

From the Chairman

While I am proud that D&S is a progressive company, this being demonstrated by the consistency of our growth and development, we have continuously evolved rather than dramatically changed, though an **unusually significant change will occur at the end of May** with the imminent retirement of long serving executive and current **CEO David Gatende**. David really has been an

exceptional colleague joining the company in 1986 as a young sales engineer from his Canadian university and staying with it for 36 years, a career lifetime. In this period he has made an absolutely enormous contribution as the company has evolved from a small closely controlled business to the international institution it is now, being a key driver, innovator and partner on our remarkable journey. He has particularly been an enormous support to me personally as we have worked together in close partnership to build D&S to its present scale.

David has many talents particularly thoroughness, empathy and communication skills as well as a sharp commercial mind and will certainly be missed, but one of life's certainties is change and it is better pre-empted than forced and David leaves D&S well equipped for the future with a strong resource base and an excellent succeeding executive team. Fortunately, he will stay connected with us as a non-executive director and we will continue to benefit from his expertise. He will also use his considerable talents and experience in other areas of his interests, especially supporting young businesses and in philanthropic works and I both thank him enormously for his friendship, support and contribution and wish him every success for the future.

David's departure has initiated a number of changes to the executive team and I particularly welcome long serving **CFO George Mbugua**



Outgoing Group CEO David Gatende and wife Laimani are pictured with Chairman Alec Davis and wife Christine at home in Muthaiga.

as David's **CEO** successor. He knows the business well and I'm sure he'll ably fill David's large shoes. Also I'm pleased to announce other changes including **Anthony Wangundu's** appointment as the new **International Business Director** responsible for all subsidiaries, the promotion of **Henry Davis** as Anthony's replacement as **Supply Director** and the promotion of GM Finance **Michael Kanyugi**, replacing George Mbugua as **Group Chief Finance Officer**. They join recent appointees **Edward Davis** as **MD D&S Kenya**, **David Bolo** as **GM Dundori Rd**, **Margaret Kuchio** as **GM Kenya branches** and **David Gacheru** as **GM Talent Management** so the company has an almost entirely new executive team that is well equipped to manage the future challenges and opportunities.

We also say 'Kwaheri' to long serving MD of D&S Uganda **Simon Batte** who will be leaving at the end of May. Simon is one of D&S Uganda's first employees and has made a huge contribution in his 25 year career. I'm very grateful for his service and wish him every success in his future endeavours.

We live in tumultuous times and no sooner have we managed Covid we now have to contend with the senseless and tragic Ukraine war. Though obviously terrible for the Ukrainian people, the conflict also has a global dimension and its impact will have repercussions in Africa. Already we are witnessing some shortages and with rising goods costs and a devaluing currency all exacerbated by poor rains the next few months will be challenging. We at D&S will support our customers as best we can but regrettably the reality is continued cost increases and some product shortages. We just pray that some sort of normality soon returns to the world!

Supplier Focus - Huawei

Headquartered in China's digital tech capital Shenzhen, **Huawei** is a global telcom and technology mega corporate with sales of \$100 Billion and over 200,000 employees. Although principally known as the world's largest producer of smart phones, the company has a diversified portfolio of digital and electronic products including the recently introduced range of **smart grid solar PV inverters** which the D&S group now offers in all its markets.



A view of Huawei's Shenzhen Campus where the SUN200 inverter (inset) was developed.

As hybrid solar installations become the default choice for all

sustainable, reliable and efficient power requirements, the Huawei SUN2000 series allows users to maximize utilization of solar energy, only supplementing with grid power when demand exceeds supply. All products include integration with the WiFi enabled Huawei smartlogger which allows for monitoring and control capability via the user's smartphone. In line with the D&S Group's commitment to making available the world's most advanced solutions to partners, Huawei Sun inverters offer the latest technologies for optimal PV solar energy utilization for all residential, commercial and industrial applications.

D&S Film - Waterhole



A large tusker is pictured in front the Dayliff Sunverter3 solar pumping system installed at Selenkay Conservancy.

