

## From the Chairman

After much preparation a new D&S era has now begun with **David Gatende's** retirement at the end-May **Founders Day** and **George Mbugua's** accession to the CEO role. The transition was well celebrated during this traditional event and due recognition was given to David's exceptional 36-year career. Both David and George gave excellent addresses and I'm confident that D&S is well set to continue on its successful path.



Incoming CEO George Mbugua takes the leadership baton from outgoing CEO David Gatende as Group Chairman Alec Davis looks on during the Founders' Day Celebration

Founders Day is a long-standing tradition marking the company's establishment in 1946 by my father **Eddie Davis** and his partner **Dick Shirliff**, this year celebrating its **76<sup>th</sup> anniversary**, quite an achievement in the modern era! They established the standards that we apply today and I'm sure they would be very proud if they could see of the fruits of their efforts. This year for the first time since covid we were able to celebrate physically at the new **Tatu Distribution Centre** though the event was also virtual being broadcast across the Group, a benefit of the communication progress we have made during covid! There are several traditions celebrated at Founders Day including long service awards and retirements and I would particularly like to mention

25-year awards to **Margaret Kuchio**, **Simon Chege** and **Kynne Kituku** now bringing the total number reaching this milestone to 106! Also, as well as David there were several other retirements including **Boniface Kimani**, the long-serving transport manager with 26 years' service, **Wilson Nderitu** from ICT with 23 years' service and **Simon Batte**, the D&S Uganda MD who also achieved the 25 years' service milestone. They've

all made considerable contributions during their tenures, and I am very grateful to them for their contributions.

May also marks the end of the first half of the financial year and though progress has been made on many fronts the external challenges have grown considerably, especially due to the ongoing drought and the inflationary and forex pressures contributed by the Ukraine war. With the added disruption that the forthcoming elections will bring the prospects for the next period are muted though I am confident that the D&S established strengths will enable us to continue to make progress as we pursue our purpose to improve people's lives.

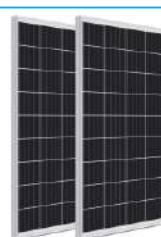
## New Products from Dayliff



Dayliff Pumpverter



Dayliff BRO/UF



Dayliff 400W/535 PV Modules



Slimline Packaged Swimming Pool

New products are the life blood of any organization and the D&S **Technical Division** under Director **Philip Holi** have been busy developing various new innovations that are now ready for distribution throughout the D&S network.

In the area of **advanced pump control**, the new **Dayliff Pumpverter** is a variable frequency drive (VFD) control system ideal for a wide range of residential and industrial water supply applications. The compact and versatile units use smart technology to vary pump motor speed to match demand that gives optimum performance at maximum efficiency. From **Water Treatment Division** new **Dayliff BRO/UF** models have been developed as a range of robust and affordable skid-mounted water treatment plants capable of delivering potable water to **WHO standards**. With increasing demand for high-

capacity solar water pumping and grid connect installations, a range of larger and more efficient **Dayliff monocrystalline solar PV modules** have been introduced. Offered in 400W and 535W sizes, and with high conversion efficiencies of up to 21.8% achieved through the use of half-cell technology, the new modules perform well under extreme temperature and low light conditions. The **Pools Division** has introduced **pre-assembled slimline swimming pool packages** in attractive contemporary designs and constructed from hard-wearing and corrosion resistant polypropylene panels. The economical and innovative solution offers several advantages over traditional masonry pools including rapid installation and leak resistance. All products and solutions are now available from all D&S branches across the region.

# Founders Day 2022 Celebrations



A Group of D&S Heroes!



David Gatende Retirement Celebration



D&S Uganda



D&S Eldoret

The time-honoured tradition of **Founders Day**, the D&S celebration that marks the company's incorporation by founders **Eddie Davis** and **Dick Shirtliff** was this year held at **D&S' Distribution Center at Tatu City**. The event was attended by over 400 staff and was enjoyed virtually by a similar number from across the branch network and marked a return to pre-Covid 'in person' events.



D&S Tanzania



Award Winners

The occasion held even greater significance this year as it also served as the farewell event for long-serving Group CEO **David Gatende** who retired after 36 years of exemplary service at the end of May. The action-packed program included tours for guests of the impressive Tatu facility, a group walk, sporting fun, lunch and the traditional array of speeches, prizes, entertainment and gifts. The highlight of the day was the ceremonial handover of responsibility from the outgoing CEO to the incoming one, **George Mbugua**, which was a memorable sight and a rare occurrence at D&S!



