

From the CEO

The last two months have been exceptionally busy for the Group with good business levels, a number of customer activities and the start of the cycle of planning and preparations for the New Year. The key event has been the annual **Management Conference**, this year themed

'Raising the Game', which was most successful and some good initiatives were identified, details being given elsewhere. One of the most important traditions of the event is the **Manager of the Year Awards** and special congratulations to **Commended Managers Joseph Wanene** for his excellent performance in growing D&S Rwanda and **Charles Kebaso** for the many innovations he has introduced in Manufacturing and to **Manager of the Year Mohamed Farook**, GM of D&S Coast, who over a period of fourteen years through very hard work and great initiative has created a significant Coast institution. All awards were thoroughly



Manager of the Year Mohamed Farook and Commended Managers of the Year Joseph Wanene and Charles Kebaso Pose with their prizes with the executive team and non-executive directors Mike Eldon and Stuart Eastwood.

deserved and I'm very grateful to all winners' for their efforts.

On the product front I am pleased to mention a recent agreement with Kohler Lombardini to represent their engine products in our markets. Kohler are one of the world's leaders in diesel engine technology and with this

agreement D&S will be introducing a range of engines for generators and pump applications as well as supporting the large number of engines already in the market. I'm sure that with this arrangement Kohler will soon become a familiar name in the region!

I conclude with the sad news of the passing of D&S HO staffer **Thomas Ndisya**. Thomas was very well-liked and a real character and also a most effective and diligent Supply Department staffer. He will be sadly missed by the D&S family, though I pass my special condolences to his wife Caroline Musili and family.

Partner Focus - Kohler

Kohler Lombardini is D&S's newest partner from whom initially a range of air and water cooled diesel engines from 10 to 50HP will be sourced. Parent Kohler is one of the US's largest private companies whose main activities are sanitary ware and Lombardini, which has been making diesel engines for over 80 years, was purchased in 2007 to add to its existing petrol engine activities.



Pictured is Kohler's impressive Head Quarters in Wisconsin, United States.

Ruggerini and Acme to become one of the largest producers of small diesel engines in the world, last year its 1,300 employees producing over 100,000 engines from its Reggio Emilio base and other factories. Kohler Lombardini is world renowned for the quality and technology of its products and its well-resourced R&D department is developing new engines that will be more

Lombardini was a much respected manufacturer which also incorporated a number of other Italian manufacturers including

efficient and less polluting. D&S is excited about this important new partnership and undoubtedly Kohler Lombardini is destined to become a major name in the regional market.

2014 Management Conference



Pictured after the keynote speech given by Car & General CEO Vijay Gidoomal, are the Management Conference participants at the Lord Errol Restaurant.

The D&S **Management Conference** is an important event in the company calendar where the senior managers from throughout the Group meet to discuss strategy and plan for the New Year. This year's successful event was held at the Lord Errol Restaurant and was attended by over 60 managers, the theme being **'Raising the Game'** in recognition of the changing regional market conditions. Topics covered various internal and product issues and also the event was much enhanced by speakers **Ian Ngethe** from Raiser Group and **Vijay Gidoomal** of Car & General who provided most interesting external perspectives. The conference concluded with a dinner and Management awards and the general consensus was that it had been a most successful event.

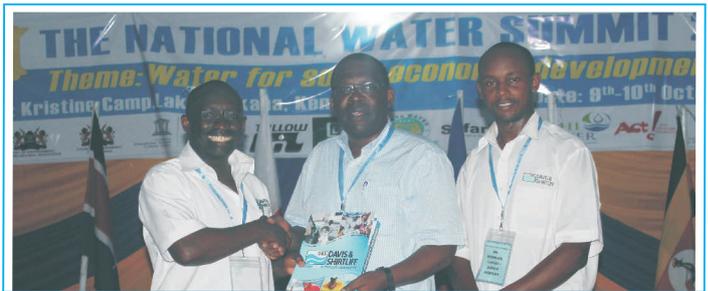
D&S Naivasha Opening



Dep. CEO David Gatende, Commercial Director Dr MAS Waweru and Branch Manager Arthur Kioni with guests of honour Johnson Maina and Richard Hartley cut the ribbon during the opening ceremony.

