

From the Chairman

Following tradition, September is the month of our **Annual Company Conference** and another successful event was held this year. The focus is planning for the year ahead and it is reported in more detail elsewhere, though I would particularly like to appreciate the contribution of the keynote speaker **Isaac Awuondo**, Group MD of CBA who shared many ideas, particularly on the challenges of multi market growth. Also we enjoyed a contribution from **Thorsten**

Ronge of SMA the world leader in solar power controllers with whom D&S has reached a distribution agreement. This is an important strategic move for the Group as we are particularly focusing on growing our solar power generating activity.

Another important tradition at the Conference is the presentation of the Annual Management Awards. This year Commended Managers were **Joseph Ng'ang'a**, manager of D&S Eldoret who has served loyally since the branch opened 20 years ago, more recently in the role of manager where he has been especially successful, and **Michael Kanyugi**, the HO Chief Accountant who in the few years since joining has made a substantial contribution to the Accounting function.



Management Award winners including Manager of the Year David Gatende and Commended Managers Joseph Ng'ang'a of D&S Eldoret and Michael Kanyugi of D&S HO Finance pose with their awards with Group Chairman Alec Davis.

Manager of the Year, and an accolade much overdue, was new CEO **David Gatende** who has had an exemplary thirty year career with the Company and achieved a huge amount in this time. The recognition was greatly deserved. I am most grateful to all the winners for their huge contributions.

D&S continues to grow apace and there are two initiatives that I would like to highlight. One is the continued expansion of the branch network with number

50 now open after the establishment of **D&S Lubumbashi** in DRC, **D&S Utawala** in Nairobi and soon **D&S Embu**. The branch expansion strategy has contributed both to D&S's revenue and also to the local communities who benefit through economically accessing the D&S product range.

The other initiative I would mention is the recent **e-focus** that includes new more improved **websites, a product app**, and an **improved e-Shop** with more details being given elsewhere. I deeply believe in the increasing importance that the internet will make in the future and I would like to specially mention our in-house developer **Ken Muturi**, who is doing a good job increasing our presence in this medium.

Supplier Focus - SMA

Founded in 1981 by the late solar visionary **Gunther Kramer**, **SMA** is the world's leading manufacturer of photovoltaic technology control systems. With sales of over €1Bn and 3,000 staff in 20 countries, the company is focused on producing a range of intelligent inverters and controllers for use



CEO David Gatende, Technical Director Philip Holi and Solar Division Manager Norman Chege pictured with Thorsten Ronge, MD SMA Solar Technology during the official launch of the D&S/ SMA partnership.

in applications from small domestic to large-scale grid supplying power generators. As the inventor of the string type inverter, SMA has led the world in on-grid power generation technology that allows consumers to access cost efficient

renewable power with systems of up to 50mW being installed. D&S has recently been appointed as SMA's sole distributor in the region and will carry the various inverter models as stock lines whilst also offering fully engineered solutions along with installation, maintenance and support. **Thorsten Ronge**, MD

of SMA SA (Pty) said during a recent visit to D&S that he was delighted to announce the partnership and was confident that it would bring many years of mutually beneficial collaboration in this dynamic and opportunity-filled market.

2016 Management Conference

In keeping with now well-established tradition, the annual **D&S Management Conference** took place in September with 60 of the Group's most senior managers

converging in Nairobi for the 3 day event that formally commences and energizes the important annual planning cycle. The HO based day was the first to be held in the new **Training Centre** in the recently inaugurated **Dayliff building** with the much improved ambience and improved **dining facilities** being appreciated by participants. As is the custom, the latter two days of the conference were held off site, this year at the impressive new **Radisson Blu Hotel**, the conference theme this year being '**Reaching the Next Level**' with a focus on equipping the Group to capitalise on regional opportunities. A number of external speakers



Participants of the 2016 Management conference are pictured during the event held at the Radisson Blu Hotel.

contributed including **Lee Carlin**, GM of Grundfos Africa, **Thorsten Ronge** of SMA, **Ken Ikiara**, formerly of Colgate Palmolive, who gave valuable insight on the

management of multi-national corporations and **Isaac Awuondo**, Group MD of CBA, who gave the thought-provoking keynote address. Non-Executive Directors **Stuart Eastwood** and **Mike Eldon** also lent their perspectives on the theme with the latter organizing a 'Walls of Greatness' exercise which uses time travel to help managers visualize the future direction of the company! The event was a great success and managers are now set to begin executing all the initiatives and ideas generated over the productive and stimulating 3 days.

