

75th Anniversary Special Edition

From the Chairman

I write this message on the eve of D&S's **75th anniversary**, a major achievement for any organisation and one that I am particularly proud of having essentially been involved for the entire period, firstly as a child witnessing my father's efforts to establish the company and for the past 45 years, initially as an engineer, then a director and now the Chairman. It has been quite a journey and I was reminded of its context when browsing a Kenya Annual from 1952 which was widely supported by the major corporates of the time, not one surviving today! The reasons for this success are many, some circumstantial, particularly the importance of the industry and though there have been ups and downs, the generally enabling environment provided by the government is something we should all be grateful for. There have also been many things that have been done right including the continuity and consistency of the strategic direction that is made possible by the stable ownership, almost obsessive commitment to our values of **Integrity, Quality** and '**Altiora Peto**' or the focus on continuous change, excellent supplier support, especially from **Pedrollo** and **Grundfos** over the years and many loyal and committed customers of whom I would make mention of three in particular, all plumbers – **Allied, Pioneer** and **Capital**, who have been with us through several generations since the beginning. We are not the only long-established family business in Kenya!

The key factor, though, has been an incredibly **loyal, dedicated,**



Outgoing MD Dr. MAS Waweru is pictured with Group Chairman Alec Davis and CEO David Gatende at D&S HO and incoming D&S Kenya MD Edward Davis.

committed and **capable staff**, especially the executive team that have 195 years service between them! The company has been exceptionally fortunate at all levels starting with the founding partners **Eddie Davis** and **Dick Shirliff** who were supported by a long serving group of technicians, the roll now being 105 with 25 years' service. I particularly want to pay tribute to the two senior executives, CEO **David**

Gatende, who has done an amazing job over his 35 years of service and D&S Kenya MD **Dr MAS Waweru** who is most deservedly retiring in May. His 29 years of service has been exemplary in every way and he has made an enormous contribution to the organisation we have today. He leaves with my very deepest gratitude and very best wishes and I'm sure that he will continue to benefit from his enormous experience in the new consultancy venture that he will be developing from June. I am also pleased to announce that **Edward Davis** will be succeeding Dr MAS as MD D&S Kenya so continuity is assured.

I conclude by emphasising the core principles that drive us of **Purpose Before Profit** and **Improving Lives**. We are all proud of the contribution that D&S has made and continues to make with a huge number of people encountering or benefiting from a D&S product at some time in their week. We have undoubtedly led and defined a vital industry throughout the many countries we operate in and look forward to making an even bigger contribution in the future.

Brand Focus - Dayliff

Dayliff, the brand of Davis & Shirliff, can trace its origins back to the 1970s when it was first applied to engineered water treatment systems and various **swimming pool chemicals** and **accessories**. Subsequently in 2008, the decision was taken to strengthen the company's position by launching a comprehensive range of **water pumps** and associated items that offered

customers unrivalled choice, availability, value and support from the D&S Group. Now featuring over forty-five distinct product groups, well packaged Dayliff products occupy market leading positions in all the company's segments of activity including surface and submersible pumps, solar solutions, water treatment, swimming pools, power generation and irrigation items. With a particular focus



A selection of the digitally integrated Dayliff range of products

on Africa, Dayliff continues to offer quality solutions at a reasonable price with recent notable innovations including the expanded range of sustainable solar pumping products designated as **Sunflo, Sunflex, Sunverter** and **Suntower**.

In addition to this, D&S continues to offer customized engineered solutions under the Dayliff brand including **Reverse**

Osmosis and **Ultrafiltration plants** and advanced pumping and **fire sets**. Digital development is also a key focus with remote control monitoring service **iDayliff**, the **Dayliff App** and sizing programs **Solarcalc** and **Pumpcalc** being examples of recent innovations that enrich and add value to the customer experience. Dayliff is now a very well recognized and respected regional brand and it will continue to drive the D&S Group's growth into the future.

Dr. MAS Waweru Retires



Dr MAS Waweru, or 'Daktari' as he is affectionately known within the D&S family will in June retire from the company with full honours after an exemplary and unblemished twenty-nine year career. Currently the Managing Director of Kenya, he previously served as the first ever

Chief Operations Officer, having previously been Commercial Director. Working alongside CEO David Gatende in the executive office, he has been part of the top leadership team for more than a decade during which period the company has enjoyed unprecedented success, growth and positive transformation under his direction. Noted for his exceptional integrity and kindness as well as his thoroughness and attention to detail, his policies have been instrumental in transforming vital areas of company operations including the branch network, talent attraction and retention, credit control and project management. Owing to his contribution, he leaves the company well equipped to move forward into the future.