D&S Zambia



D&S HO Tug of War



D&S Githurai

## D&S Mbeya Opens



MD Tanzania Benjamin Munyao, D&S Mbeya Branch Manager Abeid Lihonga, Former Group CEO David Gatende and Guest of Honour Mbeya Regional Commissioner, Juma Homera, cut a cake during the opening ceremony.

D&S Tanzania under MD **Ben Munyao** has recently opened its eighth branch in Mbeya, a city in the southwest area of the country that sits in a dramatic location beneath Loleza Peak and between the soaring Mbeya and Poroto mountain ranges.

The administrative center of the surrounding region and blessed with fertile agricultural land and abundant annual rainfall, Mbeya can be described as the breadbasket of Tanzania with its vast production of maize, rice, bananas, beans and many other cash crops. Newly appointed Branch Manager **Abeid Lihonga** has overseen the establishment of the smart new premises, executed to Group standards, and is already contributing to the vibrant local economy through the provision of the D&S range of products and solutions.

## Staff News

### Appointments



**Mohamed Kombo**



**Joyleen Omari**



**Brenan Wanjala**

D&S is pleased to welcome **Mohamed Kombo** (D&S Lamu), **Joyleen Omari** (D&S HO International Business), **Brenan Wanjala** (D&S Gikomba). They are wished long and successful careers in the company.

### Commendations

Commendations were recently awarded to **Hellen Akoth** (Nyeri), **Peter Mukururo** (Nyeri), **Matthew Ndongu** (HO Accounts), **Kennedy Nyagaya** (Field Service) **Wilfred Karisa** (Diani), **Edna Wekesa** (International Business), **Emelda Odhiambo** (Group ICT), **Lee Bundi** (Accounts), **Bosch Muema** (Kiambu). Their special efforts are greatly appreciated.

### 10 Year Award

Congratulations to **Rebecca Musyoka** and **Irene Karanja** (Procurement), **Nancy Maranga** (Borehole), **Arnold Rotich** (International Business), **Sheillah Obino**, **Tianinah Manei**, **Samuel Anyembe** and **Veronica Cheme** (Accounts), **Grace Njagi**, **Judy Chepngetich**, **Reuben Ondari**, **Francis Mbogo** and **Wambui Kimani** (Supply) **Josphat Tuva** (Lamu), **Edward Karanja** (Malindi), **Thomas Osoo** (Mombasa), **Lee Juma** (Kitui), **David Ngari** and **Beatrice Nyangau** (Westlands), **Nickson Boreh** (Nakuru), **Benjamin Ochelle** (Branch Management), **Desmond Rao** (Group ICT), **Grace Ochieng** and **Edward Mwanzia** (Manufacturing) on achieving 10 year awards for their loyal service.

### 25 Year Award

Congratulations to **Margaret Kuchio** (Branch Management), **Simon Chege** (Field Service), **Kynne Kituku** (Pool) on achieving 25 years of loyal service.

### Retirees

Retiring at the end of May were **David Gatende** (Group CEO) after 36 years service, **Boniface Kimani** (Transport) after 26 years service, **Wilson Nderitu** (Group ICT) after 23 years service, **Maina Mbatia** (Supply) after 26 years service and **Simon Batte** (MD D&S Uganda) after 25 years service. All are thanked for their exemplary service and wished long and healthy retirements.

### Altiora Peto Awards

#### D&S Engineering

#### D&S Supply

#### D&S Service

#### Industrial Area

#### Nairobi Cluster

#### Eastern Cluster

#### Western Cluster

#### Coast Cluster

#### Tanzania

#### Zambia

#### Uganda

#### Rwanda

Steve Onyango

Lilian Ogero

Lewis Njeru

Peter Gitundu

George Odiwuor

Maureen Etarukot

Caleb Nyause

Gumo Mtwana

Johnson Mugomba

Mike Phiri

Teddy Nankanja

Emelyse Gihozo

## Staff Profile - Benard Karimi



**Benard Karimi** has recently been promoted to the Executive Committee in his capacity as Group Internal Auditor, a position that he has held since joining the D&S Group in 2017. Hailing from Gilgil, Nakuru County, Benard's early life was a rural one and he attended Sokoro Primary School and Michinda High, both in

Elburgon, before proceeding to Egerton University, Njoro Campus. Although now a Certified Public Accountant and Internal Auditor, Benard's original training was in Agribusiness, where he took a bachelor's before transitioning.