D&S Branch Expansion



CEO David Gatende, D&S GM Joseph Wanene and his team are pictured cutting a cake with Guests of Honour Rubavu District Vice Mayor Janvier Murenzi and Assistant Commissioner of Police Bertin Mutezintare during the Rubavu branch opening.

The D&S initiative of opening branches in areas where its products and solutions are most needed has been ongoing throughout the year with the latest two branches celebrating their establishment being located in **Rubavu**, the Rwandan town on the border with DRC and **Narok**, in the Rift Valley. Both opening events were hosted by CEO **David Gatende** accompanied in Rubavu by Rwanda Country GM **Joseph Wanene** and in Narok by Chief Operations Officer **Dr MAS Waweru**. The branches were established by the newly appointed Branch Managers **Thacien Niyonsaba** at D&S Rubavu and **Sylvester Angira** at D&S Narok and the events gave an opportunity to gather together local stakeholders, partners and friends to officially mark the opening of the new facilities that will certainly make a positive impact on their local communities.

D&S e-nitiatives



A view of the new improved e-shop accessible at www.davisandshirliff.com/shop

Kenya as a country is rapidly gaining global recognition for its ability to embrace technology and to use the power of the internet for commercial success. Taking advantage of this local expertise D&S has decided to greatly increase its internet presence and has recently appointed experienced web designer and e-commerce expert **Ken Muturi** as the company's **Digital Business Manager**. Over the last year Ken and his colleagues have been busy with a plethora of important projects including a total revamp of the **D&S** and **Dayliff websites**, launch of the successful **e-shop**, development of the **Dayliff GO app**, initiation of CRM integrated **e-marketing campaigns** and a much increased presence on **social media**. The power of technology and the internet to transform and revolutionize business operations has never been greater and D&S is committed to investing heavily in this area in order to make the most of the opportunities available.

Staff News

Appointments



Nur Riday



Henid Kiritu



James Njoroge



Brian Nyagol



Bernard Rono



Alfred Ochieng

D&S is pleased to welcome **Nur Riday** (D&S Meru), **Henid Kiritu** (D&S Downtown), **James Njoroge** (D&S Mombasa), **Brian Nyagol** (HO Controls & Instrumentation), **Bernard Rono** (HO Water Treatment) and **Alfred Ochieng** (HO Solar). They are all wished long and successful careers in the company.

Commendations

Commendations were recently awarded to **Michael Kioge**, **Kelvin Nganyi**, **Mike Njiru**, **Maureen Omamo**, **Brian Nyangol**, **John Mwangi**, **Ken Owitchira**, **Ephantus Gitari** and **Nicholas Kioko** (HO Technical) and **William Magachi** (HO, IT) for making exceptional efforts in executing their duties. Everyone's commitment is greatly appreciated.

Births

Congratulations to **Tianinah Manei** (HO Audit) and husband Geoffrey on the arrival of their daughter Amelia, **Timothy Kemboi** (HO Business Development) and his wife Linet on the arrival of their daughter Karry, **Moses Kitheka** and his wife Lema on the arrival of their son Nathan.

Deaths



With great sadness the passing of **John Mwangi**, formerly a logistics driver at D&S Head Office is announced. Deepest sympathies are passed to his family and friends. May God rest his soul in peace.

Weddings



Paul Muchiri (D&S Meru) and his wife **Rhoda** pose with colleagues on the joyous occasion of their recent wedding.

Staff Profile - Moses Kitheka



Moses Kitheka's distinctive and friendly face is well known at D&S HO where he has for the last 8 years been in various positions in the Sales function, for the previous 4 years as manager of the successful Retail Sales division leading the team responsible for serving the many HO walk in customers. Due to his success in this role he has now been challenged with the task of managing the HO Commercial Sales division and growing business with this important customer group under GM Sales **Margaret Kuchio**.

Originally hailing from Kangundo in Machakos County, Moses schooled locally before attending Secondary School in Tala and then studying at JKUAT where he took a degree in Agricultural Engineering. Prior to joining D&S in 2008, Moses worked in the swimming pool industry and so was familiar with the company while friends already working at D&S encouraged him to apply for a job there. Of working at D&S, Moses particularly appreciates the clarity of purpose that the company has as well as the friendly and cooperative culture. Unsurprisingly, his colleagues also describe him as friendly and easy to get along with.