Hailing from Rift Valley Province, and born 'four months before Jaramogi Oginga Odinga called for the release of Jomo Kenyatta, in 1958', he is the first D&S staffer to achieve a Doctorate. Daktari began his long association with academia at Nakuru Day Secondary School before moving to Cardinal Otunga High School in Kisii. After this he undertook a degree in Engineering from JKUAT, an MBA from USIU, a PhD in Strategic Management from the University of Nairobi and finally he was invited to be a fellow by the Kenya Institute of Management.

Professionally he began his career as a project engineer in the Ministry of Water before joining a firm selling water pumps and in fact a competitor of D&S where he rose to the position of Technical Manager. In 1992 he joined D&S sales as manager and has played a pivotal role in the company since then.

Of what brought him to D&S, Dr MAS mentions that it was stock holding - as when he worked for the competition, he was frequently driven to buy from the company and mentions the satisfaction that being able to service his customers' needs gave him.

Happily married to wife Purity and blessed with grown up children Wanjiru and Waweru, he is a keen reader, traveler, and practitioner of agriculture on the slopes of the Aberdares where he has a farm. Also a fan of German Shepherd dogs, Daktari has three; Rex, Bellah and Bob who welcome him home each day whilst providing security! Passionate about mentoring young people to achieve their potential, he describes his colleagues as an exemplary team and is held in high esteem by them for his discipline and focus. Of life in general, he notes that the key attributes are humility, patience and forgiveness and that 'the greatest joy comes from serving those who cannot pay you back in any form but by the glitter in their eyes and the smiles on their faces'. Wise and moving words of advice indeed from the wise man of D&S! He is wished all success in his future endeavours.

D&S Voi New Premises



D&S Voi Branch Manager Michael Wajwanga is pictured together with his assistant outside the new premises.

D&S Voi was established several years ago and recently, under the direction of Coast GM **Mohamed Farook** and Branch Executive **Margaret Kuchio** has been relocated to a more prominent position in the town. Voi, a historic town in the expansive Taita-Taveta County, is a well-established tourism hub with its most notable feature being the nearby vast Tsavo National park. Agriculture is also a key activity within the region despite the semi-arid landscape with numerous established ranches and sisal estates. An ideal setting for D&S to bring its range of services and solutions closer to the local community, the new branch was set up in record time by Construction Manager **Timothy Kemboi** and Branch Manager **Michael Wajwanga** who oversaw the implementation. The D&S Group has now established branches in 32 of Kenya's 47 Counties.

Fire Safely Contained at D&S HO



D&S Head Office on Dundori Road is pictured as fire fighters bring the neighbouring blaze under control.

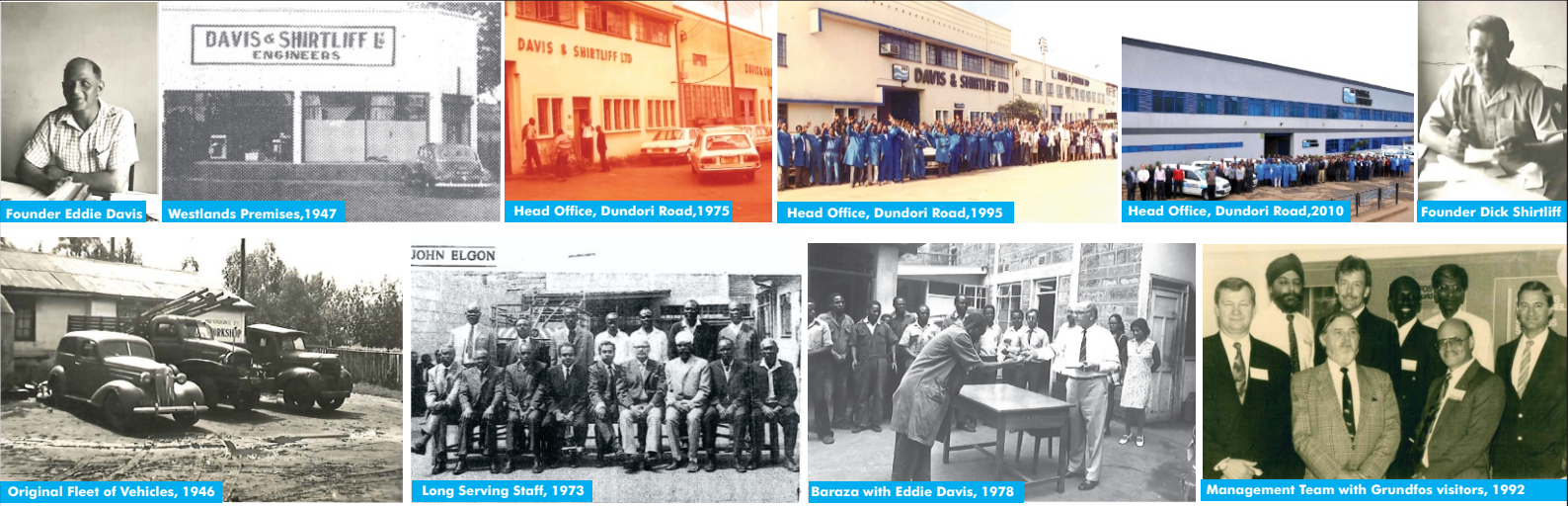
D&S Head Office on Dundori Road in Nairobi's Industrial Area recently experienced considerable fire damage that was caused by a conflagration at a neighbouring company specializing in tyre manufacture. Managing Director **Dr MAS Waweru**, Commercial Director **Edward Davis** and HR Manager **Stephen Angila** rushed to the scene in the early hours to direct critical fire-fighting efforts to contain the blaze and prevent it from spreading through D&S's 9,000 square meter complex of buildings. Despite the intensity of the oil-fueled fire, service provider **G4S** and **Nairobi City Council Fire Brigade** worked tirelessly all night to bring the inferno under control and D&S' facility was declared safe in time for normal business reopening to occur at 8am. The incident points to the importance of adequate preparedness, planning and protocols for disaster management as well as effective fire suppression systems in order to preserve life and limit damage to property in times of crisis.

