



From the Chairman

Another year passes, D&S's 71st, and one that has not been without challenges, notably the disruptions caused by the Kenya elections which are now thankfully behind us. The prolonged election process and the subsequent political wrangles certainly impacted on all aspects of the economy and like all companies D&S was affected, though we have been fortunate with some growth achieved, a better



Group Chairman Alec Davis and CEO David Gatende are pictured with the 2017 award winners during the HO end year celebrations.

performance than that of many others. We can be grateful for that. Also as usual there have been many initiatives taken throughout the Group and I would particularly mention opening **six new Branches**, the **move of D&S Uganda's HQ** to a much better location, **introduction of a number of new products** and some excellent innovations in the **digital space**. Progress has been made on many fronts and the Group is well placed to capitalise on the opportunities that will arise in the coming year.

An important D&S tradition is celebrating Christmas and as reported elsewhere parties were held throughout the Group. The Head Office event was notable for several entertaining performances by staff and also the traditional formalities with my address when I announced the important Department of the Year winners. **Commended Department** was **Water Treatment** with **Finance** being awarded the **Department of the Year** accolade. Both were thoroughly deserved, especially Finance which

under Executive **George Mbugua** works most effectively in the background providing information and analysis so regularly and accurately without which the Group could not have achieved what it has. Various **Employee of the Year Awards** were also presented and I'm very grateful to all winners for their efforts.

Another important event held recently was the **Branch Managers Conference** where an excellent programme prepared by COO **Dr MAS Waweru** emphasised Group policies and initiatives and was also an excellent forum for sharing ideas. Branch awards were also made and I particularly congratulate **Commended Branches D&S Downtown** and **D&S Ongata Rongai** and Branch of the Year **D&S Kiambu** led by **Benson Kanyuru** and now **Miriam Kahiga**. A new Wooden Spoon Award was also introduced awarded to **D&S Kisumu**. Now under new management I'm sure they will not qualify next year!

Finally, though I write this message before Christmas this Newsletter will be issued after the New Year when the holidays are over and life will have returned to normal. However, I hope all D&S family and friends enjoyed a peaceful and restful Xmas break and my very best wishes to all for a successful and prosperous 2018.

New Products



New product introductions are the lifeblood of all successful companies and D&S has been a consistent innovator over many years in this area. Driven by the group Product Committee, which identifies and reviews all product opportunities, a number of new products have been introduced over the past year. From **Dayliff** products include the low-cost **DSD** small capacity borehole pumps, extension of the DDA well-pump range, now one of the Group's largest sellers, with the plastic bodied **DDA1000P**, the **DBH** stainless steel pump for corrosive liquids, the **DPW** high

pressure washer and the **SF2 Future** solar irrigation pump. From **Grundfos** there has been **SQF Mini** solar pump and the **STR2** twin head shower pump and from **Pedrollo** the 6" **SR** borehole pumps while from **DAB** the **E-Swim** variable speed pool pump and the **VA/A** circulator pumps. Other exciting products include the **Dayliff range of Pico Solar domestic accessories** and new **water treatment media**. All items are now available and further details are available on the company website www.davisandshirliff.com.

Davis & Shirliff wishes all readers a Successful and Prosperous 2018

2017 Christmas Celebrations

D&S HO



Eastern Cluster



As is the D&S tradition, the festive season was marked throughout the Group with Christmas celebrations, the largest of which took place at **D&S HO**. Over 300 staff attended and enjoyed a fun packed program of entertainment as well as the annual Chairman's and CEO's addresses where the winners of the Business Units of the Year were announced. The event's dress theme was 'dress in national colours' with D&S Procurement's **Mercy Kirui** dazzling in her outfit which won the dress first prize.

Western Cluster



Coast Cluster



Elsewhere, the **Coast Cluster** visited Tumaini Aids Orphanage, Bamburi and enjoyed dinner at the Tamarind Hotel, **Eastern Cluster** had lunch at Tree Top Hotel, **Western Cluster** had lunch in their various locations.

D&S Zambia



D&S Uganda



Celebrations were also held at the subsidiaries, **D&S Zambia** holding a braai in their main office premises, **D&S Tanzania** enjoying a dinner at Ridizo Grill, **D&S Uganda** visited Kireka Childrens' home and later had dinner at Fairway Hotel, **D&S Rwanda** had lunch at Pilipili Restaurant, while **D&S DRC** had lunch at Latte Restaurant.

