

From the Chairman

Another year passes and a generally successful one for the D&S Group with a good revenue increase and some important initiatives taken. Of note is the opening of no less than eight new branches in **Muranga, Nyeri, Marsabit and Kitale** in Kenya, **Kitgum House** in Kampala, **Dodoma** in Tanzania, **Gakiriro** in Rwanda and **Chipata** in Zambia. We also introduced various new products and successfully completed some very large solar pumping projects in Uganda and in Kenya for Meru County. We continue to grow the headcount and are nearly 750 people – now a large organisation!

A tradition of the Christmas period are parties held throughout the Group during which various awards are made, particularly for the Business Units of the Year. This year **Business Development** under Director **Edward Davis**, deputised by **Patrick Mufwoya**, was awarded the Commended accolade due to the success of various initiatives in the surrounding countries with **Business Unit of the Year** being awarded to **D&S Uganda** who have had a stellar year growing 100%, achieving ISO certification and completing various successful projects. MD **Ephraim Wainaina** also won the **'Manager of the Year'** award in the September Management Conference, all thoroughly deserved.

Another important event recently held was the **Branch Managers Conference**, an increasingly important gathering as the Branch network expands, there now being 63 across the region! This is a real D&S strength as it takes our products and expertise to



Group Chairman Alec Davis and CEO David Gatende are pictured with the 2018 Award winners during the end-year celebrations.

the customers and is a great benefit to the communities they serve. **'Branch of the Year'** Awards are given for the best performing and in spite of many notable performances **D&S Thika** and **D&S Utawala** were Commended with **D&S Kiambu** winning the award for the second year running – an exceptional achievement by manager **Miriam Kahiga** and the team and congratulations to all winners.

I would also mention and congratulate **D&S Ethiopia** on recently celebrating its **10th Anniversary**. D&S works in partnership with local Directors **Dejene Woldemariam** and **Hailu Seifu** in what has been a very successful relationship, the business doubling in size this year due to a number of successful projects. Ethiopia is a large and dynamic market and we look forward to continued growth of this business.

Finally, I would like to thank all D&S customers, partners, friends and of course staff for your great support throughout the year without which we could not have achieved what we have. It is truly appreciated. Though I write this before Christmas many may not read it until after the New Year when the holidays are over and life will have returned to normal. I hope everyone has enjoyed a peaceful and restful break and my very best wishes to all for a healthy, successful and prosperous 2019. I look forward to our continued close co-operation for what I have every hope will be another year of progress for the D&S Group.

D&S Solar Pumping Solutions

With the continued reduction in PV module prices and also advances in solar pumping technology, solar pumping has become the default solution for water supply in rural areas and D&S is the industry leader offering a comprehensive range of products for all solar pumping applications. Options include a number of DC powered pumps for smaller duties including the **Dayliff Sunflo**, various **Dayliff DSolar A, B** and **X** models in centrifugal and helical rotor configurations, **Grundfos SQ Flex** and **Lorentz PS** models.



A typical solar pumping installation in Meru County, Kenya.

For higher output requirements AC powered **Dayliff, Grundfos**, and **Pedrollo** pumps can be used together with the **Dayliff Sunverter, Grundfos RSI** or **Lorentz PSK** inverter controllers, many with integrated remote monitoring and control capabilities. A complete range of accessories including PV modules and support structures are also available which together with the enormous pump range provide solutions to every solar pumping requirement imaginable.

2018 Christmas Celebrations



Celebrating Christmas is an established D&S tradition with parties held throughout the Group. As is now the established practice **D&S HO** held its Christmas party at the main offices, this year themed 'Wild, Wild West', where formalities commenced with addresses from the Group Chairman, CEO and a vote of thanks by Edward Davis after which the entertainment programme, fronted by wise-cracking MCs Eunice Njuno and Desmond Rao, began. This included hilarious skits, songs, quizzes with prizes awarded for the best dancers and best dressed for the year's theme with perhaps the highlight being Lena Sumuni, the HR GM, with her genius standup comedy routine.

Meanwhile elsewhere across the country, **D&S Coast** held a celebration at Voyager Beach Hotel, **Western Cluster** headed to Sosa Cottages for their festivities and **Eastern Cluster** went to Mantu Lodge. Celebrations were also held by **D&S Zambia** who had a get together at Best Western Hotel, **D&S Tanzania** who enjoyed dinner at Serena Hotel, **D&S Uganda** who had dinner at Fairway Hotel, **D&S Rwanda** a lunch at Hotel Des Mille Collines and **D&S S.Sudan** luncheoned at Da Vinci Hotel on the banks of the Nile.