#ImprovingLives Initiatives



Davis and Shirliff, through its **#ImprovingLives** initiative, focuses its charitable activities on providing access to safe and potable water to needy communities and institutions, mainly for disadvantaged children. In 2018, **64 projects** were completed benefitting 50,000 people and in 2019, **91 projects** were completed benefitting 94,000 people. At the end of 2020, **140 projects** were completed, all with a focus on water and sanitation in the region, benefitting close to **500,000 lives!** The D&S commitment, embedded in key driving philosophy **Purpose before**

Profit', is to improve lives in disadvantaged communities. While the company has driven these projects on many fronts, there has also been close collaboration with various partners, including the communities themselves and other corporate or donor organizations, who have been able to benefit from D&S's expertise and whose support is much appreciated. These photos are just some of the heartwarming moments of impact that have been experienced through the initiatives of which D&S is justifiably proud.



Davis & Shirliff Celebrates its 75th Anniversary

Davis and Shirliff, the region's leading water and energy equipment supplier is celebrating its **75th Anniversary**, a major milestone in its corporate history. This is a most unusual achievement for any organisation, though especially one that has the same family shareholding and essentially the same market focus since its founding. There are few companies anywhere with this claim and D&S is therefore extremely proud of the achievement with various events being held in celebration.

The company was founded in 1946 by ex-soldiers **Eddie Davis** and **Dick Shirliff** after leaving the army, initially being based at Westlands near the Nyota petrol station, their neighbour being Westlands Motors that rose to prominence with the Toyota franchise. It grew rapidly as the country recovered after the war focusing on boreholes, water supplies and the coffee industry. One notable early project included the water supply for **Karen Estates**, the entire initial water supply infrastructure being installed by the company as well as for many other of the residential estates that were developed at that time.

D&S grew with the country and in the mid-1950s the base was moved to new larger premises at the present **Dundori Rd location** in the industrial area. An added activity was **swimming pools**, both residential and commercial and many were built that are still in use today. **Water Treatment** was another diversification, many of the Kengen Tana River stations having D&S designed and built equipment. In 1970 partner Dick Shirliff retired and after a period with another partner, **Devji Shingadia**, the Davis family, then represented by Eddie's son **Alec** assumed control. The 70's and 80's saw slow but steady growth as the country grappled with various economic and political challenges, though there was a particular focus on building the pump business for which the company is so well known, notably through representation of the Danish manufacturer **Grundfos**.

1993 was a significant year for both Kenya and D&S due to economic liberalisation which was the catalyst for the company's rapid growth since. It was also the year that **Pedrollo** pumps from Italy were first introduced, now the Group's largest supplier. These two developments enabled a distribution strategy to be developed as supply constraints were removed and the branch network was then established, initially with Kenya branches being opened in **Westlands, Eldoret** and **Kisumu** and subsidiaries in **Uganda** and **Tanzania** soon followed by establishing activities at the Coast though the merger with partner **Butech**. The pump business grew hugely with Pedrollo and the now well-established Solar and Power Generation activities were then added.

