

From the Chairman

It's amazing how quickly the years pass as we now approach the end of 2021! Of course, Covid has continued to disrupt but it does seem to be in retreat as the vaccines are rolled out and the world slowly returns to a new normality. The pandemic has certainly caused great problems to many businesses, though at D&S we have all worked hard to manage it and the year will close with business levels slightly up. We are grateful for this.



Group Chairman Alec Davis and MD Edward Davis are pictured with the Head Office annual Manager Awards winners Margaret Kuchio, Manager of the Year and Gilbert Barasa, a Commended Manager

September is the start of the D&S Group's 'operational year' that is driven by the Planning exercise initiated at the annual **Management Conference**, now a 30-year old tradition. The format has recently morphed as we adapt to the Group's increasing size and complexity and also to the Covid constraints and is now largely a virtual event that enables greater participation and wider communication of the content. Themed **D&S v3.0** to reflect the new version of D&S that must evolve in response to the Group's changing environment and creatively organised by CEO **David Gatende**, the programme was varied and included input from about 150 internal and external presenters, the virtual format enabling international participation from speakers in Italy, China and the UK as well as various physical contributions. The keynote speech was given by internationally renowned authority on Strategic Management Prof **Costas Markides** from the **London Business School** who made a fascinating and entertaining contribution that highlighted the priorities for corporate success and raised important issues on the future challenges all businesses will face.

A tradition of the conference is the presentation of various Management awards, details been given elsewhere, though I particularly congratulate **Branch Manager of the Year Wisdom Mvula** from Solwezi, Zambia and Commended Managers **Bupe Mwamba**, **Penny Mbabazi** and **Beatrice Roman**, the lady Chief Accountants from the three main subsidiaries who all do excellent jobs, especially grappling

with the various local compliance issues and Engineers **Gilbert Barasa** and **Philip Walusimbi** who are so creative in developing new high tech products and solutions for the Group. **Manager of the Year** was awarded for the third time to executive **Margaret Kuchio** for the exceptional job she has done in leading the 43 location Kenyan branch network. I am very grateful to them all.

In spite of progress in confronting the Covid menace several other challenges have evolved as a consequence that are increasingly impinging on our lives. Particularly are disruptions to the **global supply chain** with various material shortage and price increases being experienced, freight costs rising and consignment deliveries being delayed. These problems are likely to exacerbate before improving sometime next year and D&S has been affected like everyone else with reduced product availability and inevitable price increases. We're doing our best to address these challenges though apologies to our many customers for the inevitable inconveniences they may be experiencing.

2022 Davis and Shirliff Product Manual Launched

The Davis and Shirliff **Product Manual** is now a well-established reference for the wide D&S product range that defines industry standards in the water and energy markets. The Manual was introduced in 2010 and has been annually updated ever since, the latest 2022 version, the **12th edition**, being released at the recent Group Management Conference. As usual

there have been many new product introductions, notable additions being the **Circ** and **Smart** domestic inverter pumps to the **Dayliff pump range**, one of the widest available anywhere, several innovative new pumps from **Pedrollo**, many new Solar products with a focus on inverters as well as a new **SunFridge** range, various new Pool items including a wider chemical range, a number of new **Water Treatment** products with a focus on potable water solutions



The 2022 Product Manual which is available in hard copy, on the D&S website in flip book format and on the D&S FLO App

and expansion of the **Irrigation** range. One diversification is the introduction of **Lawn Mowers**, a useful accessory for our domestic customers.

As well as hard copies the Manual is available in flip book version on the Davis and Shirliff website **www.davisandshirliff.com** and there

are also various other sources of product references, notably the **D&S FLO App**. Readers are encouraged to peruse the new Pump Manual edition to familiarise themselves with the many new product initiatives and copies are available on request throughout the D&S branch network, the thousands of available products offering ideal solutions to the many water and energy requirements of D&S's widespread customers.

GK Prisons College Bottling Plant



Pictured is HE President Uhuru Kenyatta, Cabinet Secretary for Water, Sanitation and Irrigation Sicily Kariuki and D&S' Charles Kebaso inspecting the Prison training college water plant.

D&S HO Field Service has supplied and installed a **Reverse Osmosis water treatment system and bottling plant** to **GK Prisons Training College, Ruiru** to produce bottled water at a capacity of 10,000 bottles per day, the first automated bottling plant supplied by D&S. The 30m³/day plant was manufactured at the D&S HO facility and is managed by a control centre designed by the D&S Engineering department. D&S was honoured that **HE The President Uhuru Kenyatta** attended the installation's commissioning and plant operation was demonstrated by Service Manager **Charles Kebaso** to the President, who was impressed with its performance. The equipment will be used to make bottled water that will be consumed by various government institutions. Visit www.youtube.com/watch?v=TtR5PhegFTY to watch the official video.

D&S Mbeya Opens



D&S Mbeya Branch Manager Abeid Lihoga is pictured with his staff Jivunary James and Liston Lyamuya outside the new premises.

