

## From the Chairman

Another year passes and one that has seen progress for the D&S Group but not without challenges in every market. A particular recent one has been the excessive rainfall that has been so damaging and literally dampened business activities while in Zambia and Zimbabwe there has been a severe drought that has hugely impacted on their economies. Is this climate change or the natural cycle?!



Group Chairman Alec Davis and CEO David Gatende are pictured together with the 2019 Award winners during the HO end-year celebrations.

D&S has continued to invest and develop with the opening of new branches in **Kitale**, **Githurai** and **Wajir** in Kenya as well as a subsidiary in **Zimbabwe**, and a current important project is the Westlands Branch move reported elsewhere. The main project has been the **Tatu warehouse** construction that is now roofed and on schedule for completion mid-2020, this being a transformational development that will drive future growth as current product volumes are now overwhelming HO logistics capacity!

A D&S Christmas tradition is the end-year party, events being carried out throughout the Group. I attended the HO one that was great fun with excellent entertainment staged by the staff - it is amazing the talent in all sorts of endeavors at D&S! We also recognise the best performing Group operating functions, this year the **Commended Unit** being the **HO HR Department**, who have made a major contribution in both new processes and training in this vital area with the **Business Unit of the Year** being deservedly won by **D&S Tanzania**, who have had a most impressive year in a challenging

environment. We also held a very successful **Branch Manager's Conference** and principal awards were presented to **D&S Mtwapa** (Coast cluster) for the Best Kenya Branch and **D&S ChaChaCha** (Zambia) for the Best Subsidiary Branch, both being thoroughly deserved. Well done to all winners!

I also attended the **D&S Uganda** Xmas party to say

farewell to retiring MD **Ephraim Wainaina**, which was an exuberant affair. I have worked closely with him over his entire exemplary 40-year D&S career and he will certainly be missed, though we all wish him a long, healthy and happy retirement back home in Ngong.

Though I write this message before Christmas it will be read as we return from the New Year and I hope everyone has had a restful and enjoyable break and are ready for another busy year. I take this opportunity to express my deep appreciation to all D&S stakeholders including customers, suppliers and of course staff for your great support over the past year as without you all our achievements would not be possible and I pass everyone my very best wishes for a healthy, successful and prosperous 2020. I have also been reflecting on the role that D&S plays in our various markets being the leading supplier of a wide range of essential equipment that materially impacts on people's lives, a huge number directly or indirectly benefiting from a D&S product every day. We can all be very proud of the contribution we make!

## D&S Westlands Relocation

The Nairobi suburb of **Westlands** has played a very significant role in the D&S history as it was there that the first premises were located back in 1946 and also where the first branch was established, then called the **Pool Shop**, in 1994. In 2003 the branch was moved to its second Centro House location and then re-branded Davis & Shirliff from where it grew to be one of D&S's biggest branches. Now, due to the need for extra space, it is moving again a few hundred meters to **Woodvale Grove** and coincidentally about 100m from the original D&S location! The much expanded premises under new manager **David Ngari** has been fitted out to the highest standard displaying the full range of D&S equipment in much improved comfort and ambiance and is now one of the most impressive showrooms in Westlands! The team look forward to showing off their new home!

2019



The new and old D&S premises at Westlands - about 100m and 73 years apart!

## 2019 Christmas Celebrations

**D&S Uganda**



**D&S HO**



**D&S Zambia**



**D&S Tanzania**



To mark the end of the year and the festive season, D&S traditionally holds celebrations across the Group. At **D&S HO** the logistics yard was transformed into a Bollywood set with staff dressing in Indian attire. There was an impressive program of entertainment which commenced with the Chairman and CEO giving their customary addresses and presenting the Annual Awards after which the party started! Meanwhile the **Western Cluster** congregated at Naivasha Resort, the **Eastern Cluster** at The Last Village and the **Coast Cluster** at Voi Safari Lodge. In **D&S Uganda** an event was held at Imperial Royale Hotel that also marked outgoing MD **Ephraim Wainaina's** retirement while **D&S Tanzania** headed to Ramada Resort for their celebration and **D&S Zambia** went to Radison Blue. **D&S Rwanda** enjoyed a team building activity at Sorwathe Tea Factory, **D&S South Sudan** went to Wingu Hotel, **D&S DRC** did fun activities and lunch at Mikembo Resort and **D&S Zimbabwe** headed to Garfunkels restaurant for a luncheon.

**D&S Eastern Cluster**



**D&S S. Sudan**



**D&S Western Cluster**



**D&S Rwanda**



**D&S Coast Cluster**



## Branch Managers Conference



Participants are pictured with Group CEO David Gatende and other executives at the Branch Manager's Conference.