Since the Millennium growth has greatly accelerated, revenue increasing many times to KShs10 Billion today. Major initiatives have included a complete redevelopment of the Dundori Rd site with expansion into adjacent plots, the opening of subsidiaries and associate companies in **Rwanda, Zambia, Ethiopia, South Sudan, Zimbabwe** and **DRC**, considerable growth of the branch network, introduction of the successful Dayliff range of own-brand products and a huge expansion of the product range with Solar being especially successful as the company developed its focus on renewable energy. More recently a major development has been establishment of a massive 10,000m² Distribution Centre at **Tatu City** that provides the resource for increased stockholding and has transformed distribution efficiency throughout the region, this facility being completed in 2020. Staffing has also grown correspondingly, the Group now employing over 1000 committed staff operating from over 70 locations.

It is often said that success is transitory and sometimes unsustainable, though D&S has managed to maintain unbroken growth for an exceptional period of time. This has been achieved by commercial focus, manageable ambition, continuous physical and organisational investment and, importantly, living the values established by the founders of **Quality, Integrity** and **'Altiora Peto'**, which translates to embracing continuous change. D&S is now a widely recognised company in the region and is proud of the contribution it has made, summarised by its slogan **'Improving Lives'** which is demonstrated both by the important nature of its activities and also by an active programme of community support that focuses on providing water to underprivileged communities, many thousands of people having benefited.

Of course the 75 year milestone is just a moment in a continuous journey and the Group continues to grow with a number of ongoing initiatives and great plans for the future. Aply led by CEO **David Gatende** and supported by dedicated and committed executives and staff driving this growth, the company is fortunate that the third generation of Davis's, **Edward** and **Henry**, have joined the business so continuity is assured. The Group continues to expand in product and markets with a particular focus on digital business and looks forward to keep serving the region with essential products that certainly Improve Lives and also to demonstrate that an indigenous African company can compete internationally and be a world-class organisation.



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Staff News

Appointments



Stanley Obaga



Fanny Gitari



George Gambare



Edwin Bitinyu



Ann Muchai



Abdirazack Hassan

D&S is pleased to welcome **Stanley Obaga** (Control & Instrumentation), **Fanny Gitari** (D&S Karen), **George Gambare** (D&S Isiolo), **Edwin Bitinyu** (D&S Narok), **Ann Muchai** (D&S Mombasa) and **Abdirazack Hassan** (D&S Nanyuki). They are wished long and successful careers with the Company.

Commendations

Commendations were recently awarded to **Khalid Hussein** and **Jaffer Ahmed** (D&S Mombasa), **Jonah Sum** (HO, Internet Sales), **Kennedy Nyagaya** and **Mark Odhiambo** (HO, Field Service), **Mercy Njeri** (HO, Business Development), **Maureen Omamo** (HO, Technical), **Beth Jemutai** (D&S Mtwapa), **Edward Kariuki** (D&S Westlands) and **John Kioko** (D&S Lamu) for exceptional contributions. Their efforts are greatly appreciated.

Births

Congratulations to **Adam Abdallah** (D&S Mombasa) and his wife Fahyama on the arrival of their son Abdallah, **Ahmed Muse** (HO, Business Development) and his wife Hawa on the arrival of their son Mohamed, **Dorothy Mose** (HO, Projects) and her husband Reward on the arrival of their daughter Colette, Amos Mureithi (HO, Stores) and his wife Lucy on the arrival of their son Brian, **Elizabeth Siabusu** (D&S Zambia) and her husband Robert on the arrival of their daughter Mani and **Bwalya Ndhlovu** (D&S Zambia) and her husband Jimmy on the arrival of their daughter Lusugu.

Marriages



Makosa Sakala of D&S Zambia and his new bride **Julie** are pictured on the joyous occasion of their wedding.

Staff Profile - Boniface Kimani



Boniface Kimani of D&S Head Office has the unique responsibility of administering the company fleet of over 200 vehicles comprising cars, pickups, borehole rigs, lorries, cranes, forklifts, motor cycles, tuk tuks and even a Cessna plane! A seasoned staffer with over 27 years of exemplary service behind him,

Kimani is a well-known and much appreciated manager who is famous for his ability to sort out all manner of vehicle related problems as he and his team literally keep D&S rolling.

