



DAVIS SHIRTLIFF

know **H₂**ow through experience

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NEWSLETTER

Issue No 138

From the Chairman

We reach the end of another year and despite the continuing covid disruptions it has not been unsuccessful for the D&S Group with satisfactory revenue growth and qualitative progress in a number of areas. Particularly I mention operationalization of the **Tatu Distribution Centre**, which is now making a big contribution to Group efficiency, **integration of a new IT system**, and new branches opened in **Wote, Nyahuru & Gikomba**. We also regretfully saw the departure of senior executives **Dr MAS Waweru** and **Lena Sumuni**, both of whom had exceptional careers with D&S, that resulted in the reorganization of executive responsibilities including the appointment of **Edward Davis** as MD D&S Kenya, **David Bolo** as GM Industrial Area and the recruitment of **David Gacheru** as the new HR Executive. All are now settled and doing well.

This year again Christmas celebrations were muted, though a successful virtual event was held with over 800 people attending which offered the benefit of enabling the key Chairman and CEO speeches being heard across the Group. There were also several entertaining video performances by various staff members and presentation of the Business Unit awards. In a Group as widespread as D&S now with over 80 branches in nine countries and over 1000 staff there are many departments that have made substantial contributions and choosing winners is difficult. Particularly I mention the **Coast cluster, D&S Zimbabwe, D&S Rwanda** and the **Supply team** as having made excellent progress this year, though of particular note were **Engineering** under **Philip Holi** and the new the **Industrial Area Branch** under **David Bolo** who were



D&S Group Chairman Alec Davis, CEO David Gatende and GM Margaret Kuchio are pictured cutting cake at the recently held Christmas Celebrations.

chosen as the Commended Business Unit winners. The thoroughly deserved winner was **D&S Zambia** under MD **Jonathan Mainga** who have had an exceptional year in so many ways. I'm most grateful to them all.

Another success I would like to mention is the **CSR activities** coordinated by **Nur Riday**. This year we, together with several partners, have executed **143 projects** that have benefited over **200,000**

people. This demonstrates our purpose of contributing to the wider community where our products really do improve people's lives and expanding this activity is a Group priority.

Looking ahead 2022 will be another busy year with several important initiatives planned that include new products and further branch network expansion. A key priority is a major redevelopment of the Dundori Rd Head Office that has already started with the construction of a new **Service Centre** and **Warehousing facility**. An important prospect will be the retirement of long serving CEO **David Gatende** and succession plans are being made to ensure a smooth transition that will involve other management changes. These will be announced in good time.

To conclude I offer everyone my warmest **Season's Greetings** and 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 we would be unable to achieve what we do. I also pass everyone my best wishes for a healthy, successful and hopefully more settled 2022.

Dayliff Pool Care Range

Having been pioneers in the **swimming pool business** since the 1950s, D&S were initially involved in pool construction projects until the 1990s when this activity was replaced by **the supply and manufacture of pool related equipment and accessories**. To date over 15,000 Dayliff GRP filters have been manufactured at the company's Dundori Road premises, quality products that are now widely accepted across the region and known informally as the 'yellow filters'.



The recently introduced range of Dayliff branded pool chemicals and accessories.

extensive update of the pool care and accessories range has recently been carried out by Group Pools Segment Manager **Stephen Muhia** and now the offering is wider than ever covering **pumps, accessories, chlorination, heating, lighting and a wide range of pool chemicals** as well as **innovative**

sauna/steam and water feature solutions. The most recent addition has been the **Dayliff branded** range of **pool care accessories** including **vacuums, nets, brushes and hoses** that assure any pool is kept in sparkling condition for the festive season and beyond.

In order to offer customers better choice, value and availability, an

Davis & Shirliff wishes all readers a Successful and Prosperous 2022

2021 Christmas Celebrations

Chairman & CEO with Award Winners



The tradition of the **D&S Christmas party** is one that goes back at least forty years, though this year's event, a hybrid **virtual** and **actual celebration** enjoyed by over 800 staff across the Group, was unrecognizable from earlier celebrations. However, the central themes of giving thanks and appreciating each other remained unchanged and it was a most enjoyable occasion. This year's main program was broadcast from the conference room at D&S Head Office and was hosted by MD **Edward Davis**, in character as Santa Claus, who welcomed the **Group Chairman** and **CEO** to give their addresses which included the well-established tradition of the **Business Units of the Year awards**. The highlight of the program was the medley of **staff entertainment** including **dances, songs, skits** and **spoken word** performances, with contributions being made from across the Group. Staff also enjoyed a festive meal as they watched the programme, the virtual format providing greater inclusivity than the individually staged events of previous, pre-pandemic times.