D&S Ethiopia Celebrates 10 Years



D&S Ethiopia Directors Hailu Seifu and Dejene Woldemariam pose with **D&S** Group Chairman Alec Davis and staff celebrating the company's 10 year anniversary.

D&S Ethiopia has achieved an important milestone in reaching 10 years since its founding in 2008 by Directors **Hailu Seifu** and **Dejene Woldemariam** along with support from D&S Kenya. The company started in a small way but has in the intervening decade become an industry leading player in the country and grown substantially, especially in the field of solar pumping. A celebration hosted by the Director was held at the Intercon Hotel in Addis Ababa to mark this achievement attended by customers, partners, D&S Chairman **Alec Davis**, BD Director **Edward Davis** and former Country Manager, **Patrick Mufwoya**, together with current GM **Samuel Mitiku** and other D&S Ethiopia staff. After some words from the Managing Director and D&S Chairman, important partners **IRC** and **Care International** were honoured with awards for their excellent support over the years following which traditional Ethiopian dancers entertained the guests making the party a lively affair.

D&S Gakiriro Branch Opening

D&S Rwanda under General Manager **Joseph Wanene** together with Group CEO **David Gatende** recently celebrated the establishment of the company's third branch in the country in **Gakiriro**, the capital's main commercial district. To mark the event, a customer event was held in the smart new premises on KG 33 street with Guest of Honour Guaranty Trust Bank Rwanda MD **Emmanuel Ejizu** cutting the ceremonial ribbon and declaring the branch open after the CEO gave a speech about D&S, its values and business model. Newly appointed Branch Manager **Aline Sine** is now tasked with bringing the D&S range of products and solutions to the many local traders focusing on fast moving products under the Dayliff and Pedrollo brands.



Group CEO David Gatende, General Manger Joseph Wanene, Branch Manager Aline Sine, Guest of Honour Emmanuel Ejizu and D&S staffers celebrate the **D&S Rwanda Gakiriro** branch opening.

Staff News

Appointments



Ann Muiruri



Jacqueline Omusi



Polycarp Orinde

D&S is pleased to welcome **Ann Muiruri** (HO Pools), **Jacqueline Omusi** (HO Executive Office) and **Polycarp Orinde** (D&S Ongata Rongai). They are all wished long and successful careers in the company.

Commendations

Commendations were recently awarded to **David Ngari** (HO Sales), **Daniel Chumo** (HO Power Products), **Anthony Karunguru** (HO Field Service), **Joshua Mokaya**, **Peter Ngugi**, **Stephen Omollo** (HO Logistics), **Zippy Midikira** and **Judis Onchari** (HO Knowledge Management). Their special efforts are greatly appreciated.

Births

Congratulations to **Henry Davis** (HO Supply) and his wife Heather on the arrival of their son Remy, **Faith Kamau** (HO Pools) and her husband Philip on the arrival of their son Ethan and **Francis Mbogo** (HO Stores) and his wife Rachel on the arrival of their son Jerome.

Marriages

Congratulations to **Brian Nyagol** (HO R&D) and his bride Naomi, **Collins Otieno** (HO Finance) and his bride Harriet, **Eunice Kitavi** (HO Sales) and her groom Chris and **Raymond Kuttoh** (D&S Nyal) and his bride Josephine on their recent marriages. All couples are wished long and happy lives together.

D&S Annual Awards

Business Award

Business Unit of the Year
Commended Business Unit of the Year

D&S Uganda
 Business Development

Employee Award

HO Commercial

Evans Ongoro

HO Finance

Emma Kukubo

HO Engineering

Bernard Mwathe

HO Office

Gloria Obel

HO Supply

Richard Opondo

HO Service

Lewis Njeru

Nairobi Branches

Carlos Makau

Eastern Branches

Salome Gicici

Western Branches

Harriet Ochieng

Coast Branches

Adam Abdalla

D&S Zambia

Mataka Mambi

D&S Tanzania

Erick Koko

D&S Uganda

Etiene Maate

D&S Rwanda

Jean Claude

Staff Profile - Bella Abong



Bella Abong is the newly appointed Manager of one of D&S Kenya's most remote branches, **D&S Marsabit**, but although her post is far away, she is well known at D&S having previously been stationed at D&S Garissa and before that at D&S Head Office in Field Service. Hailing from Nyakach, Kisumu County, Bella attended Mbugru Primary, Bishop

Okoth Girls Okolla, Thurdubuoro Mixed Secondary and finally Egerton University where she graduated with a BSc in Manufacturing Engineering & Technology. However, hers was not always a smooth journey through education as she was unable to attend Form 3 due to a lack of funds and were it not for a chance encounter with a Catholic priest, the late Fr. Paul, her schooling may have ended there. He spotted her talent through asking some Maths questions and exclaimed 'a brain such as this cannot be wasted!' and thereafter facilitated for her to be enlisted at Thurdubuoro School, where within the space of a month, she was elected as Head Girl.