**Branch** and **Business Unit** Managers from across the D&S group recently gathered in Nairobi at the D&S HO Conference facility for a two-day event focusing on the key aspects of their responsibilities. Organized by Branch Managing Executive **Margaret Kuchio**, the conference theme was **'Putting Customers First'** and the 85 participants enjoyed a varied programme that included a talk by **Diane Korir** of D&S partner Standard Chartered Bank who gave her perspective on the customer journey, various contributions from D&S Managers, who shared experiences with their colleagues and a participatory exercise designed to generate ideas. The event culminated with a gala dinner at which the award winners were announced, **Kenya Branch of the Year** being **D&S Mtwapa**, Commended Branches being **D&S Nairobi Downtown** and **D&S Kitengela** and the most improved Branch being **D&S Eldoret**. Overall Subsidiary winner was **D&S Chachacha**.

## D&S Wins CIO Awards



Group ICT Manager Joab Makungul and Digital Manager Ken Muturi are pictured as they collect their awards from Huawei's Adam Lane and Nutanix's Martin Walshaw at the CIO 100 prize giving ceremony.

The D&S focus on **digital innovation** and **transformation** was recognised recently at the annual **Chief Information Officer 100 Awards** held in Naivasha. These ICT based awards celebrate organizations and the teams within them that are using digital technology in innovative ways to deliver business value, create competitive advantage, optimize business processes, enable growth or improve the customer experience. D&S received **Gold awards** for two of its most recent digital innovations, the **Netronic production ordering system** and **Solarcalc v1.0**. The Netronic system enhances supply chain efficiency while Solarcalc v1.0 is a proprietary software designed in-house that allows Engineers to correctly and accurately size solar systems for pumping, thermal, back up, on grid and many other applications.

# Staff News

## Appointments



**Joseph Nzioka**



**Edward Kariuki**



**Wangui Mungai**

D&S is pleased to welcome **Joseph Nzioka** (HO Power Products), **Edward Kariuki** (HO Water Treatment) and **Wangui Mungai** (HO Sales). They are wished long and successful careers in the company.

## Commendations

Commendations were recently awarded to **Jared Omanga**, **Anne Nyambura**, **Elizabeth Maina**, **Maina Mbatia** and **Evelyne Wainaina** (HO Supply), **Joseph Okal** (Coast Distribution), **Samuel Ilmothi** (D&S Wajir), **Brian Nyagol** and **Kennedy Owitchira** (HO Engineering). Their special contributions are greatly appreciated.

## Births

Congratulations to **Brian Nyagol** (HO Engineering) and his wife Naomi on the arrival of their daughter Caily, **Juma Waithaka** (D&S Kitui) and his wife Emmah on the arrival of their son Nate, **Joel Ndun'gu** (HO ICT) and his wife Monica on the arrival of their son Matthew and **Peter Muiruri** (HO Finance) and his wife Naomi on the arrival of their daughter Naila.

## Marriages

Congratulations to **Lillian Ogero** (HO Logistics) and her husband Javan, **Gideon Korir** (D&S Downtown) and his wife Hellen and **Mauras Lyamuya** (D&S Mwanza) and his wife Ann on their recent marriages. The couples are wished long and happy lives together.

# D&S Annual Awards

## Business Unit Awards

<b>Business Unit of the Year</b>	D&S Tanzania
<b>Commended Business Unit of the Year</b>	HO Human Resources

## Employee of the Year Awards

<b>HO Commercial</b>	Sharon Muyera
<b>HO Finance</b>	Peter Muiruri
<b>HO Engineering</b>	Abel Kweyu
<b>HO Office</b>	Stephen Mwega
<b>HO Supply</b>	Simeon Kirwa
<b>HO Service</b>	Charles Kaloki
<b>Nairobi Branches</b>	Anthony Wachira
<b>Eastern Branches</b>	Titus Maina
<b>Western Branches</b>	Churchil Obiero
<b>Coast Branches</b>	Joseph Kimutai
<b>D&amp;S Zambia</b>	Jessy Daka
<b>D&amp;S Tanzania</b>	Eric Okoko
<b>D&amp;S Uganda</b>	Ephraim Wainaina
<b>D&amp;S Rwanda</b>	Jackline Uwantege

# Staff Profile - Ephraim Wainaina



Outgoing MD and founder of D&S Uganda, **Ephraim Wainaina**, needs no introduction having served 40 exemplary years at D&S and is the last staff member with claim to have worked with company founder Eddie Davis. Since joining in 1980 Ephraim, or Mbugua as he is better known,

has held various posts, starting off in HO Stores, before moving to Sales and then, in 1998, he moved to Kampala to start up D&S's first subsidiary which he has led to be the market leader it is today.

Hailing from Dagoretti, Mbugua schooled at the local Primary where his Grandfather was the Headmaster, but instead of special treatment he found he was the recipient of extra discipline! D&S was his first employer and he had heard about the company through a friend, the rest being history!

