D&S portfolio - **Irrigation**.

This is long overdue as it is so closely allied to our core activities and we are starting with a new relationship representing **Hunter**, one of the world's industry leaders. A new department has been established under experienced manager **Stephen Wambua** and we look forward to irrigation becoming an important contribution to the D&S business.

It is not a good time for Kenya at present with the disruption caused by the second Presidential election and the ongoing drought with many people in the rural areas really suffering. D&S is contributing to alleviating the situation through various water projects though not enough resources are available to cope with the scale of the situation. An important new technology that is helping is **solar pumping** which is now established as an economic and effective solution for water supply in remote areas. D&S has the widest range of products available and developing solar solutions will be of enormous benefit to the country and the region as these systems become increasingly accepted.

Supplier Focus - Hunter Industries

Headquartered in **San Marcos**, California and founded in 1981, Hunter is a world leader in **irrigation solutions** for residential, commercial, and golf course applications. With a product range that includes pop-up gear-driven rotors, high-efficiency rotary nozzles, spray sprinklers, valves, controllers, central controllers, professional landscape drip, and weather sensors, Hunter offers a complete portfolio of innovative irrigation products.



Hunter high efficiency pop-up sprinklers at work.

collaborate with in growing its new irrigation business segment which will complement its existing established segments including pumping, water treatment, waste water and solar.

D&S has agreed to represent Hunter in its markets and will offer stocking, design, system integration, installation and support from its network of over 50 branches. Already D&S Irrigation under

newly appointed Group Segment Manager **Stephen Wambua**, has won its first major project, which is now being implemented and looks forward to becoming an established industry player.

A family business with sales of \$450m and staff complement of 500, Hunter shares many values with D&S and is an ideal partner to

2017 Management Conference



D&S Conference attendees pose with Group Chairman Alec Davis, CEO David Gatende and Centum CEO James Mworia in the pleasant surroundings of the Safari Park.

An important event of the D&S calendar is the annual **Management Conference** which this year took place at the Safari Park Resort, a favourite conference venue due to its expansive and pleasant environment. This year's theme was **D&S 2020 - Resourcing For The Future** and was attended by 70 senior managers from across the D&S Group who participated in the busy 3 day programme.

Activities included various Executive updates on Group developments including new products, Supply, Finance & ICT, Marketing and Service, Business Unit reviews and also addresses by the CEO and Chairman with their perspectives on the conference theme. External speakers included a contribution by David Githendu on Grundfos's aspirations, an introduction to Hunter irrigation products and an inspirational and deeply impressive key note speech by **James Mworia**, the CEO of Centum, the country's largest and most successful investment company, who lent his unique perspective on the massive opportunities on offer in the region today.

UDV RO Plants by D&S

An impressive and complex assignment has recently been completed by D&S **HO Technical** involving both the **Water Treatment** and **Controls and Instrumentation** teams for UDV, a subsidiary of Diageo. The scope of the project was to design and install a Dayliff Reverse Osmosis plant with stainless steel tanks and synchronize operations with the existing RO system already installed at the distillery. All work was completed to the highest international brewery standards with D&S technical staff undergoing a safety training course as well as becoming registered as certified food handlers in order to access the site. The unit specification includes a touchscreen automated Siemens PLC customized in house by Instrumentation & Control Manager **Gilbert Baraza** and team for controlling the plant which processes 15m³ of pure water per hour.



Pictured (L to R) are D&S staffers Guy Muiruri, Maureen Omamo, UDV officials David Bennett and Patrick Nyamai, Gilbert Baraza, John Waema and Reuben Masoo in front of the RO module.

D&S Zambia ISO Award



D&S Zambia MD Jonathan Mainga receives ISO certificate from ZABS Executive Director Manuel Mutale as Minister of Commerce, Trade and Industry Hon. Margaret Mwanakatwe, Group Chairman Alec Davis and D&S Zambia team look on.

Davis & Shirliff Zambia recently celebrated a major milestone, the achievement of being the first company in the country to attain the international **ISO9001:2015** certification. Guest of Honour was the **Hon Margaret Mwanakatwe**, the Minister of Commerce Trade & Industry and also in attendance was **Mr Manuel Mutale**, Executive Director of ZABS who handed over the ISO Certificate to D&S MD **Jonathan Mainga**. He commended the company on the achievement and encouraged other organisations to follow Davis & Shirliff's example. Also present was D&S Group Chairman **Alec Davis** who thanked ZABS for their great support in assisting with the certification process. This accolade confirms that D&S Zambia applies and conforms to international quality standards in terms of product, systems and process and can provide assured quality to its various stakeholders.

D&S Dodoma Opens

Dodoma is the capital city of Tanzania and D&S Tanzania under MD **Ben Munyao** has decided to open its **sixth branch** there reflecting the increasing levels of activity in the central region of the country which is rapidly developing. Under Branch Manager, **Erick Koko**, the new branch is located in a prime location within the city and has been smartly executed to the highest D&S standards, attracting much local attention.

The primary areas of activity for the new branch are expected to be boreholes including solar pumping, water treatment and commercial building services (CBS) for the many government buildings and institutions currently under development in the exciting and forward looking new parts of the city.



CEO David Gatende and Supply Development Manager Henry Davis recently visited the new branch with D&S TZ MD Ben Munyao. They are pictured with D&S Dodoma Branch Manager and team in front of the smart new premises.

