

From the Chairman

Unfortunately for the fourth Newsletter now COVID-19 disruptions continue but I'm pleased to report that though D&S's business is impacted we are managing and I am most grateful for the enormous support from all staff. We can only pray that the government's efforts and everyone's good sense will beat the virus!

September is traditionally the start of the D&S Groups 'operational year' that is driven by the annual planning exercise initiated at the recently held **Group Management Conference**, now a 30-year tradition. However, this year was very different as it was largely held virtually with the benefit that many more people could attend though of course the informal interactions were missed. We were fortunate to benefit from the participation of a number of external speakers from all over the world, of particular note being **John Ngumi**, Chairman of KPC and now ICDC who was most inspirational in sharing his professional experiences. His key message for me was stressing the importance of **Trust** between all stakeholders.

An established conference tradition is the **Annual Business and Manager of the Year awards**, details being given elsewhere and congratulations to all winners. Notable were **D&S Karen** under Manager **Benson Kanyuru** on being **Branch of the Year** and also **D&S Nyeri** under manager **Anthony Ndung'u** for the Eastern cluster award, which I was able to personally present during my recent tour of the region. It was good to meet the staff and I was



D&S Group Chairman Alec Davis awards Eastern Cluster Business unit of the Year, D&S Nyeri Manager Anthony Ndungu.

impressed by the general standards. Commended Managers were **Henry Davis** for delivering the Tatu project and **James Ngugi** and **Edward Mwakio** for their determination in keeping the remote D&S branches in Juba and Lubumbashi contributing in spite of very difficult conditions. Manager of the Year was **Jonathan Mainga**, MD of D&S Zambia, a thoroughly deserved accolade given the success he has achieved over the years and the company's continued success in a very difficult economy.

Another important tradition of the conference is the launch of the updated **2021 Product Manual**, a key tool in the Group's marketing activities. Preparation is always a major exercise and I'd like to pay particular tribute to Marketing Manager **Jos Musima** who is responsible for the excellent design and production and Product Manager **Lilian Maigo** who prepares all the product information. It is a team effort that unquestionably sets D&S apart in the market.

Finally, I must mention the award I received from **Business Worldwide magazine**. I am honoured to have been recognised though it is a reflection on the success of Davis and Shirliff generally and of course this has been a communal effort, particularly with the long serving executive team making a huge contribution. D&S continues to succeed in spite of the difficult environment as we continue on our journey of becoming an Africa-wide institution.

2021 Product Manual

The **D&S Product Manual** is the Group's key product reference and the **2021 version** has just been released in its 11th Edition. Since the first version in 2011 the size has increased from 240 to this year's 428 pages which demonstrates the considerable expansion in the product range over the period. Of particular importance has been **Dayliff** products, notably pumps but also other items including expansion of the Solar and Water Treatment segments. This year's version includes over **60 new and revised products**, notably the **Pedrollo SR Borehole** pump range, **Solar controllers**, several **upgraded Pools products**



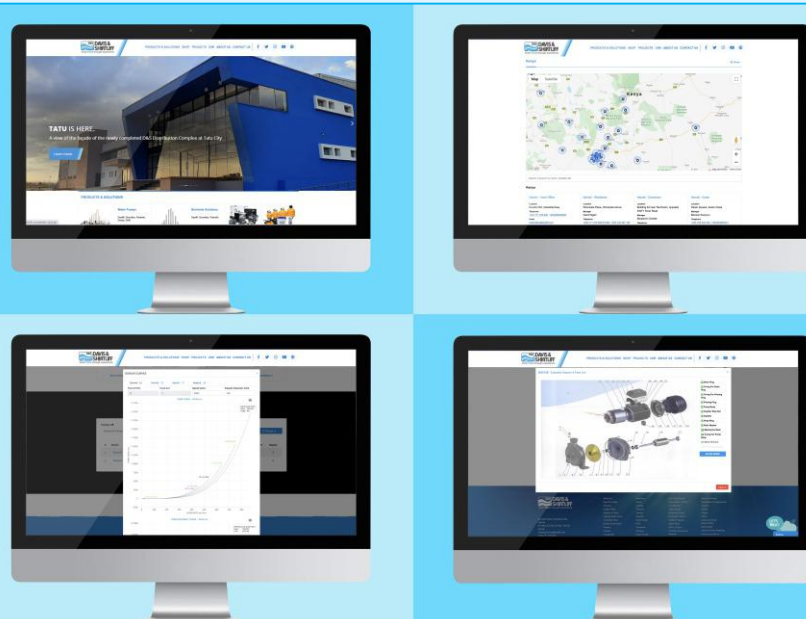
A view of the 2021 Product Manual which is available in hard copy as well as digitally through the D&S website in flip book format and on the D&S FLO smart phone App.

