

REACHING OUT

CSR Newsletter from L&T Construction

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Volume - 7, Issue - 9

December 2019



"I love You" in sign language

As a huge step towards an inclusive society, L&T Construction in association with the Deaf Enabled Foundation (DEF) launched an Indian Sign Language (ISL) mobile app - DEF-ISL for people with hearing impairment to make learning of sign language easy.

Packed with over 5,000 easy-to-understand signs and phrases, in-built videos, illustrations, the easy-to-navigate app can be used both by adults and children, who are hearing impaired. The customised mobile app is available for download on both iOS and Android platforms.

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ENABLING INCLUSIVE COMMUNICATION

L&T partnered with the Deaf Enabled Foundation (DEF) to launch an Indian Sign Language (ISL) Mobile App - DEF ISL. A unique app that combines visual, action & words.

DEF - ISL APP AT A GLANCE TODAY!

35,000 +
subscribers

5000+ ABOVE
subscribers in YouTube

6 Conversation Modules
(Greetings, communication, enquiry, etc)

40000
Translated words

4.6/5
Playstore star rating

Over 500 +
Positive comments/ reviews





FOREWORD

Celebrate giving !

We breezed into October with good cheer and large hearts celebrating the festival of giving or Daan Utsav across our campus by participating in various initiatives to aid the betterment of our society channelled through L&T-eering, a structured volunteering platform, that drives initiatives to make a difference in the lives of the less privileged. Our hardy volunteers involved themselves in activities as diverse as painting blackboards, school Paint-A-Thons, soft skills training for students, blood donation, tree plantation, seed ball making, caring for the elderly and teaching at community schools, spreading the message that they add value to people's lives by living selflessly. The spirit of giving back to the society is alive all year round and our young volunteers showed how rewarding it is to experience the true joy of giving. The good you put into the world will return to you in abundance.

Education has always been a prime focus of L&T's CSR and several education-oriented programs are being implemented. In this arena, we made a great leap with the launch of STEM (Science, Technology, Engineering & Mathematics) learning activities that will create a meaningful and measurable impact across the country. 'Engineering Futures' way of teaching is a new digital education initiative by L&T CSR, to strengthen STEM that will enable students to enhance their learning skills by stimulating critical thinking through effective science teaching, powered by technology. As a pilot, the programme will be executed in 83 government schools covering close to 23,000 students across the 5 states of Tamil Nadu, Gujarat, Maharashtra, Haryana, Rajasthan and the union territory of Puducherry, to be scaled up as we move ahead.

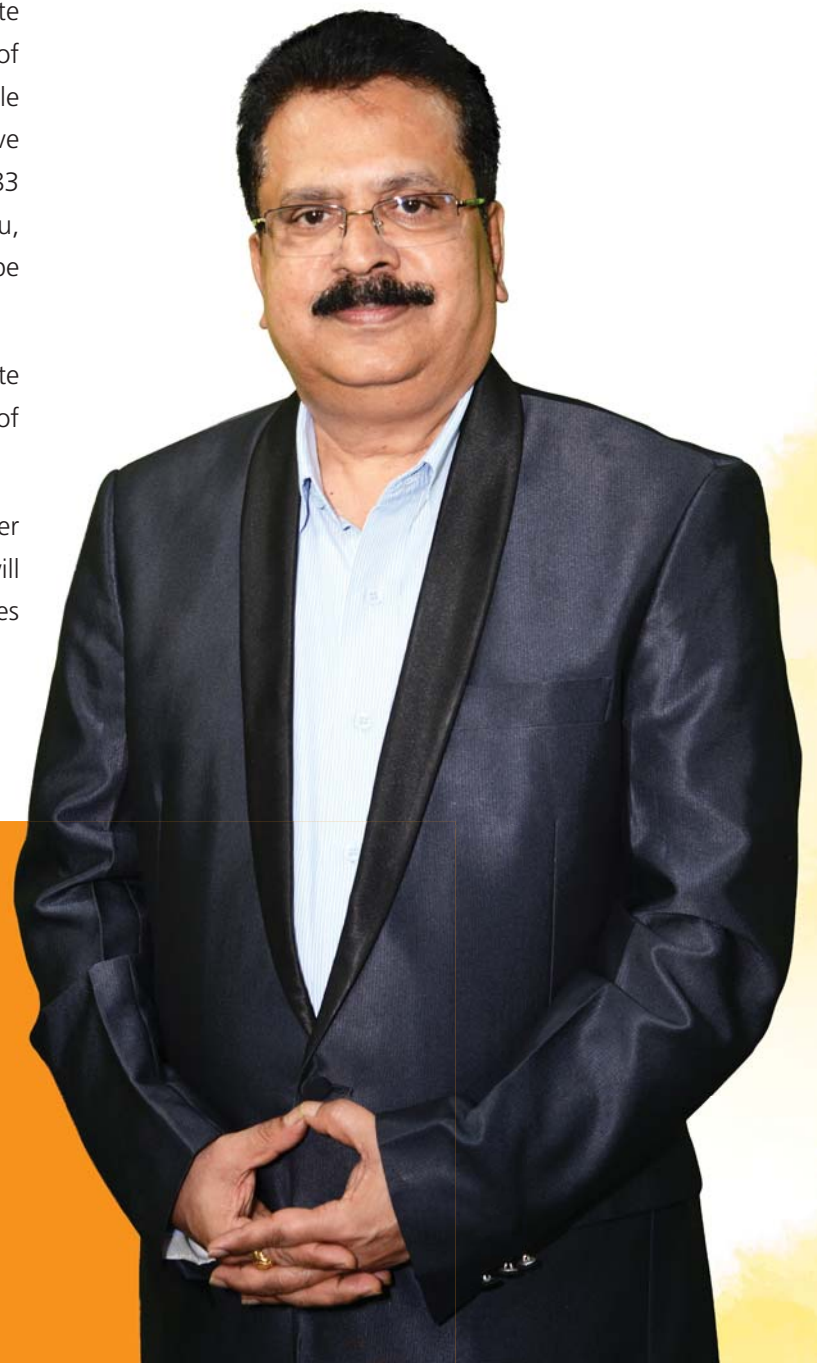
As we continue to skill India through our CSTIs across India, we are gearing up to celebrate 25 years of CSTI through various activities promoting skilling. We will keep you updated of the same in our forthcoming special issues.

