

From the CEO

I'm pleased to report that the D&S year is off to a fast start with all year-end activities successfully completed, notably the important Planning exercise; we are also busy with January being a record month for the Group and many projects in hand. Particularly a number of **solar pumping installations** have been completed in the arid areas and we have also installed **solar lighting and power systems** in a number of schools in the Tana area and installed a large **RO Unit** at a bottling plant in Mogadishu. We certainly feel that we live our slogan '**Improving Peoples Lives!**'.

Another important event in the month has been the opening of **D&S Kakamega**, which was initiated by Commercial Director **Dr MAS Waweru** and is managed by **Wanjala Namukana**. Already the branch is making a contribution - well done to both of them. Also in January we opened a full branch in **Juba**, South Sudan and a new branch is underway in **Kiambu**. These new branches will increase our network to 37 in 7 countries!



CEO Alec Davis and Deputy CEO David Gatende are pictured with outgoing HR Manager Simon Ngugi and his successor George Muthini

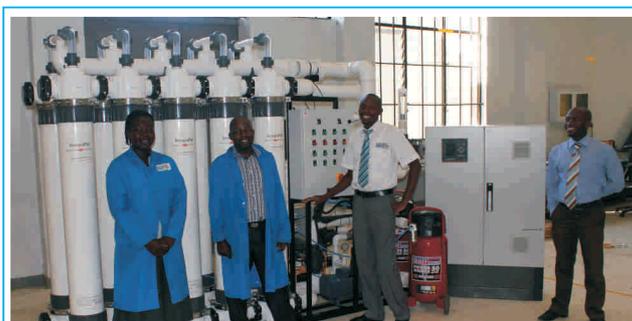
One very sad happening to report has been the recent untimely passing of D&S Mombasa Operations Manager **Daniel Owour**. Daniel worked loyally for D&S for over 15 years and was an extremely effective engineer and manager. He will be badly missed by us all and I particularly send my deepest sympathies to his family on their enormous

loss.

Finally I must mention an important milestone, the retirement of former HR Manager **Simon Ngugi**. Simon has worked at D&S for an exemplary 17 years and seen the staff increase from a little over 100 to the current complement of about 500. He has done an excellent job of managing the recruitment process and setting up many new systems and due in large part to his efforts we achieve high scores in the annual staff survey. I am most grateful for his contribution and wish him every success in his new venture as an HR Consultant. Simon has been replaced by **George Muthini** who joins us with both excellent qualifications and experience and I welcome him to D&S. I'm sure he'll do an excellent job in filling Simon's large shoes!

Partner Focus - DOW Chemicals

Dow Chemicals is one of the world's largest chemical company's. Founded in 1897 by Herbert Dow, the group has revenue of US\$57Bn, employs 50,000 people and sells more than 5,000 products in 160 countries. Apart from its main business of bulk and speciality chemicals, Dow has a large Water and Process division and D&S was recently appointed as regional distributor for some of their water treatment products including '**Filmtec**' **Reverse Osmosis Membranes** and **Ultra Filtration Modules**, Dow being the world leader in both. D&S uses these products as key components in the manufacture of its own Reverse Osmosis and Ultra Filtration



D&S now extensively uses Dow technology in its water treatment plants, the Technical team led by Charles Kebaso being pictured with the largest Dow Ultra Filtration plant yet made with a capacity of 20m³/hr. The plant is to be installed at a residential site occupied by the US Embassy staff.

plants, the world leading technology enabling D&S to offer the highest quality units.

Reverse Osmosis is now a well-established technology with a wide application for purifying mineralised waters while Ultra Filtration is a more recent technology reliably providing pure water output from silted and contaminated surface waters, the process also removing bacteria.

D&S is now firmly established as leaders in the field, the combination of Dow's technology and the cost and serviceability benefits of local assembly providing an unbeatable solution for most water treatment requirements.