and **Water Treatment chemicals**. The Manual is also available on the D&S website www.davisandshirliff.com in flip book format and there are various other sources of product reference notably the **D&S Flow App** which includes a pump selection feature as well as other product details. Hard copies are available from D&S branches, though access through the various Internet sources is easier. Readers are encouraged to peruse this valuable new reference and familiarise themselves with the many new products - there is much of interest.

New Website at davisandshirliff.com

The D&S Group has been active on the world wide web since 2001 when its first web site was launched and since then there have been five major revisions, it now having received another make-over with the latest multi domain version coming online recently. Developed entirely in house by Digital Business Manager **Ken Muturi** and his collaborating team from the ICT division, the new site is available at www.davisandshirliff.com with country specific

sites for Tanzania (.co.tz), Uganda (.co.ug) and Zambia (.co.zm). The new site has primarily been designed for the smartphone interface with notable enhancements to robustness, speed and click reduction. Particular



Various aspects of the new website including (clockwise L to R) home page, branch locator, Dayliff Pumpcalc and spares support.

focus has been placed on improved product support with datasheets as well as user manuals, exploded diagrams, how to videos and spare parts information now easily accessible. Other important areas of the site including the e-shop, projects portfolio, branch locator, D&S Academy, Engineer's Toolbox and job application portals have also been re-designed for a better user experience. The site aims to satisfy visitor's data requirements quickly and succinctly, whether they are basic or

advanced, within the greater aim of bringing the D&S range of products and solutions closer to partners around the world.

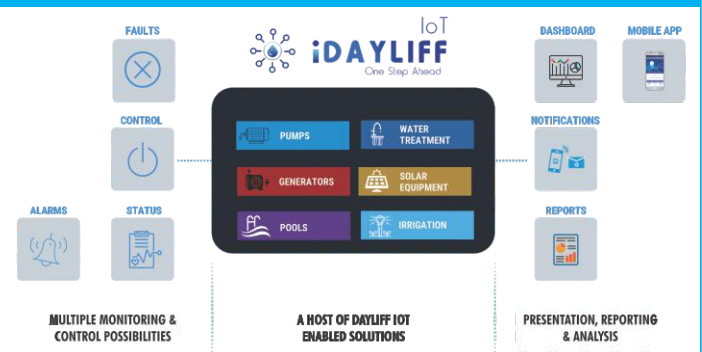
Management Conference 2020



Participants of the conference are pictured at the end of the successful session at the HO Dayliff Training Centre.

Appropriately themed '**Adapting to the New World**', this year's D&S **Group Management Conference** succeeded in upholding the vital traditions of D&S key staff coming together with appropriate adaptation to the new normal of the COVID era. A small group of Executives attended physically at Head Office, though participation was largely virtual and the event was the most inclusive, economical and wide-ranging yet with over 200 delegates from across the group benefiting from the input and discussion. The conference program included a record seven guest speakers who lent their unique perspectives on the present global situation with particularly notable contributions being made by **Professor Lief Sjoblom** from IMD Business School, who is preparing a case study on D&S and business guru **John Ngumi** who put the crisis into context and looked into the future. Organized by CEO David Gatende, the conference also included the traditions of the Chairman's and CEO's presentations as well as Awards for managers and Business Units of the year.

iDayliff IOT

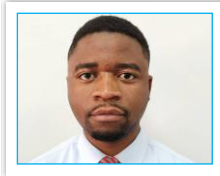


A schematic of the iDayliff IOT interface for monitoring and control of equipment via the iDayliff App available on Google Play and the App store.