D&S Tanzania



Branch Managers' Conference

The **third Branch Manager's conference** recently took place at the D&S Training Centre at Head Office. With a similar theme to this year's Management Conference, "**D&S 2020: Reaching the Next Level**", the event brought together the 35 Kenyan branch managers and included the branch managers outside of Kenya via video link. Organized by COO **Dr MAS Waweru**, the program included updates from the various cluster executives as well as a memorable key note address by **Dr Julius Muia**, the Chairman of the Kenya 2030 initiative, whose passionate vision of the future of Kenya and the region was inspiring to listen to. The two day event culminated with a gala dinner hosted by CEO **David Gatende** at the smart new Tamarind Tree Hotel where **D&S Kiambu**, **D&S Downtown** and **D&S Ongata Rongai** were crowned Branch of the Year and Commended Branches of the Year respectively.



Branch managers from the Group pose for a photo together with CEO David Gatende and other executives after a successful event held at HO premises.

Nairobi Stockist Gala Dinner

The annual **Nairobi Stockists Gala Dinner** has recently taken place in the ballroom of the Laico Regency in central Nairobi with over 80 of the country's largest distribution partners in attendance. The evening was hosted by Business Development and Marketing Director **Edward Davis** who welcomed the guests and appraised them of the various new D&S products and solutions available for 2018 and also held an open floor feedback session. GM **Margaret Kuchio** addressed the guests on commercial issues while CEO **David Gatende** spoke about D&S' values and its future direction. A tradition at the dinner is to award the Stockist of the Year who this year was **Ragsons Kenya** while **Bumper Harvest**, **Kens Metal**, **ASL Trading**, **Davis Plumbing** and **Genesis General Service** were commended for their efforts.



The stockists are pictured after the successful dinner with the D&S team lead by CEO David Gatende, Business Development Director Edward Davis and GM Commercial Margaret Kuchio.

Staff News

Appointments



Karan Singh



Lydia Ondetti



Misky Mohammed

D&S is pleased to welcome **Karan Singh** (D&S Westlands), **Lydia Ondetti** (D&S Lodwar) and **Misky Mohammed** (D&S Nyali). They are all wished long and successful careers in the company.

Commendations

Commendations were recently awarded to **Faith Atieno** (D&S Kitengela), **Daisy Odhiambo** (D&S Narok), **Nicholas Oduor** (D&S Kisumu), **Jacob Korir** and **Mike Soita** (D&S Eldoret), **Chris Oduory** (HO Pools), **Elizabeth Muritu**, **John Waema**, **Ephantus Gitari** and **Guy Muiruri** (HO Water Treatment), **Edward Kimutai** and **Muthee Maina** (HO Power Products), **Kevin Gitimu** (HO Service), **Reuben Masoo**, **Jared Nganyi**, **Nicholas Kituu**, **Alex Mucheru**, **Joseph Njuguna**, **Kennedy Owitchira** and **Gilbert Barasa** (HO Engineering). Their exceptional efforts are much appreciated.

Births

Congratulations to **Brenda Muhati** (HO Stores) and her husband Joshua on the arrival of their daughter Amanda, **Gideon Achoki** (HO Logistics) and his wife Winnie on the arrival of their daughter Delight, **Veronica Kamau** (HO Procurement) and her husband Bernard on the arrival of their daughter Stephanie, **Desmond Rao** (HO Business Systems) and his wife Janet on the arrival of their daughter Berakah and to **Dalton Muli** (D&S Downtown) and his wife Jane on the arrival of their son Lord-Gates.

D&S Annual Awards

Business Awards

Business Unit of the Year	HO Finance
Commended Business Unit of the Year	HO Water Treatment

Employee Awards

HO Commercial	Annette Wairoma
HO Finance	Duncan Ouma
HO Engineering	Joseph Gichia
HO Office	Joel Ndung'u
HO Supply	Grace Njagi
HO Service	Amos Wambura
Nairobi Branches	Paul Muriuki
Eastern Branches	Benjamin Ochelle
Western Branches	Guyton Kijuba
Coast Branches	Raymond Kuttoh
D&S Zambia	Tina Banda
D&S Tanzania	Rugobe Mswahili
D&S Uganda	Simon Batte
D&S Rwanda	Jessica Karera

Staff Profile - Tina Banda



Tina Banda is a well-known personality at D&S Zambia where under MD Jonathan Mainga she is the Distribution Manager, tasked with running the team of Distribution Sales Reps (DSRs) who cover the entire country. Born, raised and schooled in Kitwe, Tina attended Nkana Primary and Ndeke Secondary

before heading to the University of Zambia, Niec school of business management trust and Copperstone University where she pursued higher studies including an MBA.

