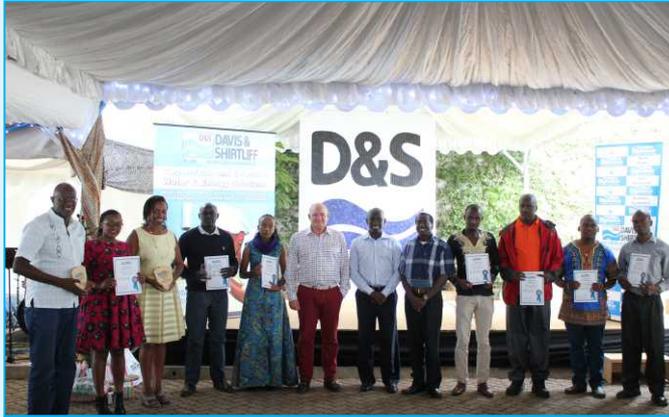




From the Chairman

I write this message at the end of another year of progress for the D&S Group, though as for many businesses growth has been disappointing reflecting the difficult environment that prevailed in the year. However, there has been much progress elsewhere and I would particularly mention the successful 70th Anniversary celebrations, completion of the new Dayliff building on the HO site, which has greatly improved our office and canteen facilities, the opening of seven new branches and successful re-structuring of management team including the appointment of **David Gatende** as CEO on my retirement from executive responsibility. All these initiatives continue to strengthen D&S and the Company is very well placed to develop new opportunities in the coming year.



Group Chairman Alec Davis and Group CEO David Gatende are pictured together with 2016 award winners during the end of year Christmas celebrations.

An important tradition at this time of the year is the various year-end activities, especially the Xmas parties that are held throughout the Group. Reports of the celebrations are given elsewhere, the HO one being a particularly well-supported and fun affair with a number of entertaining staff performances. Another tradition is the presentation of Business Unit of the Year Awards and I congratulate the **Supply Division** under executive **Anthony**

Wangodu on being selected the **Commended Business Unit**. Supply is a key Group resource and much good work has been achieved this year in improving efficiencies and systems. **Business Unit of the Year** was deservedly won by **Eastern Cluster** dynamically led by **Margaret Kuchio** who added two new branches to the existing six growing revenue by an impressive 56%, quite an achievement!

Another initiative I must mention was the expanded **Branch Managers** Conference which brought together all of the Group's 50 Branch managers to focus on performance enhancement in the coming year. Organised by COO, **Dr MAS Waweru**, the event was a great success and I particularly commend **D&S Karen** under branch manager **Kennedy Ojunge** on being awarded Branch of the Year.

Finally, though I write this message before Christmas this Newsletter will be issued in the New Year and I hope all readers have enjoyed a restful and enjoyable break. I also pass everyone my very best wishes for a successful 2017, which will be a year of challenges and opportunities for the D&S Group, though I have great confidence it will be another one of good progress.

New Products



New products are the lifeblood of any organisation and D&S has been a consistent innovator over many years. The process is ongoing and recently a number of interesting new product lines have been added. From **Dayliff**, products include the **DPL pool pump** range in .75 and 1.1kW sizes as well as an advanced variable speed model, an expanded range of **D3** and **4** high performance solar borehole pumps, a range of highly competitive **AVS voltage controllers** and the innovative **All-in-One street light** that includes the lamp, battery, controller

and module in one compact assembly, a much better solution than modular alternatives. From **Grundfos** there is the **high-tech Scala integrated domestic booster system** that fits under the sink and automatically provides constant pressure supply as well as the new improved **RSI solar pump controller**. From **Pedrollo** new lines include the **AL-RED** all stainless steel pump for aggressive water applications and the **Fluid Solar DC solar pump**. All items are now available and further details are given at davisandshirliff.com.

2016 Christmas Celebrations



As is the tradition at D&S, celebrations were held around the group to mark the festive season and the conclusion of another successful year. The **D&S HO** party was themed "Shades of Blue D&S 2020" and included the Chairman and CEO's addresses, awards for Employee of the Year, dances, skits and a live band. Around Kenya, The **Coast Cluster** had a celebration at Diani Reef Hotel while the **Western Cluster** went to Sawela Lodge in Naivasha while **Eastern Cluster** congregated at Olpejeta for a game drive and lunch at Nelion hotel, Nanyuki. Similarly in **D&S Uganda**, staff headed to Imperial Resort Hotel, Entebbe for lunch, while **D&S Tanzania** had a dinner at Whitesands Hotel and **D&S Zambia** enjoyed lunch at Radisson Blu Hotel. Meanwhile **D&S Rwanda** had a party at Beirut Sky Pool Hotel.