Hailing from Kajiado County, he schooled initially at Kiserian before enrolling as a seminarian at Apostles of Jesus Major Seminary where he studied for several years before deciding on a corporate career after a brief spell working for the Royal Dutch Embassy in Nairobi. He joined D&S in 1994 and was recruited by Master Technician Mzee Kimari who had spotted his work ethic and application to the task. Having at first worked at the D&S Poolshop in Westlands, he eventually moved back to head office where he took over the company's vehicle fleet as Transport Manager.

Coming from a large family of fifteen siblings, Kimani is himself blessed with wife Eunice who is a teacher and with children Waitheera, Nyambura and Wambui. As well as country music and, of course, driving fast, Kimani describes himself as a farmer at heart and it will be to his farm that he returns on retirement.

Of D&S he says he loves the team spirit and family atmosphere; his most memorable moment being receiving his 25 Year Service Award back in 2019. Of life he points out that one should count one's blessings and instead of one's problems and always be mindful others. Kimani's friends describe him as honest, fair and, very much like the large fleet of vehicles he looks after, reliable.

Improving Lives



D&S Kisumu under branch manager **Kennedy Ojunge** together with the #ImprovingLives committee donated and installed a borehole pump to Kibuye Girls Primary School, that draws its learners from neighbouring settlements. The rehabilitated borehole will provide consistent water supply to the 800 students. Pictured is D&S's **Hellen Akoth** with the happy students during the commissioning ceremony.

D&S Pictorial

D&S Uganda FAO Irrigation Project



D&S Uganda under MD Simon Batte has supplied and installed a series of innovative solar-powered sprinkler irrigation systems in Lwabenge and Mabuye sub-counties of Kalungu district. The project was funded by an international NGO FAO in conjunction with Bugomola Integrated Farmers Group and Mabuyenzo Farmers Group as part of their objective to create a consistent and reliable water supply for farmer stakeholders.

D&S Uganda Harvest Money Expo



D&S Uganda has taken the initiative of sponsoring the 5th edition of the Harvest Money Expo, an event which has been held at Nelson Mandela National Stadium, Namboole for several years. This year the event, due to COVID-19 restrictions, was aired online and on various television platforms. D&S participated on its digital and social media platforms and show cased its range of products and solutions at the virtual event. Pictured are participants of the expo at the end of the event.

D&S Tanzania Water Aid Project



D&S Tanzania under MD Benjamin Munayo has successfully undertaken a major project for Water Aid and has supplied, installed and commissioned several hybrid solar powered 30m³/hr Dayliff RO plants with solar powered water transfer systems at Ngaramtoni and Hazina locations. Pictured is one of the water transfer systems during installation.

D&S Rwanda Takaoka Project



D&S Rwanda under MD Joseph Wanene has supplied and installed a solar powered irrigation scheme at Ngoma District for the Ministry of Agriculture and Animal Resources. The project supplies irrigation water from a local dam that improves regional agricultural productivity and living standards. Pictured is former Minister of State for Agriculture Fulgence Nsengiyumva and D&S's Kennedy Owitichira during the commissioning ceremony.

D&S Lamu Water Treatment Project



D&S Lamu under branch manager John Kioko supplied and installed a 5m³/hr Sea Water Type RO and a 66KW Off Grid Solar System to power two further plants. The Project was funded by the County Government of Lamu with the Solar System being funded by the Water Sector Trust Fund with LOWASCO. Pictured are the D&S installation team on site.

D&S Kenya Expands Vehicle Fleet



Under transport Manager Boniface Kimani, D&S Kenya has recently considerably invested in its vehicle fleet in order to better support customers as well provide reliable supply and delivery of product across the region. Pictured with their drivers are some of new all-terrain Toyota service pickups, a borehole service vehicle and two delivery trucks that have been added to the fleet.

D&S Rwanda Singita Lodge Project



D&S Rwanda have supplied and installed an entire complement of quality equipment including smart pump sets, hot spas with Dayliff heat pumps and Bioliff Enpura water recycling plants for Singita Kwitonda Luxury Lodge situated at the foot of the Five Volcanoes National Park which is home to Rwanda's famous mountain gorillas. Pictured is a villa at the ultra-luxury lodge.

D&S HO Solar Project



D&S HO Commercial under Manager Moses Kitheka, have supplied and installed Solar Water Heaters to a large industrial client in Industrial Area. The project will ensure constant hot water supply to the premises as well as reduce cost of water heating. Pictured are the Dayliff Solar Water Heaters on the facility's roof.