Having formerly worked for the City Council in Kitwe, Tina first learnt of D&S through its distinctive billboards and joined soon after. Having now been in the D&S family for over ten years, she takes pride in the company's strong position in the market and its high professional corporate standards.

A twin herself from a family that also includes another set of twins, Tina is a single lady of faith whose hobbies are travelling, going to the gym, reading and running marathons. To wind down she enjoys listening to music, especially Kalindula (Zambian traditional music), gospel and country music and also works as a marriage counselor although she herself is wisely yet to marry! Quite uniquely for a D&S staffer, Tina also runs a night live radio show called "Ask Aunt Tina" on 89.7 Yar FM where she offers herself as an agony aunt and dispenses her wisdom to those who call in!

Her philosophy of life is that our lives today are a reflection of our past decisions so we can't blame anyone for our failures but ourselves. However, with energy, enthusiasm and sound values, anything is possible and Tina is certainly the living embodiment of that.

D&S Community Activity



D&S Kiambu and Utawala Branches recently conducted a CSR donation at Divine Mercy Children's Home in Kiambu where Branch Manager Miriam Kahiga oversaw the installation of a Dayliff DSP well pump to serve the institution's substantial water needs. Pictured are the D&S teams with children and staff after the commissioning.

D&S Pictorial

Lorentz Visit



Chairman Alec Davis recently visited China and paid a visit to solar partner Lorentz who have opened an impressive manufacturing facility in Beijing. Pictured is the Chairman with Lorentz owner and founder Berndt Lorentz and Sales Director Stephan Grinzinger on the factory roof in front of their large solar array.

E.A Waters Exhibition



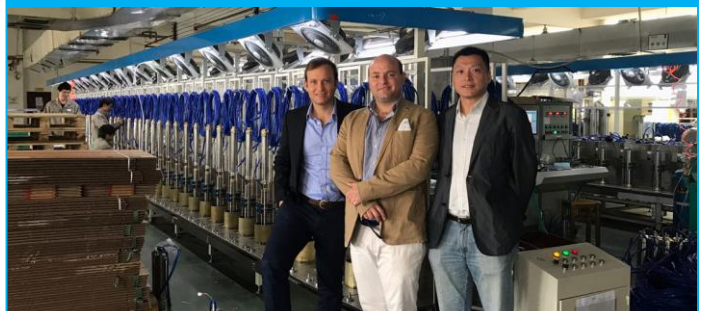
D&S has participated in the 2nd East Africa Water Summit with a team led by Technical Director Eng. Philip Holi. The event included panel discussions and product demonstrations on water and energy efficiencies. Pictured is sales engineer Stephen Njoroge as he discusses the D&S range of products and solutions with participants.

Kajiado County Visit



Chief Operating Officer Dr MAS Waweru recently hosted Kajiado County Water Minister Florence Waiganjo and County Water Director Eng. Patrick Kimata at D&S HO to discuss technologies and partnership. Pictured are the pair with Dr MAS in the showroom at Head Office Retail.

China Visit



Director of Business Development and Marketing Edward Davis and Supply Development Manager Henry Davis in November visited over a dozen Far Eastern suppliers in China and Taiwan with D&S China Associate Mr Zhang Yi. The trio are pictured inspecting the Dayliff pumps production line.

D&S HO ICRC Training



International Committee of the Red Cross (ICRC) have recently visited the D&S Training Centre for a French language training on the D&S range of technologies. The sessions were hosted by Francophone staff members Benson Kanyuru, Mercy Njeri and Edna Wekesa. Pictured are the group after the event with COO Dr MAS Waweru.

Spring Valley Bazaar



D&S has for many years been the key event sponsor for the Spring Valley Bazaar in support of ANDREF (African Neurological Disease Forum). Pictured is Edward Davis with his family as they pull tickets for the charity raffle in aid of this good cause. Also in attendance was Hon. Charles Njonjo who was the event patron.

Kohler CEO Visit



A high powered delegation from world leading engine manufacturer and partner Kohler Diesel, including President Diesel Engines Vincenzo Perrone, Director Sales-Engines, Francesca Rubbiani and Export Sales Director Pierino Fabrizio recently visited D&S and were hosted by senior D&S management where future market opportunities were discussed. Pictured are team at D&S HO.

Standard Chartered Marathon



A record 86 D&S staff participated in this year's Standard Chartered Marathon, a massive event that brings the whole of Nairobi to a standstill. This year's star performer was Joshua Mokaya who clocked an impressive time of 1hr 45min for the 21km race. Pictured is the jovial but exhausted team after the event.