

From the CEO

This Newsletter marks a notable milestone; it is the **Centenary Edition**, which is quite an achievement! The first Newsletter was published in December 1998 when D&S only had 5 branches, its rationale being that with ongoing expansion communication was becoming increasingly difficult and a simple news sheet was sent out to inform staff of company developments.

The concept was developed over the next few years and the four page full colour bi-monthly edition still used today became established. The Newsletter content has also evolved to cover wider topics and for some years now circulation has been to all D&S stakeholders including **suppliers** and **customers**, present print run being 2000 with a much wider distribution through direct e-mail. This has become an extremely effective method of communication and we are proud of the consistency and focus which has been achieved, which is rare for any organisation in the regional markets where D&S operates.

Of course the intervening 17 years has seen huge growth in the D&S Group with staff increasing from **150 to over 500**, branches increasing from **5 to 40** and revenue growing nearly **20 times!** There have also been great change at the Nairobi



CEO Alec Davis and Newsletter editor Edward Davis celebrate the Centenary edition with former producers Tom Sitati and Kawira Mirero, current producer Jos Musima and Penny Mwangi.

HO with the site being expanded and almost completely re-built. The Newsletter has recorded the development of the Group and given the centenary milestone, some of the important happenings are featured in this special 8-page edition, only the second ever, the other celebrating our 60th Anniversary.

Preparing the Newsletter has involved much effort and commitment by the editorial team and over the years there have been three producers, **Tom Sitati**, **Kawira Mirero** and from 2008 **Jos Musima**. My PA **Penny Mwangi** has also been closely involved throughout and I am most grateful to them all for the efforts they have made.

I'm pleased to say that the pace of growth and change at D&S continues to accelerate and in this Newsletter several important new initiatives are reported. These include the opening of **three new branches**, progress on **construction of the new HO office block**, which will greatly increase physical capacity and finally, and perhaps most importantly, the introduction of over **50 new products**. D&S is certainly continuing to make excellent progress and who knows where we'll be by Newsletter #200!

New Products



New products are the life blood of all dynamic organisations and D&S has been working hard over the past few months to identify and introduce over **50 new products** in all business segments. In pumps there are various new **Dayliff DC** engine pumps, **DSP** borehole pumps, **DSC** and **DL** heavy duty pumps and the revolutionary **iDayliff** remote sensing and control units. From **Pedrollo** there are **Tritus** and **UP submersible pumps**, from **Grundfos** an expanded and improved **SP** and **CR ranges** and from **Dab** the revolutionary **E.Sybox**

domestic booster system. In the solar segment there are several **new controllers, street lights** and **hot water systems** as well as additional **solar pumps** from **Lorentz**. Other products include **Dayliff Kohler** and **Perkins generators**, an expanded **Dayliff Reverse Osmosis** range and new **UV purifiers**. All items are featured on the Davis and Shirliff website as well as the new Product Manual and they will be progressively launched throughout the Group in the next few weeks.

D&S Thika Relocates



Deputy CEO David Gatende, GM Sales Margaret Kuchio, Branch Manager Titus Njenga and guests of honour during the opening of the new premises.

D&S Thika was established in 2009 when it opened its doors for the first time on a narrow backstreet in Thika town. The first premises consisted of a small showroom staffed by three and it was at the time D&S's 18th branch. Today D&S Thika is unrecognizable and in August held a celebratory event for customers to mark its relocation to a brand new premises along Kenyatta Highway. The new location is adjacent to the town's leading banks and supermarkets and is geared towards the customer experience with ample parking as well as close proximity to other facilities such as restaurants and clinics. Comments from guests at the opening event reflected their approval of the improved ambiance and under dynamic Branch Manager **Titus Njenga** the new facility will ensure D&S Thika's continued progress and growth.

New Office Block



A view of the New Office Block Construction site.