The D&S **#improvinglives initiative**, the Group's CSR program under MD **Edward Davis** and CSR Coordinator **Nur Riday**, continues to forge impactful partnerships with like-minded organizations that alleviates suffering in disadvantaged communities through the assisted provision of water and energy solutions. This year, over 70 projects have been successfully executed under the initiative including a recent collaboration with **Gamewatchers Safaris**, who partnered with D&S to implement a Dayliff Sunverter powered borehole in the Selenkay Conservancy to ease the human-wildlife conflict that had arisen there.

In order to document this important project and contribute to World Water Day 2022, a quality cinematic short film was produced and released through D&S digital channels. Titled **Waterhole**, visit <https://www.youtube.com/watch?v=IPirFsdzslY>, and shot by award winning film makers **Anne Cardovillis** and **Harrison Thane**, the film has garnered praise for its stunning visuals and emotionally charged narrative, and received over 50,000 views in the first few days of its release. Human-wildlife conflict is an increasingly prevalent issue where encroachment between habitats leads to worsening conditions for both animals and humans, although with careful planning and the application of the appropriate technology, the situation can be managed, as the film demonstrates.

D&S Zambia Group CEO Farewell



Chairman Alec Davis and outgoing Group CEO David Gatende are pictured at D&S Lusaka with MD Jonathan Mainga presenting a farewell gift.

Outgoing Group CEO **David Gatende** has made a farewell tour to several D&S branches including a visit to **D&S Zambia** and was welcomed by staff there led by Managing Director **Jonathan Mainga** who presented him with a customary copper memento and token of appreciation for his years of service and support. Accompanied by Group Chairman **Alec Davis** and Supply Director **Henry Davis**, the group also visited the upcoming distribution centre in Luanshya Road in Lusaka and other branches.

D&S Malindi & Watamu Opens



Newly opened branches at Malindi and Watamu are pictured with branch staff.

The initial D&S branch at **Malindi** opened in 2007, a decision recently being taken by GM Coast **Mohamed Farook** and Branch Executive **Margaret Kuchio** to relocate and upgrade the premises in order to provide a better experience for all stakeholders. The new branch is located in central Malindi at the well known **Stanchart Centre** and offers a fully air-conditioned environment with a smart new showroom, onsite workshop and ample customer parking. Manager **Edward Karanja** oversaw the successfully exercise and doors are now open to welcome customers into this new and improved facility.

In addition to this development and in order to improve D&S services in nearby **Watamu**, the decision was taken to open a mini branch at **Watamu Shopping Centre**. Watamu is an idyllic location on the North Kenyan Coast popular with local and overseas tourists with many hotels and beach houses situated along its beaches. Senior Engineer **Ali Awadh** oversaw the opening of the new facility that will bring the full range of D&S products and solutions closer to local residents.

D&S Mkushi Opens



Branch Manager Torsten Bulaya with his staff Achilisa Nglulube and Nyambi Sitaleka pictured outside the newly opened D&S branch in Mkushi.

Under Managing Director **Jonathan Mainga**, **D&S Zambia** continues to prioritize bringing the D&S range of products and solutions closer to those who will benefit from them with its latest initiative being a new D&S branch, D&S Zambia's eighth, at Mkushi. Situated in Zambia's Central Province, **Mkushi** is a town located on the Great North Road and the Tazara railway, northeast of Kapiri Mposhi with nearby landmarks including the Changewa Falls and Fort Elwes, a place made famous by European gold prospectors in the early 20th century. Known as a center for commercial farming, the area has a robust local economy based on agricultural production and export. Newly appointed Branch manager, **Torsten Bulaya**, has successfully overseen implementation of the showroom and has already set about making the newest addition to the D&S Zambia branch network a success.