Santa Distributing Gifts



Cake Cutting at D&S Uganda



D&S Zambia Entertainment



HO Staff Sharing Christmas Memories



D&S Westlands Entertainment



D&S Zambia Celebrations



D&S Tanzania Celebrations



D&S Tatu Celebrations



D&S Wote Opens



D&S Wote Branch Manager Rebecca Mwende is pictured with her staff outside the new premises.

D&S Kenya under MD **Edward Davis** and Branch GM **Margaret Kuchio** have been working to deliver an ambitious program of new branches across the country, the most recently established being **Wote**, the capital of **Makueni County**, and Kenya's 44th branch taking the Group total to over 80. Since the advent of devolution ten years ago, regional centers like Wote have benefitted from the implementation of key infrastructure projects that have resulted in rapid economic development, intensified business activity and increased prosperity for local residents. Makueni County is known for its agriculture and tourism sectors and the new branch, under Branch Manager **Rebecca Mwende**, will contribute by bringing the D&S product range to this rapidly developing area.

D&S Lamu Kizingitini Water Project



Commissioning of the Kizingitini RO plant with dignitaries led by Lamu County Governor Fahim Tawa and Danish Ambassador H.E Ole Thonke and attended by D&S Lamu manager John Kioko.

D&S Lamu under Branch Manager **John Kioko** have supplied and installed a **Dayliff DRO sea water treatment plant** in **Kizingitini** village on Pate island for the Lamu Water utility LAWASCO. The village with its 3,500 inhabitants previously relied on rain water though in the dry season they suffered and this project has transformed the lives of the residents by providing fresh water. The 5m³/hr output plant was designed and manufactured by the **D&S Engineering** team and it is a hybrid mains/PV solar system powered by a 20kW solar array. The project was supported by **Danish Aid** and is an excellent example of how modern technology can provide practical solutions for remote communities.

Staff News

Appointments



Smith Mbongo



Felix Ogonji



Paulo Shedo



Rhoda Twili



Wanjohi Mahinda



Shee Kassim

D&S is pleased to welcome **Smith Mbongo** (HO Business Development), **Felix Ogonji** (D&S Diani), **Paulo Shedo** (HO Sales), **Rhoda Twili** (HO Water Treatment), **Wanjohi Mahinda** (D&S Eldoret) and **Shee Kassim** (D&S Bungoma). They are wished long and successful careers in the company.

Commendations

Commendations were recently awarded to **Said Marco**, **Juvinary James**, **Raphael Babu** and **Celina Manyonyi** (D&S Tanzania), **Alvin Aywa** (HO Finance), **Paulo Shedo** (D&S Nanyuki), **Jackline Nyabuti** and **Simon Runo** (D&S Nakuru), **Charles Thairu** (HO Supply), **Daniel Kamau** and **Simon Munga** (HO Field Service) and **Philip Onyuro** (HO Sales). Their special contributions are greatly appreciated.

Staff Profile - Amos Wambura



Amos Wambura, Technical Manager at D&S Dundori Road in charge of Manufacturing and Fabrication, is part of the team recently commended as a Business Unit of the Year. Hailing from Nairobi, Amos was born at the famous Pumwani Maternity Hospital before schooling at Usenge Primary in Bondo and Maranda High and

before graduating with a B.Tech in Mechanical and Production Engineering at Moi University Eldoret. An avid learner, he also has an MSc in Biosystems Engineering and a Diploma in Project Management from the Kenya Institute of Management.

Hearing of D&S while still at college, he joined D&S as an attachee as he was drawn to the company's professionalism as well as his interest in fluid mechanics.

A family man blessed with wife Mary and children Giovanna, Quinton and Lilly, Amos loves travel, Rhumba and building projects including landscaping where he can express himself.

He is also ambitious professionally and is planning to lift D&S' Engineering capacity to the next level through implementation of a Centre of Excellence, as well as furthering his studies with a PhD. Of D&S, he particularly enjoys the culture of teamwork, innovation and the room he is given to be creative. He salutes his co-workers as being very supportive and smart thinkers.