D&S New look Website



A screen shot from the new website, www.davisandshirliff.com

A cross divisional team from D&S HO under Business Development Manager **Edward Davis** has been busy working on a new corporate online presence for the D&S Group which has resulted in the launch of the new website, hosted at www.davisandshirliff.com and featuring an improved interface for users. New features include easier and faster product information access, my D&S account, an improved human resources module and an upgraded online store. In addition to this, the website has a new and fresh look and features some of the well-known 'D&S in action' images. Social media has been a particular focus of the exercise and links to Facebook, Twitter and LinkedIn as well as the D&S blog have been integrated in order to connect with customers via these popular mediums. Further e-innovations are planned for later in the year.

D&S Kakamega Opens



D&S Kakamega staff led by Manager Wanjala Namukhana pose in front of the newly opened premises at Mega Shopping Mall.

In line with the group's strategy of bringing the D&S range of products and solutions closer to the market, a branch has recently opened in **Kakamega**, the headquarters of Kakamega County which is the country's second most populous county after Nairobi. Kakamega is an important hub in Western Kenya and is famous for its vast forest which stretches all the way to Uganda. Under the guidance of Commercial Director **Dr MAS Waweru**, the branch was successfully established by newly appointed branch manager **Wanjala Namukhana** and doors opened to the public in January. Located in the town's most prestigious shopping Mall, Mega, the new business unit is already making a contribution to the local business community which comprises of a blend of commerce, farming and tourism.

Mobile Treatment Plants



Business Development Manager Edward Davis is pictured handing over the Treatment plants to PAE's local representative Francis Kiritu.

D&S HO has recently successfully executed one of its largest and most complex orders to date, the manufacture and delivery of 12 **fully mobile and self-powering water treatment plants** for use in military operations around the region for US based PAE. The project was implemented by a cross divisional task force comprising of Business Development, HO Technical and HO Water treatment and was led by **Philip Holi**, coordinated and supervised by **Alex Mucheru** and **Alfred Bedia**. In order to meet the tight deadline assembly teams worked night shifts and can be justifiably proud of a world class product that few companies anywhere are capable of producing in such a short period. The unique units comprise largely of DAYLIFF components and feature a fully automated water treatment system that makes use of ultrafiltration and reverse osmosis technology to produce pure water from any ground or surface water source.

Synchronised Generator Installation

Davis & Shirliff is a relatively recent entrant in the **generator** market though by working closely with partner **Yanan**, who are one of China's largest and most respected manufacturers, is already a significant participant. A notable recent installation was carried out for **Ruaraka Housing Estate** at their Mall project off the Thika Road where two synchronised 250kVA Cummings powered generators were successfully installed for back-up duty. The project was executed by Sales Manager **Margaret Kuchio** and Power Manager **Martin Gwada** and the installation was completed by D&S technician **Kevin Gitimu** and is a good example of D&S's growing expertise in this market.



D&S Sales Manager Margaret Kuchio is pictured handing over the generators to Albert Waweru Chairman of the Ruaraka Housing Board.

Staff News

Appointments



George Muthini



Timothy Kemboi



James Ngugi



Edward Kimutai



Julius Mbaluka



Joseph Opakwa

D&S is pleased to welcome **George Muthini** (HO HR), **Timothy Kemboi** and **James Ngugi** (HO Sales), **Edward Kimutai** (HO Service), **Julius Mbaluka** (HO Manufacturing) and **Joseph Opakwa**. They are all wished long and successful careers with the company.

Commendations

A Commendation was recently awarded to **James Ngurimu** (HO Service) for making exceptional efforts in executing his duties. His commitment is greatly appreciated.

Births

Congratulations to **Maina Mbatia** (HO Stores) and his wife Susan on the arrival of their son Jessie, **Alex Mucheru** (HO Technical) and his wife Florence on the arrival of their daughter Njeri and **Michael Kanyugi** (HO Accounts) and his wife Veronica on the arrival of their daughter Leenah.

Deaths



With great sadness the passing of **Daniel Owour**, formerly Operations Manager at D&S Mombasa is reported. Deepest sympathies are passed to his family and friends. May God rest his soul in peace.

Weddings

Desmond Rao (HO IT) recently married Clara while **William Magachi** (HO IT) married Joy at colourful wedding ceremonies. Both couples are wished long and happy lives together.



Newlyweds Desmond Rao and his wife Clara pose with D&S colleagues at the joyous occasion of their wedding.