D&S Tanzania under Managing Director **Ben Munyao** has recently taken the initiative of bringing the D&S range of products and solutions closer to the people who need them by opening the company's **seventh branch in Mbeya**, the picturesque region in Southwestern Tanzania famous for its volcanic mountain range and expansive National Parks. The D&S branch is situated in a prominent position in Mbeya Town on the Soweto-Tazam Road with the Branch establishment exercise being successfully carried out by Branch Manager **Abeid Lihoga** who has been with D&S for six years. The local area is known for its strong tradition of agriculture, especially tea, and also for tourism in the vast game reserves. The wide range of D&S products is expected to support these local industries as well as making a positive contribution to the local economy who have a strong demand for water and energy solutions.

Management Conference 2021



HO physical participants of the conference pictured at the end of the successful event at the HO Dayliff Training Centre.

Themed '**D&S v3.0**', this year's Management Conference, a hybrid event spanning seven days, has taken place in the Conference facility of the Dayliff Building at D&S HO using new state of the art conferencing equipment for the first time that enhanced and enriched the experience for all participants. Organized by Group CEO **David Gatende**, the event was the most inclusive ever as conference attendees contributed from across the region and across the world. The impressive line-up of external speakers included **Yudah Yogo** Head of Retail Strategy, Safaricom, **Lawrence Githinji**, Regional Director Kone Lifts, **Thomas Yongo**, a regional Bechtel Executive and international contributors **George Chiang**, MD Geocon, **Guilio Pedrollo**, CEO Pedrollo Group, and Prof **Costas Markides**, Professor of Business Strategy, London Business School all of whom lent their unique perspectives on the conference theme and critical issues in today's challenging world. Highlights included the launch of the **2022 D&S Product Manual** as well as exciting new digital innovations and addresses from **Board Advisors, Directors, the CEO and Chairman**. It was noted that one of the consequences of the global pandemic has been to accelerate the acceptance of virtual conferencing, resulting in a substantial reduction in cost as well as wider participation from Group staff.

D&S Zambia Coca Cola Project



D&S Zambia Service manager Lewis Kale is pictured handing over the project to the Coca Cola representative Benjamin Chivele.

D&S Zambia's Managing Director **Jonathan Mainga** has long been known as the Group's trailblazer in projects having successfully executed some of the company's largest and most complex to date. Together with his capable team under Commercial Manager **Patrick Daka**, Jonathan recently completed another flagship project for leading global company **Coca-Cola**. The advanced wastewater transfer solution was delivered in partnership with world renowned pumping specialist **Gorman Rupp** who supplied large sewage pumps that were successfully integrated with Dayliff Variable Speed Controllers and the Dayliff Building Management System (BMS). D&S Zambia's team worked closely with the project contractors to implement the solution on time and to budget.

Staff News

Appointments



Calvin Okumu



Baqe Doti



David Katana



Linet Maz'susa



Alex Githui



Griffin Soita

D&S is pleased to welcome **Calvin Okumu** (D&S Diani), **Baqe Doti** (HO Projects), **David Katana** (HO Voi), **Linet Maz'susa** (HO Internet Sales), **Alex Githui** (HO IT) and **Griffin Soita** (HO Water Treatment). They are wished long and successful careers in the company.

Commendations

Commendations were recently awarded to **Desmond Rao** (HO IT), **Michael Owinga** (D&S Mtwapa), **Sylvia Wairimu** (HO Water Treatment), **Abdikadir Diriye** (D&S Eastleigh), **Ephantus Gitari** and **Kevin Gatimu** (HO Field Service), **Daisy Atieno** (D&S Westlands) and **Edna Wekesa** (HO Product Management). Their special contributions are greatly appreciated.

Manager of the Year Awards

- Manager of the Year**
- Commended Manager**
- Commended Manager**
- Commended Manager**
- Commended Manager**
- Commended Manager**
- Branch of the Year**
- Commended Business Unit**
- D&S Industrial Area**
- D&S Nairobi Cluster**
- 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**

- Margaret Kuchio
- Penny Mbabazi
- Beatrice Roman
- Bupe Mwamba
- Gilbert Barasa
- Philip Walusimbi
- D&S Solwezi
- D&S Ethiopia
- Water Treatment Sales
- D&S Githurai
- D&S Kitengela
- D&S Kakamega
- D&S Mtwapa
- D&S Mbeya
- D&S Kitgum
- D&S Solwezi

Marriages



D&S Zambia staffers Lewis Kale and Victoria Simasiku are pictured as they celebrate together on the occasion of their joyful wedding.

Staff Profile - Gilbert Barasa



Gilbert Barasa has a unique role at D&S, being the Group's R&D Manager and leader of a team of talented tech savvy engineers at D&S Dundori Road. Hailing from Kakamega, Gilbert schooled firstly at Mumias Central Primary before attending the Starehe Boys Center in Nairobi, a world-famous institution for gifted children. He then headed to college at JKUAT to read Electrical and Electronic Engineering and the University of Sheffield UK to take an MSc in Control Systems, attaining a First-Class Honours and a Distinction respectively.