D&S Western Cluster under Commercial Director **Dr MAS Waweru** recently opened its 5th branch, which is D&S Kenya's 19th and the D&S Group's 37th, in Naivasha, the famous Kenyan lakeside town. The event was extremely well attended by over 70 guests who were hosted by Dep. CEO **David Gatende** at the new branch's smart premises on Moi Road. Guests of honour were Kongoni Conservancy Manager **Richard Hartley** and Finlays Engineer **Johnson Maina** who cut the ribbon and declared the branch open. Newly appointed Branch Manager **Arthur Kioni** has done a good job penetrating the local market and already the branch is making a meaningful contribution to the local area.

Turkana Water Seminar



Dep. CEO David Gatende and D&S Engineer Shadrack Langat present Rift Valley Services Board MD Japhet Mutai with the 2015 D&S Product Manual during the seminar at Lodwar town.

The **2014 National Water Summit** was a high profile event held beside Lake Turkana in Turkana County and opened by former president **HE Mwai Kibaki**. It was attended by approximately 300 senior officials from government, County administration, NGOs and the private sector, D&S being represented by Dep. CEO **David Gatende** who gave a talk on solar pumping technology, which is a most appropriate solution for the county in particular and the region in general. David was accompanied by D&S staffer **Shadrack Langat** who deals with the Turkana area where water is a critical challenge for the local population due to the arid and semi-arid conditions. The summit provided an opportunity for the various stakeholders in the water sector to discuss national water policy and make important decisions about future water infrastructure investment.

D&S HO Lodwar Borehole Installation

D&S HO NGO division under **Asenath Kiprono** recently completed an interesting and important series of installations in Lodwar, Turkana County for the **Lodwar Water and Sanitation Company (LOWASCO)**. The installations comprised of large solar hybrid borehole pumping systems that will provide water for Lodwar town. The systems are noteworthy because they are powered by solar PV arrays during the day and after dark the power source automatically switches to generators thus allowing 24 hour pumping and minimising running and maintenance costs by using clean, renewable energy sources when available. The project was funded by the **Japanese Aid Agency (JICA)** and is a good example of the benefits of having a devolved system of government where communities are empowered to select the most intelligent and appropriate solution for their water needs.



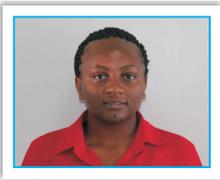
Community stakeholders rejoice at the commissioning of one of the largest solar hybrid borehole installations.

Staff News

Appointments



Collins Otieno



Josephine Njuru



Florence Apollo



Aboud Abdallah



Stephen Mwega



Sharon Nyangau

D&S is pleased to welcome **Collins Otieno and Josephine Njuru** (HO Internal Audit), **Florence Apollo** (D&S Voi), **Aboud Abdallah** (D&SMombasa), **Stephen Mwega** (HO IT) and **Sharon Nyangau** (D&S Naivasha). They are wished long and successful careers with the company.

Commendations

Commendations were recently awarded to **Moses Okwaro** (HO Logistics), **Kay Nyakundi** (HO Sales), **Anthony Karunguru** (HO Field Service), **David Ngare** (HO Solar), **Elvis Khamala** and **John Waema** (HO Water Treatment), **Kennedy Ojunge** (D&S Karen), **Edward Davis** (HO Business Development), **Julius Muli** (HO Technical), **Stephen Karua** (HO Field Service) and **Lilian Maigo** (HO Supply) for making exceptional efforts in executing their duties. Their commitment is greatly appreciated.

Births

Congratulations to **Joab Mak'Ongul** (HO IT) and his wife Florence on the arrival of their daughter Aviella, **Charles Kaloki** (D&S Garrissa) and his wife Christine on the arrival of their daughter Jacinta, **Kynne Kituku** (HO Pools) and his wife Milka on the arrival of their daughter Marilyn, **Edwine Nyatuoro** (HO Manufacturing) and his wife Virginia on the arrival of their son Leone.

Death

It is with greatest sadness that the passing of **Thomas Ndisya** (D&S HO Supply) is reported. He was a dedicated member of staff who served the company for 6 years and will be greatly missed. Deepest condolences are offered to his family.

Marriages

Francis Mbugo (HO Supply) recently married Joyce at a colourful wedding. They are wished a happy and long life together.