Visitors to **D&S HO** in recent weeks will have noticed a large building project taking shape at the back of the **Beta site** where an old storage facility used to stand. That building has since been demolished and in its place a new multi-purpose block is emerging. The four store structure will add an additional 1500m³ of space and will include several facilities, the most notable being a new and greatly enlarged and improved **staff canteen** as well as and a new **Training and HR Centre** for the Group. On the lower floor office space will also be provided for the **Logistics function** and there is ample space available for future growth. With completion expected towards the end of the year, the new facilities will add important capacity to Group as well as releasing existing space on the Dundori Road site that can now be re-configured into additional commercial offices.

D&S Branch Expansion



Lodwar Branch



Kitengela Branch



Rubavu Branch

The first half of 2015 saw new D&S branches opening in **Kakmega, Kiambu, Solwezi** and **Juba** and the second half of the year will be even busier with new branches in **Kitengela, Lodwar** and **Rubavu** (all pictured above) already open. The branch network's aim is to bring the D&S range of products and solutions closer to customers and 2015 is set to be a record year for network expansion.

D&S Lodwar is Kenya's most Northerly branch and is strategically located in the capital of Turkana county, which is rapidly becoming a centre for oil and gas exploration and is due to benefit from the upcoming LAPSET pipeline. Many D&S solar pumping systems are already in use in the area and demand is predicted to grow. The newly appointed Branch Manager is **Shadrack Langat**.

D&S Kitengela is situated in Kitengela Town, Kajiado County and is the latest addition to the Eastern Cluster of branches. Originally a sparsely populated plain, Kitengela is now a thriving hub in its own right with much development ongoing as well as being a satellite town of Nairobi. Already the branch is doing good business under Branch Manager **Amos Mutunga**.

D&S Rubavu is located in Gisenyi, a frontier town in Rwanda on the border with the DRC and is D&S Rwanda's second outlet after the Kigali branch which was opened in 2007. The town is known as Rwanda's beach resort as it is on the picturesque shores of Lake Kivu and is in the shadow of the famous Mount Niragongo, an active volcano. Business is already starting to grow under Branch Manager **Thacien Niyonsaba**.

Staff News

Appointments



David Mugo



Brenda Okach



Isaack Adinda



Bosco Kahindi



Samuel Ilmothi



Daniel Barno

D&S is pleased to welcome **David Mugo** (HO Fabrication), **Brenda Okach** (HO ICT), **Isaack Adinda** (HO Pools), **Bosco Kahindi** (D&S Westlands), **Samuel Ilmothi** (D&S Lodwar) and **Daniel Barno** (D&S Kiambu). They are all wished long and successful careers with the company.

Commendations

Commendations were recently awarded to **Miriam Kahiga** (HO Sales), **Dennis Miranyi** (HO Projects), **James Ngurimu**, **Lucas Mwema**, **Amos Wambura**, **Charles Kaloki** and **Duncan Karagania** (HO Field Service), **Vincent Amukoye** (HO Carpentry), **Robert Mwanza** (D&S Machakos), **Michael Wajwanga** (D&S Nyali) and **Christopher Muli** (D&S Mombasa)

Births

Congratulations to **Georgina Kaaria** (HO Procurement) and her husband John on the arrival of their daughter Sandra and **Teresia Mwafonde** (D&S Mombasa) and her husband Jobic on the arrival of their daughter Abigael.

Weddings

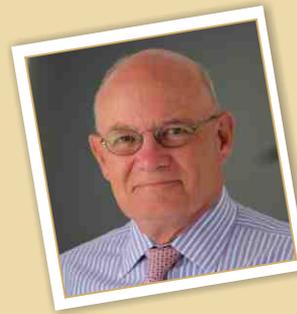


Newly weds Jaymit Patel (HO Sales) and Sonil pose with colleagues at their colourful wedding.



Sheila Obino (HO Finance) recently married Lameck, the happy couple being pictured with attendants.