Gilbert says he comes from humble origins where he identified academic excellence as the best path to advancement with his other siblings taking his lead. Coming from a large family, his parents clearly instilled strong values in their children who, aside from Gilbert include a lecturer, a national Rugby player and a Captain in the Kenya Navy. Gilbert is married to Lavender and enjoys travel (both on Earth and interstellar!), Football, Rugby and Formula 1.

His first industrial attachment was at D&S and he later became a sales engineer before leaving to pursue his masters and then returning in his current role. He therefore belongs to an illustrious group of staff, including his line executive, Technical Director Philip Holi, who have joined D&S not once but twice. Of D&S, Gilbert cites his memorable moments being at the Christmas parties where he has been lampooned for being the author of extremely long emails and also for once incorrectly addressing the Chairman. He appreciates the leadership at D&S as well as the freedom afforded to staff to get on with their duties. Of his colleagues, it is their varied talents and abilities that inspires him to leave a positive legacy to those that come after him.

Gilbert believes strongly that one cannot afford to be rudderless in life and that one must have a plan with defined objectives. He also has his former Headmaster from Starehe, Dr Griffin's, maxim on his heart that "If you are given a cup to wash, wash it better than it has ever been washed". Above all, he says he devotes himself to technology, to improving the world, being constructive and being creative. Inspirational words indeed from D&S' resident technophile and philosopher!

Improving Lives



D&S HO have supplied and installed a solar pumping system at Nyakono Boys High School in Kisii. Pictured during the handover ceremony is the D&S team led by Improving Lives Coordinator Nur Riday together with students, staff and head teacher Samson Gitamo.

D&S Pictorial

75th Anniversary Story Awards



As part of D&S's recent 75th Anniversary celebrations a competition was launched on the company's social media platforms to find the best stories from customers of how D&S has improved their lives. The overall winner was Eugene Omoke from Kitale whose story revolved around how the Dayliff Sunflo pump had improved their farming business and turned it into a sustainable source of income. He is pictured receiving his prize from D&S Kenya MD Edward Davis and GM Industrial Area David Bolo.

D&S Kisumu Solar Pumping Project



D&S Kisumu under Manager Kennedy Ojunge have supplied a 45kW off grid solar powered surface pumping unit for the transfer of water between Lake Victoria and West Uyoma water station, some 8km away. The D&S equipment which comprises of a large solar array and inverter, has a pumping capacity of 55m³/hr. Pictured is Kennedy with the station representatives Walter Ogowe, Karl Kuppers and Nicholas Oduor during commissioning.

D&S HO Marks Hand Washing Day



D&S HO has successfully partnered with Rotary Club of Nairobi Magharibi to donate hand washing stations to Plainsview Primary School in South B as part of a wider initiative to mark the Global Hand Washing Day. Pictured are D&S's Finance Director George Mbugua, Rotary Club of Nairobi Magharibi President June Ngangá, Plainsview Primary School Head teacher Mrs Kioko and students during the handover ceremony.

D&S Hola Celebrates World Food Day



As part of the World Food Day celebrations, D&S Hola under Branch Manager Moses Ndalila has participated in an exhibition held at Makere Gwano village where the Kenya Climate-Smart Agriculture Project (KCSAP) is implementing a large-scale irrigation project. The event was well supported by NGO and Govt officials. Pictured at the stand are D&S's Moses Ndalila, Ali Awas and Walter Mwaitingu.

D&S Kakamega Golf Sponsorship



D&S Kakamega under branch Manager Loise Mutua has taken the initiative of sponsoring a golf tournament at the Kakamega Sports Club. The event was a chance for D&S to thank some of its local partners. Pictured is Supply Director Anthony Wangondu, Branch Manager Loise Mutua, Ambassador Bruce Madete, Justice Felix Makoyo, KCB Branch Manager Eliud Siganga, and vice-captain Salim Amusala as they pose near the 1st tee.

D&S Nakuru Solar Grid Tie Project



D&S Nakuru under Branch Manager Joseph Ng'ang'a have supplied and installed a 15kW grid tie system to Lanet Flour Mills, Barnabas, Nakuru County. The system included an SMA inverter with Dayliff PV solar panels which will substantially reduce power expenses. Pictured at the plant is D&S Sales Engineer Maxwell Lweya handing over the completion certificate to proprietor David Kagecha.

D&S HO Irrigation Project



D&S Irrigation under Manager Stephen Wambua has supplied and installed complete irrigation systems at Posta Jamuhuri grounds, Nairobi. The extensive grounds include three full size football pitches and one rugby field. Pictured is D&S sales engineer Nicholas Owade handing over the installations to the project Engineer Wilson Wambua.

D&S HO Amazi Water Visit



D&S HO hosted Amazi Water Management team led by John Peake. The NGO, based in Burundi, focuses on drilling and equipping boreholes for communities. The team together with MD Edward Davis, BD Manager Patrick Mufwoya and Sales Manager Mercy Njeri held fruitful discussions on how to partner in projects in Burundi.