Staff Profile - Abraham Gobera



Abraham Gobera has been part of the D&S family for six years and is well known around the Group and especially in Uganda where he is the founding manager of D&S Gulu. He hails from Kakutu in Kibuku district and schooled in Lyama, Nauyo and Mbale

before attending the region's famous Makerere University where he studied Electrical Engineering. Abraham is currently also pursuing a diploma in Project Management which will certainly be useful in his capacity as a D&S branch manager.

Prior to joining D&S, he worked in the solar industry and it was there that he first came into contact with the company and was attracted to its professionalism, areas of expertise plus the fact that its activities impact people's lives in a positive way.

On a personal level, Abraham is a football fanatic although he does not disclose which team he supports! He is also into Gospel music and likes reading engineering books and in his free time likes to go back home to his village to catch up with old friends and family. He is also a keen farmer who specializes in fish farming.

Of his colleagues, Abraham says they are caring, friendly and always willing to extend a helping hand in whatever situation arises. Interestingly, his colleagues also describe him in the same way.

Of life in general, his philosophy is that it does not matter how many years you live but instead what you do in those years and that you should replace the words 'I cannot' with 'how can I?' With such a passionate, driven and positive manager at the helm, it is clear that D&S Gulu is in good hands.

D&S HO Community Activity



D&S HO recently made a donation of four Dayliff solar hot water systems to SFS Integrated School, a boarding school for 200 orphaned children at Katani, Syokimau. Pictured is Dayliff Product Manager Carol Mwangi presenting the water heaters as well as some food stuffs to Father Sunny, the school's principal as the students look on.

D&S Pictorial

D&S Kitwe Nkana Water Project



D&S Kitwe manager Kabwe Mandona is pictured with contractor CHICO staff members Zhang and Chen during the commissioning of Grundfos HS high lift pumps installed at Nkana East pump station. These enormous pumps are part of a large project that supplies water to half of the Kitwe region.

Grundfos Visit



D&S was honoured to receive a Grundfos management delegation including retiring Regional Vice President Carlo Prola and his successor Kim Jensen, who is responsible for Grundfos's Europe, Africa and Middle East Business. They visited together with Grundfos's Africa executives Jonathan Hamp-Adams and David Githendu and are pictured with the D&S Executive team.

IGAD Exhibition



D&S participated in the Intergovernmental Authority on Development exhibition at the KICC in Nairobi. The event attracted senior government officials and dignitaries from the region who held discussions on current issues. Pictured are D&S staffers Henry Davis and Peter Munyoki as they host customers interested in Solar pumping.

D&S Mombasa RO Installation



D&S Mombasa recently commissioned D&S's first high brackish RO plant at Windsong Apartments in Nyali, D&S's Mohamed Farook and Yusuf Siraj being pictured with client Ketan Doshi and Caretaker Faith Kagwira celebrating the successful installation. Plant performance exceeded the specification and the client is very happy with output and water quality.

D&S Uganda Generator Installation



An unusual job for D&S, the installation of an elevated 60,000ltr tank was recently completed for the Ocer Campion Jesuit college in Gulu, Uganda. The tank has greatly improved water supply to the school, some of the beneficiaries being pictured with D&S Gulu manager at Abraham Gobera at the commissioning.

Kengen Olkaria Installation



D&S recently supplied a large order for 12 specialised Grundfos Peerless transfer pumps for pumping brine used in the drilling process at the Kengen Olkaria Geothermal Power project. Pictured are D&S Technician Bernard Ouma handing over the pumps to Roy Bwoma of Kengen Olkaria.

D&S HO Elmasich Community Borehole



HO NGO Department under Manager Asenath Ndegwa recently installed solar powered borehole pumping equipment at a remote site in Marsabit. The installation was a gift to the community from eminent Anthropologist Dr Richard Leakey. Pictured are members of the community at the successful commissioning.

D&S HO Product Appreciation Course



The D&S Training Centre under Knowledge Manager Zippy Midikira recently held the first of this year's Products & Applications Course at D&S HO. The three day event is a regular feature on the D&S training calendar and was attended by 25 new staff who are pictured after the sessions with Supply Director Anthony Wangondeu.