Staff Profile - Alec Davis



The Staff Profile has been a regular feature of the D&S Newsletter from early days, though surprisingly CEO **Alec Davis** has never been featured! It is therefore appropriate that this omission is rectified on this special centenary edition.

Alec has now worked in D&S for 39 years joining as a Sales Engineer in 1976. On the passing of his father Eddie in 1982 he became a Director and joint MD and in 1990 he became CEO on the departure of the co-shareholder, Devji Shingadia. Since then the company has grown enormously and Alec is proud of his life's work in creating the successful Group that D&S has become and generally being the pioneer in developing the region's water industry.

Alec was born in Nairobi and attended primary school at St. Mary's before moving to Warwick School in the UK for his secondary education. He then pursued Mechanical Engineering at Loughborough University followed by an MBA at the Manchester Business School which in those days was a rare qualification! He returned to Kenya immediately after to join D&S.

Alec is married to Christine and is blessed with two sons, Henry and Edward and now a grandson, also called Alexander. For leisure he enjoys sports and regularly plays tennis and golf as well as swimming for exercise. He also enjoys bridge and collecting cars, his pride being an old Jaguar. Alec lives by the company values of integrity, quality and 'Altiora Peto', which is his old school motto and means 'I seek higher things', and aims for the highest standards in all he does as well as being progressive in both his private and business life. His general advice is never give up as success will come to those who strive.

D&S HO Community Activity



As part of their community contribution, HO sales function donated a Solar Water Heater as well as food stuffs to PCEA Githiga Children's home in Kiambu County. Pictured together with the children is the sales team lead by GM Sales Margaret Kuchio during the handover ceremony.

FROM THE MD

As Davis & Shirliff has grown from its Dundori Road base to a multi-sited operation, including, of course, the extended family of associates and pump centres, communication becomes both more difficult and more important. The informal channels that are used in a close environment no longer work and it is necessary that more formal ones are developed. At D&S we have a monthly Baraza where I brief Nairobi staff of developments, but this is not communicated further and so we have decided to introduce a monthly Newsletter to keep the entire family apprised of D&S news. The newsletter will be prepared in Nairobi and sent early in the month, though it is not only for Nairobi news and all branches and Pump Centres are encouraged to contribute. Submissions should be sent by the last day of the month to Penny who will then add them to the Nairobi input. We hope this will become a key communication tool to be circulated in Nairobi, to the branches and Subsidiaries, to Pump Centres and also to our key suppliers and hopefully it will help us all do more business!

Newsletter No.1, '99



Tribute to Najumdin Ramji Butech Founder, '00



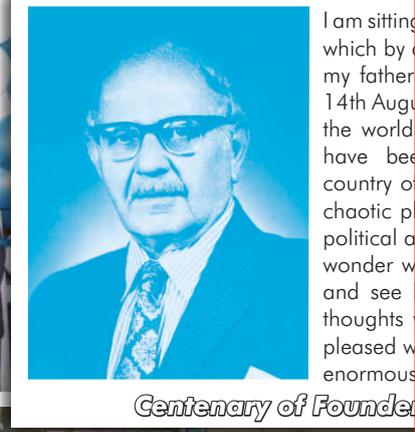
David Gatende promotion to MD, '01



CSR Activity '03



New HO Showroom Opens, '04



Centenary of Founder

I am sitting which by my father 14th August the world have been country of chaotic political and see thoughts pleased with enormous