His most memorable experience at D&S came when he was recognized for his prolific idea generation and for making great improvements to the company's Service department which he formerly headed.

Although a highly technical person used to dealing with complex problems, Amos, one of the innovators of Dundori Road, offers a succinct solution for success in life which is to be patient, honest and hardworking - simple!

#ImprovingLives



D&S Mombasa have donated and installed a borehole pump for the Salvation Army at Likoni High School for the visually impaired. Pictured is D&S's Mohamed Farook with the school principal Christine Chemutai with her teachers and students during the handover ceremony.

D&S Annual Awards

Business Award

Business Unit of the Year	D&S Zambia
Commended Business Unit of the Year	D&S Dundori Rd
Commended Business Unit of the Year	D&S Engineering Dept

Employee Award

HO Commercial	Philip Onyuro
HO Finance	Josephine Njuru
HO Engineering	Marion Kariuki
HO Office	Catherine Ndavi
HO Supply	Rebecca Musyoka
HO Service	Paul Nduati
Nairobi Branches	Jackson Muema
Eastern Branches	Gideon Korir
Western Branches	Joseph Ng'ang'a
Coast Branches	Jaffer Ahmed
D&S Zambia	Mukasizyila Chikampa
D&S Tanzania	Abeid Lihonga
D&S Uganda	Teddy Nankanja
D&S Rwanda	Christian Mudakemwa

D&S Pictorial

D&S Zambia Wins ZABS Service Award



D&S Zambia, this year's Business Unit of the Year winners under MD Jonathan Mainga, were recently awarded first prize under the "Service Provider of the Year - Large Enterprise" category in the annual Zambia Bureau of Standards (ZABS) awards which recognizes organizations that have demonstrated quality through the implementation of local and international standards. D&S Executive Managers Patrick Daka and Anna Siluwe are pictured receiving the award from Vice President of Zambia Her Excellency Mutale Nalumago.

Stockists Gala Dinner



The tradition of the Annual Stockists' Award Dinner was recently revived at Sarova Panafric Hotel in Nairobi where CEO David Gatende, MD Edward Davis and GM Branches Margaret Kuchio hosted an evening of presentation of new product, discussions and awards for this important group of partners. Pictured are the attendees and award winners after the successful event.

BCKK Integrity Awards



D&S Group CEO David Gatende represented D&S at the 2021 British Chamber of Commerce Kenya (BCKK) Integrity Index which featured 47 corporates from various sectors, recognizing them for efforts made in ethical business practices. Pictured with David are the UK High Commissioner Jane Marriot, UK Prime Ministerial Trade envoy to Kenya Theo Clarke, BCKK CEO Farida Abbas and BCKK Chairperson Sonal Sejjal.

D&S SCB Marathon Participation



D&S staff have participated in the very first hybrid Standard Chartered marathon at Karuru Forest, Nairobi. The annual event aims to promote awareness and raise funds for the Future Maker Community initiative. This year's swiftest staffer was Technical Director Philip Holi who completed the half marathon in just 1hr 52minutes! Pictured is the team before they took to the course.

D&S API/Kaizen Initiative



In line with the D&S value of 'Altiora Peto' (Latin for I seek higher things), an initiative was recently taken to implement Kaizen culture at D&S, where employees at all levels of the organization work together to achieve continuous incremental improvement. A training initiative to empower champions from across the Group was recently held to enable this objective. Pictured are participants led by Group CEO David Gatende.

Wote Devolution Conference



D&S Wote has participated in the 7th Devolution Conference held at Makueni Boys High School. Themed 'Multi-level Governance for Climate Action', D&S showcased a wide range of its sustainable water and energy products and solutions suitable for action on climate change including solar pumping. Pictured is branch manager Rebecca Mwende with participants at the exhibition.

D&S Isiolo Solarization Project



D&S Isiolo under Branch Manager Paul Muchiri have solarized a large borehole at the IWASCO showground, Isiolo town that will supply up to 20m³ per hour to local residents. The system is powered by Dayliff equipment including a Sunverter inverter and solar panel array that will substantially enhance the sustainability of water supply to the area.

D&S Nakuru Solar Project



D&S Nakuru under branch manager David Ngure has supplied and installed equipment including a 75kW motor powered by a 110kW inverter to solarize Moyale county water supply. The project, which will ensure constant water supply to Moyale town, will also see the county make major savings to their electricity consumption. Pictured are key D&S and County staff at the commissioning.