Mbugua is a family man blessed with wife Augusta Waithira and son Isaac Wainaina and his household also includes various canine members. His principle hobby is building which he has been practicing for many years and of which he says 'I have never purchased a complete house and never will' and he plans to continue with this constructive pastime into his retirement. He is also an environmentalist and a man of faith and is looking forward to getting more involved with his Church.

Of D&S Mbugua has enjoyed the intense culture of continuous growth through planning and strategizing as well as working with fellow staff who he commends for being progressive, driven and yet friendly. Those who have worked with him appreciate his calm, self-effacing and consensus-led leadership style which has nevertheless proved to have been highly effective. His philosophy of life is characterized by respect for others, dedication and discipline and these values were certainly demonstrated when he recovered from a serious health scare some years ago and then went on to lead D&S Uganda to even greater heights and achievements, thus securing his rightful place as one of the truly inspiring **Heroes of D&S**.

# D&S Uganda Community Activities



D&S Uganda has donated and installed a Dayliff borehole pump as well as food stuffs to SOS Children's Village located in Kakiri, a small town in Wakiso District, Central Uganda. The D&S team led by HR Manager Linda Tata are pictured together with children and staff from the Home during a visit.

# D&S Pictorial

## D&S Zambia Water Treatment Project



D&S Zambia has recently supplied and installed a HO manufactured containerised Ultra Filtration and Reverse Osmosis water treatment system to Maina Soko Military Hospital in Lusaka. The plant will supply 40m<sup>3</sup>/hr of clean and safe water for use in the hospital. Pictured is D&S Group Chairman Alec Davis with Zambia's Jonathan Mainga and Patrick Daka inspecting the equipment on site.

## D&S Mombasa De-salination Project



D&S Mombasa water treatment division has supplied and installed a DRO de-salination plant at Allidina Visram High School. Pictured is D&S Coast GM Mohamed Farook together with Mvita MP Hon. Abdulswamad Shariff Nassir, Coast Regional Director Hassan Duale, County Director Hon. Makori and CDF Chairman Shariff Omar during the commissioning of the system.

## D&S Sponsors Grand Bikers Race



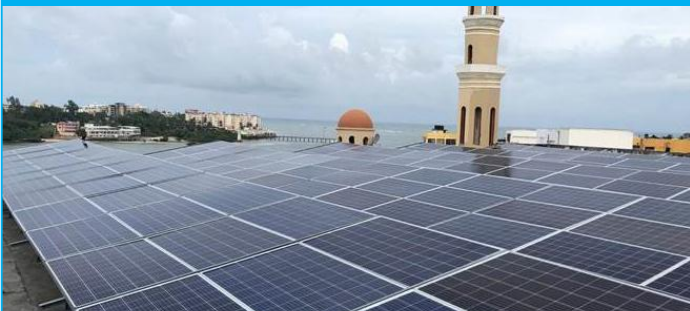
D&S was a key sponsor of the inaugural Grand Nairobi Bike Race, an event to promote Kenya cycling as both a sport and a pastime. It supported improving forest cover in Mt. Kenya in partnership with the Miti Alliance and attracted a range of cyclists from children to recreational and professional. Pictured is the D&S team in the saddle comprising Nicholas Odera, Elvis Khamala and Bernard Rono.

## Annual Stockists Dinner



The annual Stockist's Gala dinner was recently held at the Laico Regency in Nairobi and was well supported by over 130 attending. The award for Stockist of the Year was made to Ragsons Ltd while commended stockists were Bumper Harvest, Kens Metal and Kamindi Selfridges. Pictured are the winners with the D&S Executive team.

## D&S Mombasa Solar Project



D&S Mombasa has recently successfully installed and commissioned a 50kW on grid solar system at Borha Mosque on Mombasa Island. The innovative and efficient system will use solar generated electricity to reduce the Mosque's reliance on the grid and thereby reduce consumption and bills. Pictured is the large rooftop solar array at the stunning location.

## D&S DRC Solar Pumping Project



D&S DRC under Country Manager Edward Mwakio has recently overseen the installation of a large solar powered lakeside water pumping and storage system on the shores of Lake Kivu in the Eastern DRC. The equipment will supply over 20m<sup>3</sup>/hr to the local community and includes an elevated storage tank so that water can be accessed even when the system is on standby.

## D&S Dodoma Opens



D&S Tanzania under Manager of the Year Benjamin Munyao recently officially opened the newest addition to their branch network in Dodoma, Central Tanzania, which is also now the nation's capital city. Pictured is Ben with CEO David Gatende, Branch Manager Eric Koko and Guest of Honour Ministry of Water Director of Planning Angela Nyoni, at the opening cocktail as they cut the ribbon to declare the branch open.

## D&S HO County Water Seminar



D&S HO Group Chief Operating Officer Dr MAS Waweru has hosted 30 County Water Directors for a 2-day seminar at the Conference Centre in order to familiarise them on the D&S range of products and solutions including irrigation, solar pumping and D&S' range of digital products. Pictured are the participants with Dr Waweru and other D&S staff after the successful event.