Norman Chege, Hon. Raila Odinga & Riek Machar, South Sudan Conference, '05

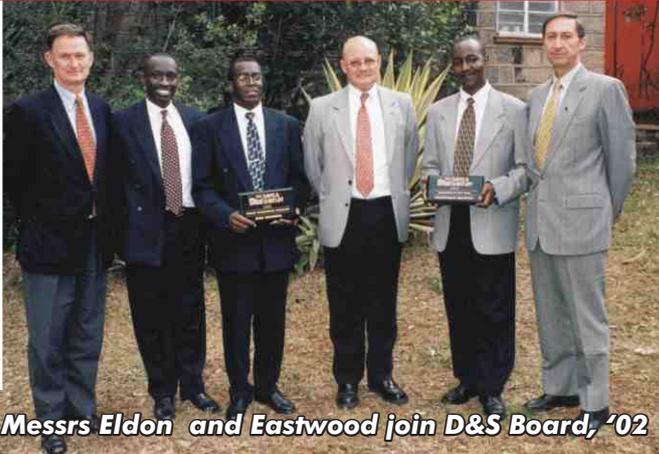


New HO Showroom, '04

D&S Nakuru Opens, '06 &



DAYLIFF Fireset Sets Introduced, '06

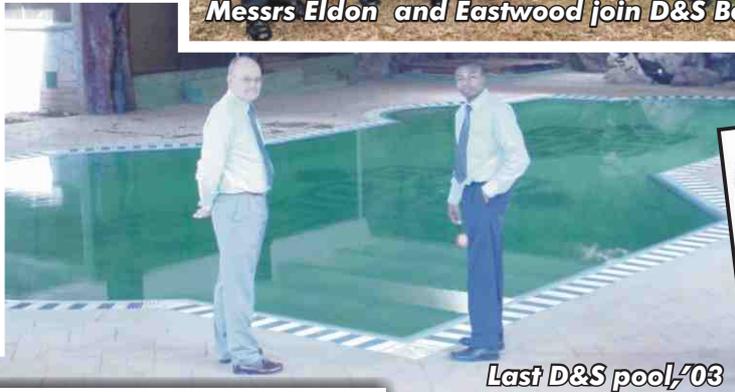


Messrs Eldon and Eastwood join D&S Board, '02

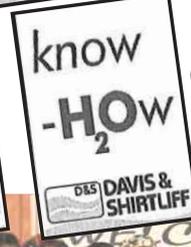
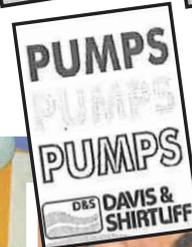
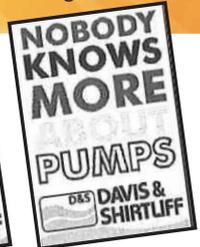
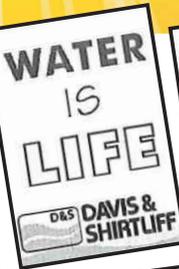
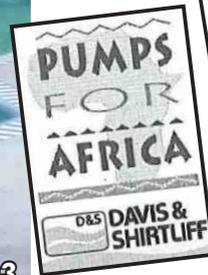
D&S DAVIS & SHIRTLIFF SOLAR

Launch of D&S Solar, '03

With the world's fossil fuel resources ever depleting solar power is the energy source of the future and it is particularly suited to equatorial countries like Kenya with high sunshine levels. With this in mind D&S has decided to expand into this growing market.



Last D&S pool, '03



D&S Past Campaign, '00

g down to write this message on 14th August, an extreme co-incidence is the centenary of and D&S Founder Eddie Davis's birth on just 1903! Enormous change has occurred in since then, though in Kenya the changes en extraordinary; from an undeveloped f about 3m people to a bustling and often ace of 30m! There have also been huge nd social changes in the period and I often hat he would think if he could come back ow things have developed. whatever his ould be on Kenya I'm sure he would be ith Davis & Shirliff which also has changed ly since his death in 1982.