Newly weds Francis and Joyce celebrate with D&S colleague at Consolata Shrine, Westlands

Staff Profile - Joseph Njuguna



Joseph Njuguna is a very well-known and respected face at D&S HO Technical. He is well-known in two capacities; one is formally where he is a Fabrication Supervisor and informally he is known as the company's resident thespian.

Njuguna is a born and bred Nariobian having schooled at Kirigu Primary and Dagoretti High before attending the John Bosco Technical Institute where he achieved a Grade 1 in machining, welding and fitting. Now, later on in life, he has gone back to school and is in the middle of completing diplomas in Psychology and safety in the workplace.

Next year he will celebrate 25 years at D&S and first heard of the company through a friend. He admired a neighbour who worked for the company and decided to apply for a vacancy. Njuguna is also interested in theatre, TV, film and dancing and those who have witnessed his startling impersonations will confirm his talent. Over the years at the staff Christmas party, Njuguna has taken to the stage in character as the former President and the CEO to name a few!

He is also a man of faith and also works as a church seminar facilitator for youth formation. He is married to Marion and they have children John Bosco, 11 years and Martha who is now is Heaven. At home the family also have two dogs, two cats and even two rabbits. Of working at D&S, Njuguna likes the culture of ideas and open-mindedness and cherishes his colleagues as his second family. His most memorable day at the company was at the 60 year anniversary where staff carried out a charity walk through the CBD. His philosophy of life is work hard and you will never regret it, do the right thing even when no one is looking and be determined. No wonder then that his friends know Njuguna the actor as a teacher and counsellor as well.

D&S HO Community Activity



D&S HO supplied water to St. Pauls University, Nairobi in support of their medical camp. HR Manager Simon Ngugi is pictured handing over bottles of water to the university staff.

D&S Pictorial

D&S HO Products Appreciation Course



The Products Appreciation Course is one of the most well established events on the D&S training calendar. Available to both staff and customers, the course takes place three times per year and covers the basic theory behind the technology that the D&S range of product offers. Pictured are the latest participants of the course with Dr MAS Waweru.

D&S Zambia Celebrates Independence



Zambia recently celebrated 50 years of Independence and to mark the occasion D&S Staff held a 'Zambia Day' where they dressed in national colours and celebrated. The team are pictured in the Lusaka showroom in a joyous mood!

Yingli Visit



D&S HO was recently honoured with a visit from key D&S supplier Yingli Solar. Yingli is the world's largest manufacturer of solar PV modules and D&S has been one of its key partners in the region for some years. Pictured is Jerry Yang, Vice General Manager with colleagues Fiona and Yamei as they present a World Cup football to the D&S team.

Thika Road Mall Exhibition



D&S Westlands under dynamic Manager Benedict Kutu recently took the initiative to participate in the Thika Road Mall exhibition. The Exhibition focuses on Kenya's vibrant real estate sector which has been identified as a key market for the D&S range of products and solutions. Pictured is Benedict Kutu and John Waema at the stand.

Lorentz Visit



Lorentz Area Sales Manager Kai Reinecke in October visited D&S HO to conduct training, introduce new products and hold meetings with key staff. Lorentz are world leaders in solar pumping technology and have been D&S partners for two years. Pictured with Kai are Dr MAS Waweru, Asenath Kiprono and Norman Chege.

D&S Branches Customer Events



D&S Western Branches have recently been busy holding customer training events with Emerging Business Segment sessions being carried out at D&S Kisumu and D&S Eldoret and an event to welcome new D&S Nakuru Branch Manager David Ngure taking place at Hotel Cathay. Pictured are the group in Nakuru with Dr MAS Waweru.

D&S Uganda/Grundfos Seminar



Demonstrating the strength of the D&S/Grundfos partnership, a joint seminar was recently held in Kampala for consultants, developers and contractors to present the wide range of Building Service products. They are pictured with Grundfos's Anthony Wachira and D&S's Amen Bulwada after the successful event

Stanchart Marathon



D&S staff put in a strong showing at this year's Stanchart Marathon with over 60 entrants into the various distance categories. For another successive year the star athlete was Stores Manager Maina Mbatia who clocked just 1 hour 50 minutes for the 21km event. Pictured are the exhausted but enthusiastic team near the finishing line.