One of ten siblings born to parents John Kitheka and the late Grace Katee, Moses is married to Lema, a program accountant, and they are blessed with one new-born son and also have a loyal pet dog called Kamaku. An avid reader, Moses' favourite book is the Bible along with anything by Lee Child and he is also a keen cyclist. Aside from progressing his career, Moses looks forward to simplifying his life and eventually slowing down.

His philosophies of life include that there is more to it than who we are or what we have and that there is more happiness in giving than in receiving. With such sound principles, there is little wonder that Moses is always smiling.

D&S Coast Team Building



Team building is an important D&S tradition that strengthens teamwork and collaboration. D&S Coast enjoyed their annual event at Mwaluganje Elephant sanctuary in Kwale, the team being pictured carrying out one of the fun activities.

D&S Pictorial

2017 Product Manual



As is the tradition, the 2017 Product Manual was launched at the September Management Conference. This year's edition is the largest ever and features over 30 innovative new products. It is also available online at davisandshirliff.com as well as on the Dayliff GO app. Pictured are Product Manager Lillian Maigo, Jos Musima and Naomi Mburu who are the team behind the product manual.

D&S Zambia Milenge Solar Project



D&S Zambia under MD Jonathan Mainga, and in collaboration with NISSAKU a Japanese engineering firm, has supplied and installed a series of large solar pumping installations comprising of Lorentz solar pumps and inverters coupled to Dayliff Solar arrays in Milenge district. The systems will play an important role in the community by supplying water to 50,000 people.

Energy Technology Seminar



Solar Division Manager Norman Chege and Controls and Instrumentation Manager Gilbert Baraza have held seminars in conjunction with D&S Kisumu and D&S Eldoret to educate customers on D&S's latest range of water and energy products and solutions. Pictured is Norman Chege with participants at the Kisumu seminar.

D&S Kisumu Busia County Water Kiosks



Busia County Government has embarked on a project to provide water kiosks in order to improve clean and safe water supply to the community. D&S Kisumu under branch manager Kennedy Odhiambo has installed solar powered borehole installation at 23 locations. Pictured are members of the community at one such site.

D&S Zambia Miss Intellect Project



Davis & Shirliff Zambia recently took the initiative of conducting a training on safe water, sanitation and renewable energy solutions for children from Intellect Zambia, a youth learning Institution. Pictured are the bright young students together with D&S Zambia engineers after a fun, interactive and successful training.

D&S Garissa Islamic Relief Project



D&S Garissa under Branch Manager Leonard Njiru have successfully installed 2 borehole pumps for remote Kamuthe and Kadakso communities. Residents of the community, who have been struck by severe water shortages, will now enjoy constant water supply. Pictured are Islamic Relief officials with residents during the commissioning of the project.

D&S Uganda Revenue Authority Award



D&S Uganda has been recognized for tax compliance and consistency by the Uganda Revenue Authority during its recent 25 year anniversary celebrations. Pictured is the MD Ephraim Mbugua and Commercial Director Simon Batte with officials from the URA as they present the D&S team with the Award.

Stanchart Marathon



106 D&S staff participated in this year's 14th edition of the Standard Chartered Nairobi Marathon whose flagship project, 'Seeing is Believing', community initiative aims to raise funds for the needy in the community. Participants are pictured after the event, with the fastest D&S participant being D&S Nakuru technician Nickson Kimani.

D&S Pictorial

D&S Kakamega County Visit



D&S COO Dr. MAS Waweru and Kakamega Branch Manager Wanjala Namukana have paid a courtesy call to the Kakamega County Governor's offices to discuss collaboration and partnership. Pictured is the D&S team together with Deputy Governor Prof. Philip Kutima, Water Minister Robert Sumbi and other officials.

D&S HO Tax Compliance Recognition



Throughout the month of October, Kenya Revenue Authority have been commemorating every taxpayer in their own right. Davis & Shirliff was recognised by the authority for tax compliance pictured is Group CEO David Gatende, Group COO Dr. MAS Waweru, Finance Director George Mbugua and KRA officials during the presentation of the certificate at Davis & Shirliff head office.

Mombasa Agricultural Society of Kenya



D&S Coast recently participated in the Mombasa ASK Show themed 'Enhancing technology in agriculture and industry for food security and national growth' by showcasing its range of innovative water and energy products and solutions. Pictured are D&S engineers Sulieman Mambeya and Christopher Muli engaging with customers.

D&S Zambia Driller Event



D&S Zambia under MD Jonathan Mainga hosted a well attended drillers dinner at Mayak restaurant in Lusaka where participants were enlightened on the wide range of products suitable for their industry. Pictured are participants after the successful event.