The original **iDayliff remote equipment monitoring and control platform** was launched by the D&S Group in 2016 with a particular focus on pre-emptive maintenance for borehole pumping applications under service contracts. Since then technology has evolved and the Research and Development division under Manager **Gilbert Baraza** has recently announced its first major revision of the solution now referred to as **iDayliff IOT**. The new cloud-based and Wi-Fi enabled platform offers users improved interfaces with which to control and monitor their equipment via apps from Google play and the App Store as well as a website with enhanced functionality. Users can opt to receive automated alerts via SMS or email about their equipment's performance and can set and view new parameters including tank levels, energy consumption, water production per period and seasonal performance trends. In addition to this, iDayliff IOT is compatible with products and solutions from across the **Dayliff** range including Power Generation, Water Treatment, Irrigation as well as full connectivity with the upcoming **SunVerter 3** advanced solar pumping solution.

Staff News

Appointments



Michelo Muyeeka



Endita Chisanga



John Waema

D&S is pleased to welcome **Michelo Muyeeka** and **Endita Chisanga** (D&S Lusaka). They are wished long and successful careers in the company. Also **John Waema** is welcomed back to the Company to head the Water Treatment Chemical Division

Commendations

Commendations were recently awarded to **Zippy Midikira** (HO Knowledge Management), **Alfred Ochieng**, **Peter Ndungu** and **Rebecca Mwendu** (HO Field Service), **Loise Mahugu** (HO Commercial), **Vickrogers Macharia** (HO Solar) and **Simon Munga** (HO water Treatment). Their special contributions are greatly appreciated.

Births

Congratulations to **Titus Njenga** (D&S Branch Management) and his wife Ruth on the arrival of their daughter Renata, **Mohammed Omar** (HO Water Treatment) and his wife Amal on the arrival of the daughter Bilqis, **Edwin Nyaaga** (HO Finance)and his wife Faith on the arrival of the daughter Nyaboke, **Grace Ritho** (D&S Nanyuki) and her husband Simon on the arrival of their daughter Elyana.

Manager of the Year Awards

- Manager of the Year**
- Commended Manager**
- Commended Manager**
- Commended Manager**
- Branch of the Year**
- Commended Business Unit**
- D&S Industrial Area**
- D&S Eastern Cluster**
- D&S Western Cluster**
- D&S Coast Cluster**
- D&S Tanzania Business Unit**
- D&S Uganda Business Unit**
- D&S Zambia Business Unit**

- Jonathan Mainga
- Henry Davis
- Edward Mwakio
- James Ngugi
- D&S Karen
- D&S DRC
- Water Treatment
- D&S Nyeri
- D&S Kitale
- D&S Nyali
- D&S Mwanza
- D&S Kitgum
- D&S Kitwe

Marriage



Benedict Ngula (D&S Kitui) and his wife **Christine** celebrate together on the occasion of their joyous wedding .

Staff Profile - Jacob Korir



Jacob Korir is a seasoned, well-travelled and experienced D&S staffer having initially been stationed at Head Office before transferring to Mombasa, Eldoret and now Kitale where he is the Manager opening the Branch in 2019. Hailing from Elgeyo Marakwet he schooled at Iten Primary and Tambach Secondary

before achieving his Mechanical & Production Engineering degree from Moi University in Eldoret.

Jacob joined the company in 2008 and can attest to the power of good branding as it was the D&S vehicles he saw while at University that alerted him to the firm and encouraged him to apply for a job. He also was drawn to the field of pumps having studied it as part of his course and was interested in becoming an expert.

He is a fan of farming as well as football and is married to wife Asenath Jepkosgei, together being blessed with young brood Kelvin Kibet and Kelsey Jerop. Of D&S he says he likes the results-oriented attitude and the enabling environment, and he also appreciates management's vision and the clear direction of the company. He describes his colleagues as supportive, respectful and team players with whom his most memorable experience was hiking up Mt. Longonot at a team building event. Jacob is described by his friends as trustworthy, hardworking and a team player while he describes himself as 'simple, honest and focused'.