'73's birth E.C. Davis, '03



Opening of D&S Zambia, '01

H.E. President Moi visits D&S Stand, '02



Christmas Party, '07



Founders Day, '03



H.E. President Mwanawasa visits a D&S Stand, '02



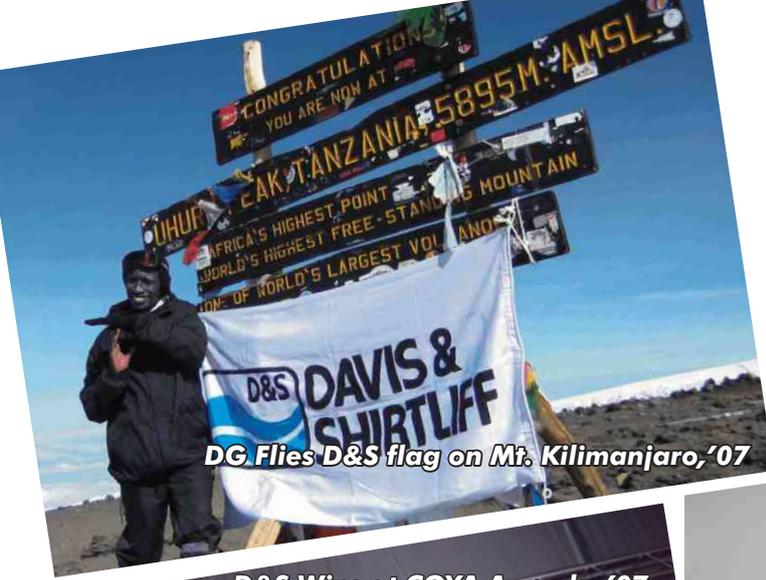
D&S Rwanda Opens, '07



60th Anniversary Celebrations, '06



Staff Celebrate 60th Anniversary, '06



DG Flies D&S flag on Mt. Kilimanjaro, '07



Launch of the Dayliff Solar Water Heater, '07



D&S Wins at COYA Awards, '07

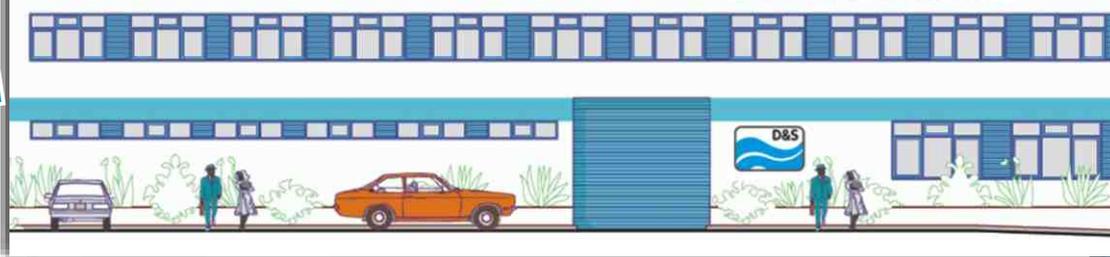


Control Panel Assembly Opens, '14



Water & Energy Solutions Campaign, '13