Staff News

Appointments



Sharon Simiyu



Pius Kaunda



Winsome Marimi



Salim Ahmed



Albert Omondi



Samuel Rukwaro

D&S is pleased to welcome **Sharon Simiyu** (HO Sales), **Pius Kaunda** (D&S Kakamega), **Winsome Marimi** (D&S Westlands), **Salim Ahmed** (D&S Karen), **Albert Omondi** (HO R&D) and **Samuel Rukwaro** (HO Chemicals). They are wished long and successful careers in the company.

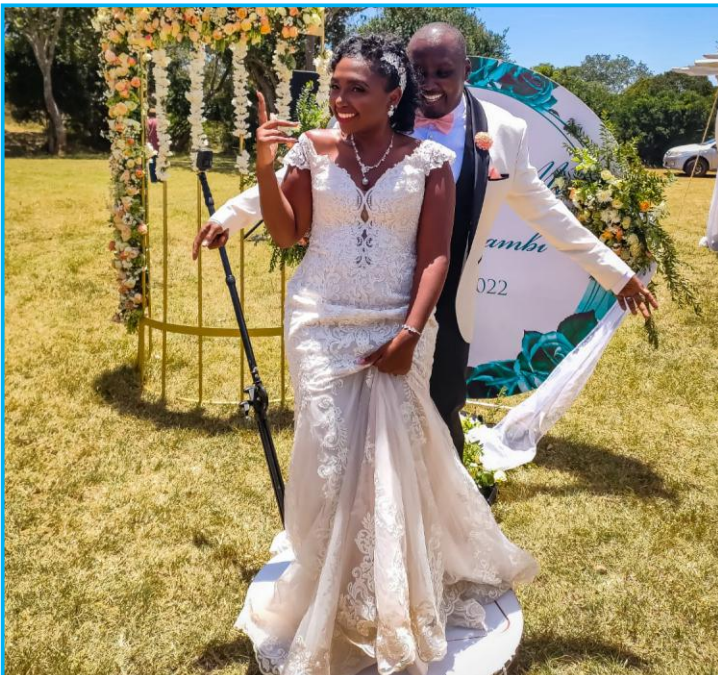
Commendations

Commendations were recently awarded to **Moses Lodu** (D&S Sudan), **Peter Gitundu** (HO Pools), **Bakwata Busingye** (D&S Uganda), **Emily Umugwaneza** and **Jean-Claude Nduwayezu** (D&S Rwanda), **Torsten Bulaya** (D&S Zambia), **Arnold Owiny** (HO Field Service), **Isaac Amukhoye** (HO), **Kenneth Agunda** (HO) and **George Ogega** (HO Manufacturing) Their special efforts are greatly appreciated.

Births

Congratulations to **Samuel Ilmothi** (D&S Narok) and his wife Frana on the arrival of their daughter Aziel, **Benedict Ngula** (HO Finance) and his wife Christine on the arrival of their son Lexa, **Jobstill Denga** (HO Distribution) and his wife Jackline on the arrival of their son Loir and **Bashir Duale** (D&S Garissa) and his wife Halima on the arrival of their daughter Hanifa.

Marriages



D&S CSR Coordinator Nur Riday is pictured together with her husband Harris as they celebrate together on the occasion of their joyful wedding.

Staff Profile - David Gatende



There is no need to introduce **David Gatende** who, after 36 years of exceptional service, retires in May from D&S as Group CEO, a position he has held since 2016. Not only is David well known in corporate circles in Kenya, but also the wider region as a business leader, man of faith and, in his early days, as the

Captain of the Kenya National Squash team. Born in 1962 in Nairobi to the late Dr Isaac Gatumbi, the first Kenyan surgeon, and Jane Wambui Gatende, who is alive and well and still farms in Ndakaini, David schooled at Kilimani Primary, Lenana School then Canada's McGill University, where we took a BSc in Agricultural Engineering. A serial learner, since then he has also added a Diploma in Marketing, a Masters in Psychology, an MBA, and several other qualifications to his long list of certificates.