As well as being an Engineer and a Manager, Jacob also has a philosophical streak and mentions that of life; 'Whatever you decide to do, give it your best shot; you never know what awaits you on the other side.' He continues by adding that one should 'live harmoniously and treat others the way you would like them to treat you – learnt from my late dad'. Sage advice indeed for those who seek success in the long term!

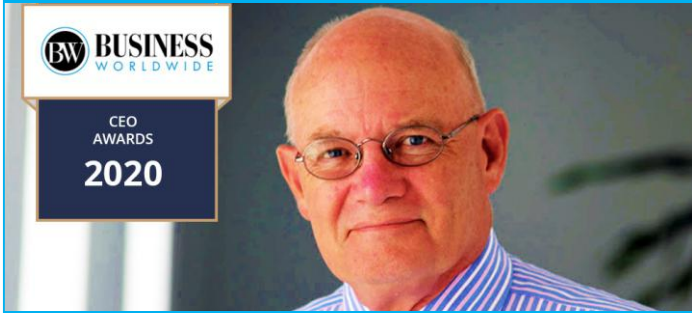
Community Activity



D&S HO in partnership with **Deaf Aid Kenya** has successfully donated a borehole pump and installed solar lighting for **Isinya School for the deaf**. Present at the handover ceremony were **Kajiado North Sub County Director for Education, Mr John Njorge** and the **Kaputei North MCA, Hon. Joshua Kintei Olowuasa** .

D&S Pictorial

Group Chairman Receives Awards



D&S Group Chairman Alec Davis has been twice honoured at the 2020 Business World CEO Award under categories Chairperson of the Year Africa and Water and Energy Solutions Industry and Employee Focused Chairperson of the year Kenya. Mr Davis much appreciates the recognition which he considers a reflection of the achievements of all stakeholders throughout the D&S Group.

D&S Uganda Solar Installation



D&S Uganda under MD Simon Batte has successfully executed a turnkey Solar Pumping project in Adjumani, Northern Uganda which included design, geological survey, borehole drilling and supply and installation of a hybrid solar/diesel pumping system. Pictured are stakeholders at one of the impressive sites.

D&S HO REREC Nyeri Project



D&S Dundori Road have installed 13 solar powered borehole pumps under Rural Electrification and Rural Energy Corp in Nyeri County. The Solarization project is among several currently being electrified by REREC in collaboration with the County Government. Pictured is GM Industrial Area David Bolo during the commissioning.

D&S Celebrates World Food Day



World Food Day promotes global awareness and action for those who suffer from hunger and D&S HO has participated by donating a drip irrigation system and green house to Ayany Primary School. Pictured is Community Activities Coordinator Nur Riday with David Bolo during the commissioning of the project

D&S Kakamega Relocation



D&S Kakamega under Branch Manager Loise Mutua have taken the initiative to move their premises to a location on Kenyatta Avenue in central Kakamega Town. The expansive and well-located new branch will allow customers better access to the D&S range of products and solutions. Pictured is Loise and her team outside the newly refurbished premises.

D&S Zambia Zesco Project



D&S Zambia have supplied large Grundfos Drainage pumps to Zesco, the electricity Utility company in Zambia. The pumps are installed at Kariba North Bank power station and will provide water drainage from the turbines. Pictured is D&S Lusaka Retail Manager Wapatwa Sichilongo with ZESCO Performance and Analytics Manager Michael Sakala during equipment handover.

D&S BD WT Plant



D&S Business Development under Manager Patrick Mufwoya have supplied and delivered an advanced water treatment plant that includes Ultra Filtration and Reverse Osmosis to a regional customer for military deployment. Pictured is Patrick with colleagues Ahmed Muse and Lena Muturi with client representative Tomas Ndegwa during testing.

D&S HO Igainya Project



D&S Dundori Road Sales under Manager Moses Kitheka have supplied and installed 72 Solar Water Heaters to luxury Panorama apartments in Upper Hill, Nairobi. The Solar Water Heaters will ensure constant hot water supply to its residents whilst cutting electricity bills by up to 80%. Pictured is the caretaker Maina at the site.