Design for HO Facade, '06



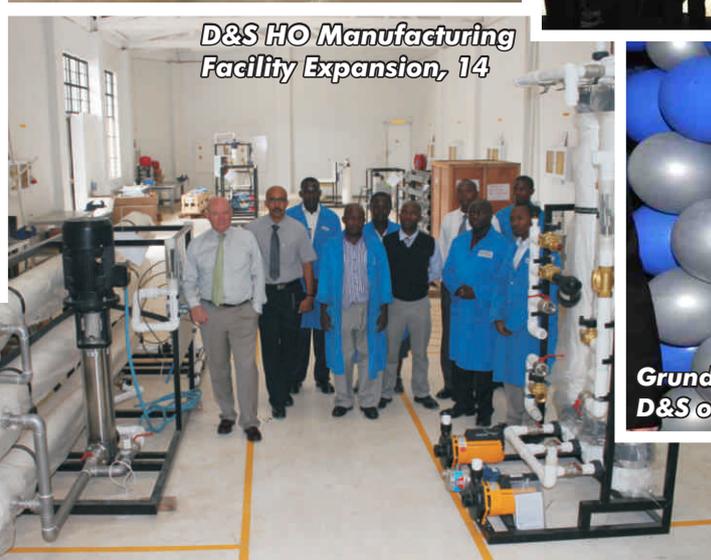
D&S Zambia Opens Premises, '12



Grundfos President Neils Dye Jensen opens Distribution Centre, '13



D&S Zamia 10th Anniversary, '13



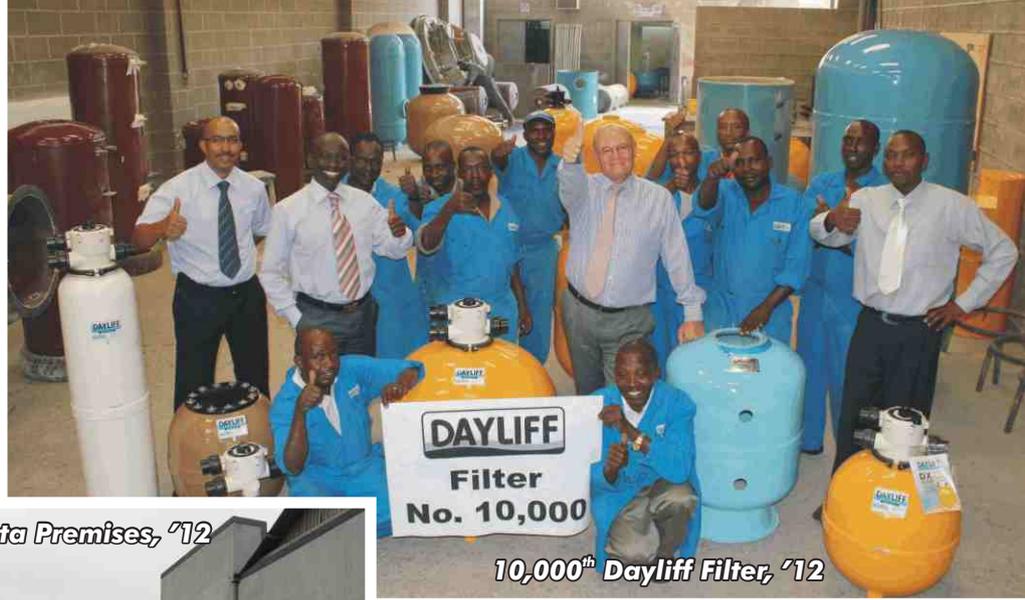
D&S HO Manufacturing Facility Expansion, '14



Grundfos Executive Carlo Prola Opens D&S offices, '10



D&S Ethiopia Opens, '08



10,000th Dayliff Filter, '12



Renovated Beta Premises, '12



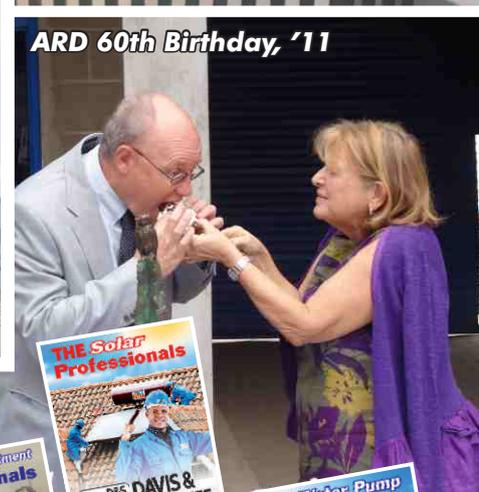
Receptionist Grace Wanjiku Retires after 30yrs of Service, '09