Kenya Water Week



Staff from **D&S, Bioliff, Grundfos and Dow** are pictured together with **D&S Group Chairman Alec Davis** at the impressive and dynamic **D&S stand** at the 2016 Kenya Water Week exhibition held at **KICC**.

As part of an initiative from the Ministry of Water in Kenya and for the first time, Kenya Water Week was held at the end of November at the Kenyatta International Conference Centre. Themed "From Aid to Trade", the event sought to bring together the various stakeholders, both private and public, in the Kenyan water industry. D&S featured the exhibition's largest stand and teamed up with suppliers **Grundfos** and **Dow** as well as **Bioliff**, the new partner company specializing in waste water technology. The stand attracted much attention due to its various dynamic displays for solar pumping, water vending and sewage treatment and garnered positive comments from participants including Hon. Eugene Wamalwa, the Cabinet Secretary for Water.

Branch Managers Conf.



Branch managers from across the group pose for a photo with CEO **David Gatende**, COO **Dr MAS Waweru** and other executives having completed their team building exercise in the new Dayliff building.

Due to the significant number of D&S branches, now at 50 and climbing, the initiative has been taken to hold an annual conference at D&S HO specifically for Branch Managers and aimed at the unique set of challenges they face. Bringing together managers from across the Group, the two day event was organized by COO **Dr. MAS Waweru** and held in the new training centre in the Dayliff Building. Cluster executives **Margaret Kuchio, Mohamed Farook** and **Edward Davis** also attended along with subsidiary Managers and the CEO **David Gatende**. Themed "D&S 2020 Reaching the next level" presentations were given by the executives as well as by experts from HO. At the gala dinner prizes for the branches of the year were awarded with **D&S Karen** winning the top accolade and **D&S Westlands, Kitengela** and **Livingstone** being commended for excellent performance.

Staff News

Appointments



Philgonah Omungoh



Desmond Rao



Mabrouk Kaji

D&S is pleased to welcome **Philgonah Omungoh** (D&S Eldoret) and **Mabrouk Kaji** (D&S Mwanza). They are all wished long and successful careers in the company. Also **Desmond Rao** has returned to D&S HO in the role of Business Systems Manager. He is welcomed back.

Commendations

Commendations were recently awarded to **Doreen Mbaka** (HO Office), **Zippy Midikira** (HO Training), **John Waema** (HO Water Treatment), **Augustine Maina**, **Nicholas Kituu**, **Alfred Bedia** (HO Technical) and **John Karimi** (HO, Fiberglass) for making exceptional efforts in executing their duties. Everyone's commitment is greatly appreciated.

Births

Congratulations to **Richard Opondo** (HO Supply) and his wife Cystry on the arrival of their son Rylen.

Weddings

Sammy Mwiruri (HO Supply) recently married Grace while **Sharon Muyera** (HO Commercial) married Nicholas at colourful wedding ceremonies. Both couples are wished long and happy lives together.

D&S Annual Awards

Business Award

Business Unit of the Year	Eastern Cluster
Commended Business Unit of the Year	HO Supply

Employee Award

HO Commercial	Jeconia Anyama
HO Finance	Ken Chomba
HO Engineering	Vincent Amukoye
HO Office	Catherine Ndavi
HO Supply	Enoch Ong'ondo
HO Service	Juliet Muli
Nairobi Branches	Julius Waithaka
Eastern Branches	Juma Waithaka
Western Branches	Simeon Weyusia
Coast Branches	Kimutai Rop
D&S Zambia	Angela Ngulube
D&S Tanzania	Maurus Lyamuya
D&S Uganda	Ephraim Wainaina
D&S Ethiopia	Meron Demirew
D&S Rwanda	Jean Claude Nduyaweze

Staff Profile - Thelma Silungwe



Thelma Silungwe is well known in D&S Zambia where she fills the role of PA to MD Jonathan Mainga and Administrator to what is now the Group's second biggest business unit. Hailing from Kalulushi Town in the Copper Belt, Thelma schooled locally at Nchanga Trust School then Sacred Heart Convent School before heading to ZAMIM (Zambia Institute of Management) for further studies.