His journey with D&S started as a customer where he was impressed by the company's processes and applied for a career opportunity soon after. He mentions he enjoys the scale and diversity of the organization as well as its structured nature.

A skilled mountain climber, hiker and farmer, Benard has enjoyed being on the land since childhood and his parents Dickson and Susan are still actively engaged in the family farm. Blessed with wife Jemimah and four children, his future plans include furthering his career in accountancy and audit and making a contribution to society.

Of D&S, he notes that his personal values and those of the company closely align and that his colleagues are thorough, sharp and highly professional. He particularly enjoys D&S Founders' Days and Christmas Parties where staff relax and see the funny side of life.

Of life, Benard's philosophy is that consistency and diligence are more important than speed and that the key to success lies in honesty and hard work. He describes himself as 'the village boy' who came to town in pursuit of excellence' and few can doubt that he has succeeded in this objective!

## #ImprovingLives



D&S HO #ImprovingLives Initiative have supplied and installed a Dayliff Solar pumping system to Save a Soul Children's Centre Limuru, a home to over 30 orphans and victims of abuse. Pictured during the handover ceremony are D&S team led by Solar Sales Manager Michael Njeru together with staff and children from the Centre.

# D&S Pictorial

## #ImprovingLives 2022 Report



The D&S Group's #ImprovingLives initiative has since 2019 completed 493 projects for the benefit to over 970,000 people. The latest report, which is available on <https://bit.ly/dns-h1-2022-improvinglives> has been released and provides a summary of activities carried out during the first six months of 2022 as well as featuring more details of some of the key projects.

## D&S Celebrates Queen's Jubilee



D&S Kenya have sponsored a race to celebrate the Queen's Platinum Jubilee and support the British Legion at Ngong Racecourse in Nairobi. The D&S Dash was an exciting race won by a gray called Glitter with MD Edward Davis and Karen Branch Manager Benson Kanyuru on hand to present the prizes to owner Mary Binks, trainer Willy McCann and jockey Lesley Sercombe.

## D&S Arusha Chemchem Project



D&S Arusha under Branch Manager Maimuna Kirumbi have successfully supplied and installed a large RO system and Ultrafiltration plant at Chemchem Safari Lodge in the famous Tarangire National Park. Pictured is Maimuna, D&S technician Goodluck Mlulwe with Maintenance Supervisor Samson Zacharia and other lodge staff in the plant room.

## Tree Wall Pool Project



D&S HO Sales Commercial under Manager Annette Wairoma have supplied and installed various specialised pool equipment items including booster pumps, drainage pumps, pressurisation pumps, pool heating, steam and sauna at the prestigious Tree Wall apartments, Westlands. Pictured at the site is Sales Engineer Ryan Okoth with Property Manager Jackson Undimu.

## D&S Zambia Installers Dinner



D&S Zambia under MD Jonathan Mainga has hosted the first Installers Dinner at Taj Pamodzi Hotel Lusaka after a 2-year gap caused by the global pandemic. The well-attended event introduced participants to the latest innovations in borehole technology and solar pumping. Pictured are D&S's Jonathan Mainga, General Manager Patrick Daka and the group after a successful session.

## D&S Eldoret Factory Managers Training



D&S Eldoret under Manager David Ngure held a successful training event at Noble Hotel for the many Factory managers in the Eldoret region to raise awareness of the growing range of Dayliff products and solutions that could improve services and curb costs in their establishments. Pictured is David together with the team after the event.

## D&S Nyali Pool Seminar



D&S Nyali under Branch Manager Adam Abdallah have held a Pool Operators seminar at Kenya Bay Beach in Nyali. The event attracted over 80 participants who were comprehensively trained on the new range of Dayliff pool products and equipment. Pictured is D&S Coast Executive Mohamed Farook, Adam Abdallah and the participants after the successful event.

## D&S NGO Dinner



D&S Humanitarian Department under Nicholas Odera has organized a dinner at Sarova Panafric Hotel in Nairobi where participants were introduced to new product developments relevant to their field, particularly solar pumping and renewable energy. Hosted by MD Edward Davis and Industrial Area GM David Bolo, the participants are pictured after the successful event.