Phase of Beta Premises, '10



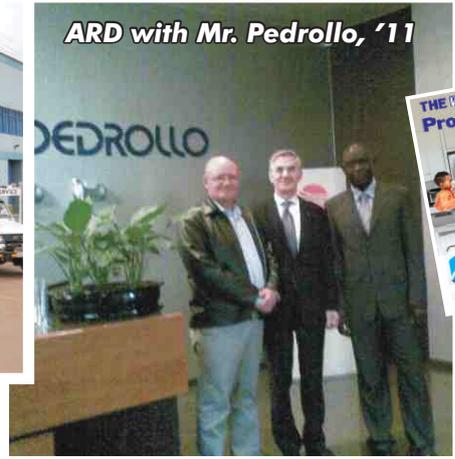
Completed HO Facade, '11



ARD 60th Birthday, '11



D&S Borehole Fleet, '11



ARD with Mr. Pedrollo, '11



The Professionals Campaign, '10



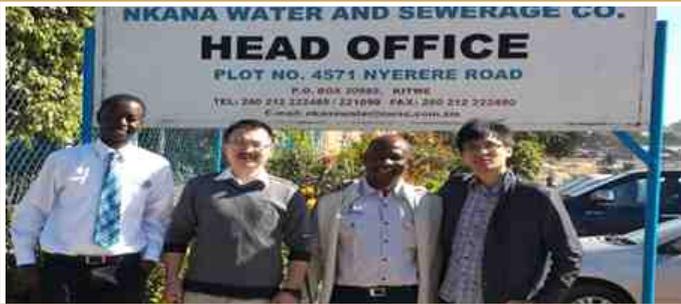
HO Manufacturing Opens, '06



Father with sons as Henry joins D&S, '14

D&S Pictorial

D&S Zambia Nkana Meter Handover



D&S Kitwe recently supplied a large consignment of Liaison pre-paid water meters to Nkana Water & Sewerage Co. in Kitwe, which will greatly improve operational efficiency to its many customers. Pictured is D&S's Kitwe branch manager Kakompe Lutangu handing over the meters to a Nkana Water and Liaison representative.

D&S Mombasa Sea Water RO



D&S MO under GM Mohamed Farook and Sales Manager Yusuf Siraj recently delivered the largest sea water RO ever supplied by D&S to a customer at Mombasa Port. The unit is containerized and capable of processing 5m³ per hour of pure drinking grade water from an input of raw sea water. Pictured are the team with Business Development Manager Edward Davis at the hand over.

D&S Zambia Energy Week



D&S Kitwe have participated in Zambia Energy Week, an initiative to promote efficient energy usage in the country. The event attracted much attention with D&S MD Jonathan Mainga being quoted in the press as he urged stakeholders to adopt multiple energy sources. Pictured at the expo is D&S staffer Paul Soko as he explains solar pumping to interested visitors.

D&S Tanzania Waste Water Project



D&S Tanzania recently successfully executed a large waste water treatment plant at a nursery school in Dar-es-Salaam. The project was managed by MD Ben Munyao and the plant is capable of treating 40m³ per day of organic waste water. Pictured at commissioning are Ben together with various representatives of the client.

D&S HO Garden City Project



D&S HO Pools Manager Stephen Muhia recently completed an interesting and unusual installation at the newly opened Garden City Mall at Ruaraka. The project involved the supply and installation of various features for a water park together with pumping and filtration equipment. Pictured is the colourful site in operation.

D&S HO DAB Training



D&S HO in July hosted a training and launch of the revolutionary DAB e.Sybox intelligent water supply system. The product is unique in the world of pumping being compact, flexible and intelligent and has many applications for domestic and small scale boosting applications. Pictured is DAB trainer John O'Connell with D&S staff at the event.

D&S Mombasa Generator Handover



The successful D&S Mombasa team of Mohamed Farook and Yusuf Siraj were recently busy supplying a 500kVA genset to a Farm Gate Dairy facility outside Mombasa. The unit will provide essential backup power so production can be maintained during power outages. Pictured are team with Mohamed Said of Farm Gate after commissioning.

Accountants Conference



The D&S finance function under Finance Director George Mbugua recently organised an Accountants' Conference for senior finance staff throughout the Group, the initiative being extremely important because as the group grows there is an increasing need to standardize and centralize accounting practices. Participants, who also enjoyed a day's team building at a tea factory, are pictured after the event.