Her first job was as a lecturer at Kisumu Polytechnic and she joined D&S in 2009 having heard about the company through friends who worked there. Of her colleagues she remarks that they are approachable, diligent, obedient and loving and that D&S has a family like environment for everyone.

A lady of faith and an avid gym goer, Bella is unmarried but looks forward to marrying one day. Her friends describe her as daring, hardworking, a go-getter and honest while she describes herself as comfortable adjusting to any situation and not easily flustered when faced with unexpected challenges. It is therefore appropriate that her philosophies of life are as inspiring as her life itself, the principal one being courage and she subscribes to the saying; 'face your fate like a woman'. She also believes that; 'If you can see positives during a negative situation, you win, that you should take responsibility for your world, always stretch and challenge yourself and, above all, commit to do whatever it takes to succeed'. A sound philosophy for a lady tasked with building the D&S presence in a remote and challenging market!

D&S Thika Community Activity



D&S Thika led by Manager Titus Njenga carried out a CSR donation of a Pedrollo Sali to Matu Primary School. The equipment, which was used as part of rehabilitation of an existing hand pump, will benefit the children who are previously fetching water from the river about 3km from the school. Pictured are the children at the joyful commissioning.

D&S Pictorial

Nairobi Stockists Dinner



The annual Stockists' Gala Dinner was held at the Laico Hotel in Nairobi. Hosted by CEO David Gatende, Branch Commercial Executive Margaret Kuchio and BD Director Edward Davis, the event was well attended by over 90 partners. Stockist of the Year for the third consecutive time was Ragson Kenya with Ken's Metal and Bumper Harvest also commended. Pictured are the prize winners with their awards.

Grundfos Delegation Visit



D&S HO, Tanzania and Ethiopia have recently had the pleasure of hosting a large and senior delegation led by Director Okay Barutku from Grundfos' EEWAA region who were keen to learn more about D&S. Pictured are the group as they toured the D&S HO facilities with Group Chairman Alec Davis, CEO David Gatende and other executives prior to holding constructive discussions on developing mutual business.

Branch Managers Conference



The Branch Manager's conference has been staged for the third time at the D&S HO Training Centre and this year featured a large online audience who followed proceedings and participated through Skype for Business. The two day program included contributions from the Executives plus an inspiring session with key note speaker Nancy Muthoni, a well-known TV personality and real estate expert.

D&S TZ Solar Pumping for SIMAVI



D&S TZ under dynamic MD Benjamin Munyao has become the default provider of solar pumping solutions in the country and the 9.2kW solar powered pumping project for SIMAVI at the Baura Health facility is a good example of this cost effective solution in action. Pictured is the photovoltaic array that provides the energy necessary to power the pumping equipment.

D&S Uganda ISO Certification



Business Unit of the Year D&S Uganda under MD Ephraim Wainaina in a project led by Teddy Kasekende has recently attained the coveted ISO 9001:2015 accreditation and is the third D&S company to do so after D&S Kenya and D&S Zambia. Pictured on the occasion of receiving the certification are D&S UG staff with Lead Auditor Andrew Row at the Head Office in Kampala.

Standard Chartered Marathon



The Stanchart Marathon has become a popular annual fixture in Nairobi with D&S staff always keen to participate. This year a record 23 staff participated in the large scale event which is the flagship project for 'Seeing is Believing' a community initiative that helps people with impaired sight. The fastest D&S staffer again was Maina Mbatia who clocked an impressive 80 minutes in the 21km race.

D&S Zambia Receives Quality Award



D&S Zambia has been awarded First prize for Service provision in the large enterprise category of the 2018 ZABS Quality Awards. Pictured are the triumphant team of MD Jonathan Mainga, Supply Manager Anna Siluwe and Commercial Manager Lisele Mulele collecting the award at the prize giving at Mulungushi Int. Conference Centre.

D&S Uganda Solar Pumping Project



In 2018 D&S Uganda have again led the Group in successful project implementation and has carried out a large number of solar pumping installations for humanitarian organisations. Pictured is a drone's view of one such installation in Rhino Camp, Arua that featured a 52kW solar PV array pumping installation capable of delivering 250m³ per day, one of the largest in Uganda.