Happily married to wife Laimani, David also has 3 daughters and a grand-daughter and, as well as being a top flight sportsman, is a keen outdoorsman, hiker and mountaineer. He also appreciates the arts, literature and live performances. In the future he plans to continue being active, mentoring, coaching, being a non-executive, partnering with his wife, contributing to society and building something in memory of his late Father.

His initial contact with D&S came from looking it up in a business directory and having a positive experience in his first visit to the company's then only site at Dundori Road. What he likes most about the company now, despite the fact that it has changed beyond recognition, is that it fulfills its purpose of improving people's lives.

Of his philosophy, David cites Soren Kirkegard, and notes that although life can only be understood backwards, it must be lived forwards. He concedes that life can be difficult but with hard work and discipline, anyone can make the best of the cards they are dealt. He describes himself as someone who values leadership, integrity and commitment but who, above all, will seek to honour God through everything he does and then to step aside to let others carry on. There can be no doubt that he has succeeded in this regard as well as countless others!

#ImprovingLives



D&S #ImprovingLives Initiative has partnered with Novartis International to rehabilitate three high yielding solar powered boreholes in Machakos County improving over 11,000 lives within the community by ensuring constant water supply. Pictured is D&S MD Edward Davis and Novartis Group Head of Health Dr Lutz Hegemann during the commissioning of the project.

D&S Pictorial

D&S Tanzania World Water Day



D&S Tanzania participated in this year's Maji week, a weeklong conference and exhibition held at Mlimani City Conference Centre. The conference aims at engaging industry experts in sharing insights, new technology and experiences within the sector. D&S was very honoured by a visit to the D&S stand by Her Excellency The President of Tanzania Mama Samia Suluhu Hassan who is pictured in conversation with D&S Dar Commercial Manager Felista Asenga.

D&S HO Drillers Dinner



After a 2-year gap caused by the pandemic, the popular Drillers Dinner returned in April and was held at Panari Hotel in Nairobi. Hosted by CEO David Gatende and GM David Bolo, the well-attended event introduced participants to the latest innovations in Borehole technology from D&S. Pictured is the group after a successful session.

D&S Garissa Water Treatment Project



D&S Garissa under branch Manager Wilson Mbutia has supplied and installed a 1000ltr/hr water treatment plant in the UNHCR compound suboffice in Dadaab. The plant will ensure safe drinking water to over 500 residents within the complex. Pictured is Wilson with UNHCR Head of WASH Ahmed Osman during commissioning.

D&S Tanzania EBS Training



D&S Mwanza have held a training session for water utility companies in the region. The programme focused on the relevant ranges of Dayliff product across all varied business segments. Pictured is D&S Tanzania MD Benjamin Munyao, Branch Manager John Lubango and the participants.

D&S Rongai Stockist Dinner



D&S Rongai's Branch Manager Amos Mutunga has held a dinner for Stockist customers at Siron Hotel. The event focused on newly introduced ranges of products and solutions, principally from Dayliff and Pedrollo, of interest to the resellers and also provided a feedback forum. Pictured is the group after the event.

D&S Lamu Pools Attendants Seminar



D&S Lamu under Branch Manager John Kioko has hosted a pool attendants' dinner at Dudu Villas Cottages, Shela, with a training session on Dayliff Pool chemicals and equipment as well as the latest digital innovation, The Dayliff Pool Tool which enables attendants easy access to maintenance and trouble shooting information, online shopping, reminders for dosage as well as chat support.

D&S Exhibits at the 31st Homes Expo



D&S HO Commercial has again mounted a stand at the popular and busy Homes Expo staged at the Kenyatta International Conference Center (KICC). The D&S stand was shared with water recycling partner company Bioliff and attracted much interest. Pictured are Bradley Mbukane, Grace Njuguna and Sylvia Wairimu at the stand.

D&S HO Teule Kenya Community Project



D&S GM David Bolo is pictured with children from Teule where the company, under the #ImprovingLives initiative in partnership with Teule Kenya, have supplied and installed a Dayliff solar system that has converted the home's borehole pump from mains to solar power. Pictured are the children as they enjoy the commissioning ceremony.