Staff News

Appointments



Jackline Nyabuti



Humphrey Asega



Amos Mbugua



Ambrose Muhu



Churchill Obiero



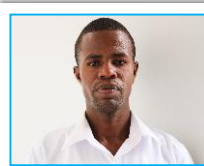
Salome Gicici



Stephen Riitho



Stephen Wambua



Arnold Owiny

D&S is pleased to welcome **Jackline Nyabuti** (D&S Nakuru), **Humphrey Asega** (D&S Kitengela), **Amos Mbugua** (D&S Thika), **Ambrose Muhu** (D&S Utawala), **Churchill Obiero** (D&S Kisumu), **Salome Gicici** (D&S Embu), **Stephen Riitho** (D&S Embu), **Stephen Wambua** (HO Irrigation) and **Arnold Owiny** (HO Solar). They are all wished long and successful careers in the company.

Commendations

Commendations were recently awarded to **John Waema** and **Bernard Rono** (HO Water Treatment), **Anne Olang** (D&S Pools), **Jeconia Anyama** (HO Commercial) for making exceptional efforts in executing their duties. Everyone's commitment is greatly appreciated.

Births

Congratulations to **Judis Onchari** (HO Logistics) and her husband Brian on the arrival of their son Jesse, **Dickson Marangu** (HO Manufacturing) and his wife Monica on the arrival of their son Anthony, **Rajab Robale** (HO Stores) and his wife Faith on the arrival of their son Rahim, **Paul Muigai** (D&S Westlands) and his wife Naomi on the arrival of their daughter Stacy, **Emma Kukubo** (HO Finance) and her husband **Benjamin Ochelle** (D&S Embu) on the arrival of their son Jason and **Nancy Macharia** (D&S Westlands) and her husband Arthur on the arrival of their daughter Elsa.

Executive Team Building



The D&S Executive team pose after a successful team building activity held at Windsor Golf and Country Club.

Staff Profile - Michael Kanyugi



Michael Kanyugi is well known at D&S HO as the Chief Accountant reporting to Finance Director George Mbugua. His key responsibilities include administering the finance function in Kenya as well as driving the development of the all important management accounts platform on a group wide level.

Hailing from Nyeri County where he schooled at Kamatongu Primary and St. Mary's Boys Secondary, he then, somewhat unusually for someone who is now an accountant, read Engineering at the University of Nairobi, obtaining First Class honours and being awarded the best student in the college for that academic year. It was after this that he decided to become a Chartered Accountant, which he did in 2012 before returning to UoN to study for an MBA which he obtained last year.

Michael joined D&S in 2013 having previously worked for KPMG and PwC and was originally attracted to the company due to its policy, which is well known among students and which he was appreciative of at the time, of offering paid attachments and internships.

A family man blessed with wife Veronica Gitau and daughters Leesah and Leenah and expecting to welcome a third child soon, Michael is a man of faith whose favourite book is the Bible and whose favourite music is Gospel hymns. He is clearly a man of action and has a passion for parenting but also enjoys downtime as he lists one of his favourite pastimes as sleeping!

Of D&S, he recalls fondly the occasions he has had to work through the night during ERP upgrade exercises and loves the challenge of ensuring that management accounts are out by Day 4 every month. His colleagues note his attention to detail, calmness under pressure and commitment to excellence, all attributes which his resume confirms.

D&S Rwanda Community Activity



D&S Rwanda under GM Joseph Wanene have, as part of their Founders Day celebration, donated a Dayliff water purification system to Youth With A Mission (YWAM) initiative in Kabeza, Kigali. The system will benefit the 50 mothers and 71 disadvantaged children who rely on the centre. Pictured are the children with D&S staff who passed by to spend some time with them.

D&S Pictorial

D&S Garissa Visit



D&S HO GM Sales Margaret Kuchio has visited D&S Garissa in the newly acquired D&S Cessna 182T aircraft together with Henry Davis and Auditor Tianinah Manei as part of routine branch inspection. The team is pictured after the successful visit on the tarmac at Garissa Airport with Branch Manager Leonard Njiru.

D&S Lamu RO Installation



D&S Lamu has supplied and installed a much needed desalination unit to Siyu Village. The project was instigated by the county government of Lamu in order to provide 1m³/hr of water to the villagers and the surrounding community. Pictured are D&S technicians Josephat Tuva and William Ngome on site.

D&S HO ICRC Training



D&S HO has conducted a training for ICRC officials from across Africa where D&S specialists gave training sessions to the participants on borehole sizing, water treatment best practice and solar theory. The team is pictured after the successful event with Borehole Manager Martin Muraya and Knowledge Manager Zippy Midikira.

D&S HO Olkalao Borehole Project



D&S HO has supplied and installed a solar powered borehole pumping system in Ol Kalao as part of a community irrigation initiative. The system provides 6m³/hr of water per day. Pictured on site during the successful commissioning is D&S Field Service Technician Isaac Chege.

D&S HO KDF Reverse Osmosis Plant



D&S HO Water Treatment Division under Manager Eng. Festus Ngeno has supplied the Kenya Defence Forces with 5 Dayliff Ultra filtration Plants. The team of KDF engineers is pictured being trained on how the plant functions in a testing bay at D&S HO Technical. The units are of lightweight portable design for deployment in the field.

D&S HO Sponsor Hip of Polo



D&S HO Marketing has taken the initiative of sponsoring the match ground at the North Kenya Polo Club in Timau. Polo is a well-established and thriving sport in Kenya with active clubs across the country. Pictured is an example of the D&S branding as a polo match unfolds in the background.

D&S Naivasha Hortifair



Naivasha Hortifair is a yearly event held at the Naivasha Sports Club. D&S Naivasha under Branch Manager Arthur Kioni has participated with a stand displaying new products and solutions appropriate for the thriving horticulture and agriculture sectors. The team is pictured at the busy stand engaging with partners.

Genesys Visit



D&S HO Water Treatment Consultant Haji Harunani has represented the company at a conference staged by chemical supplier Genesys International for its international partners at Peckforton Castle in the UK. The conference focused on advanced chemical applications. Pictured is Haji with Genesys International Chairman Ted Darton and other delegates.