She then, on the recommendation of a friend, applied for a position at D&S which since she joined in 2006 has been her sole employer. She was attracted by the company's level of organisation and reputation and she hoped at the time that she would be able to contribute, something her manager Jonathan Mainga testifies that she certainly has.

Thelma is married to Sekanji, a business man, and they are blessed with three children, Suwilanji, Lukundo and Kuken'ga, the eldest of whom is clearly taking after her mother and has just won the accolade of Little Miss Intellect Zambia!

Of D&S, Thelma mentions that the company has well-designed systems, procedures and policies which makes it easy to work for and she describes her colleagues as young, energetic and friendly people who are like family. In return, her colleagues describe her as a friendly person who gets along well with anyone before cheekily adding that she also loves food! Her most memorable moment at D&S came at a Christmas party where everyone wore their old school uniforms.

Of life in general, Thelma's philosophy is that one should be kind, honest and true to oneself and learn to help others which are principles that all of us would do well to adopt.

D&S Kitengela Community Activity



D&S Kitengela partnered with suppliers Yingli, Jainson Cables and NGO Well Aware to donate a solar powered borehole pump to Longido Community in Namanga, Kajiado County. The pump will provide 20m³ per day to the community. D&S GM Service David Bolo and Kitengela Branch Manager, Amos Mutunga are pictured with delighted community members during the commissioning of the project.

D&S Pictorial

D&S HO ICRC Training



In November D&S HO welcomed long term partner International Committee for the Red Cross (ICRC) to a day of training at the new Dayliff Building. The participants were from francophone countries in West Africa and the Middle East and the program was conducted entirely in French by D&S Manager Benson Kanyuru and BD & Marketing Director Edward Davis.

D&S HO Jubaili Brothers Visit



New power generation partner Jubaili Bros carried out a training for Sales Engineers in early December at D&S HO. The session was led by Business Development Manager Jad Jubaili and was attended by 30 D&S staff. Pictured are the group during a session on generator sizing and specification at the training centre.

Containerised RO Plant for Somalia



D&S HO Business Development department under Manager Patrick Mufwoya recently completed an interesting order for a customer in Mogadishu, Somalia. The fully containerised water treatment unit can produce pure potable water from a brackish raw water source. Pictured are D&S staffers Patrick Mufwoya and Mercy Njeri with transporter Paul Ng'ang'a.

D&S HO Davey Visit



Longtime supplier and renowned Australian pump manufacturer Davey in December sent General Manager Peter Adamovskis to visit D&S HO to update staff on developments at the company. Pictured with Peter are CEO David Gatende, GM Service David Bolo and Davey Product Specialist Faith Kamau as they discuss a Davey pump.

D&S Mwanza EBS Training



D&S TZ MD Ben Munyao and D&S Mwanza Branch Manager Ellison Malyi recently took the initiative of holding a large training session for partners at the New Mwanza Hotel. The training focused on power, solar and water treatment products and was attended by over 80 participants who are pictured during the session.

D&S HO Stockist Dinner



CEO David Gatende and executives recently hosted Major Stockists at a Gala Dinner event at the Intercontinental Hotel in Nairobi. The event was well supported by over 90 partners who enjoyed food and drinks as presentations were given and prizes awarded to the stockists of the year. Pictured is Stockist of the Year from Ragsons Kenya, Mr Gopal.

D&S Tanzania SCB Award



Davis & Shirliff Tanzania was awarded a 55" LED TV by Standard Chartered Bank Tanzania for being one of its longest serving customers. MD Benjamin Munyao is pictured receiving the award from Standard Chartered Bank Tanzania CEO Mr Sanjay Rughani. The TV will make a good addition to the training room at D&S Dar es salaam.

D&S Lodwar Borehole Project



D&S Lodwar under branch manager Shadrack Langat recently installed a large solar powered borehole pump at Lopiding Girls High school that will provide 32m³ of water per day to the school and surrounding community. Pictured are some of the students enjoying the water after the successful commissioning.