I'm also happy to present to you some key CSR activities that we have implemented over the past six months. I hope our small but sure steps to make a difference in many lives will inspire you to be a giver and take your life to the next level of being of service to the ones less privileged than you.

Happy Reading ! Happy Giving !

'Engineering Futures' way of teaching is a new digital education initiative by L&T CSR, to strengthen STEM that will enable students to enhance their learning skills by stimulating critical thinking through effective science teaching, powered by technology.

- Cdr. S. Manjunatha
Head CSR & CSTI, L&T Construction





“The DEF-ISL App is a great opportunity to those even without hearing problems to learn sign language and thereby communicate with the hearing impaired, more effectively,” said Mrs. Meena Subrahmanyam, President Prayas Trust, who launched the App amidst thundering applause from hearing impaired children from select city schools and colleges that plan to use the app extensively. “It is a definitive step towards bringing the fruits of digitization to help the hearing impaired live a better life,” she added.

Through this App, L&T has taken digitization to the next level by integrating digital technologies into our day-to-day business. The DEF-ISL App is a platform that will help the entire hearing impaired community, their interpreters, families

and educators to understand sign language and will go a long way to facilitate easier conversations and exchange of ideas, to bring greater inclusivity to our society.

“India has the highest population of hearing impaired people in the world, numbering 18 million and only 0.25 per cent of them presently have access to bilingual education where knowledge of sign language is rudimentary,” informed Hari Hara Kumar, General Secretary & Director, Board of DEF.

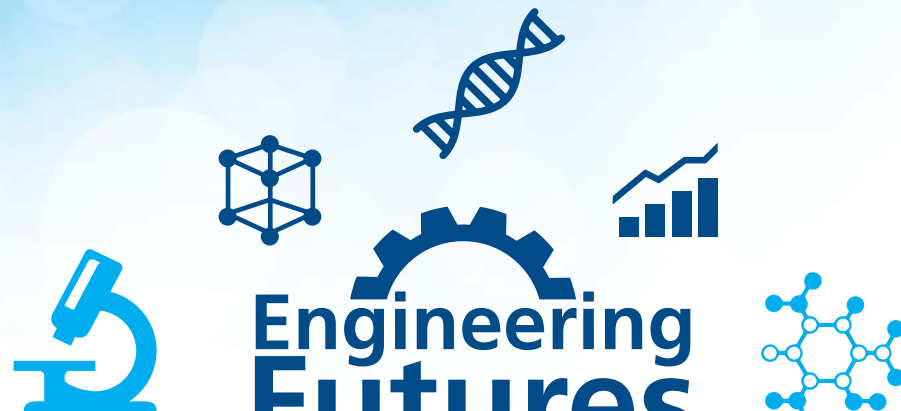
Actor Priya Anand, Brand Ambassador for DEF, appreciated the collaborative efforts of DEF and L&T Construction to address the day-to-day challenges faced by the hearing impaired



“The DEF-ISL App is a great opportunity to those even without hearing problems to learn sign language and thereby communicate with the hearing impaired, more effectively,”

Mrs. Meena Subrahmanyam
President, Prayas Trust





Engineering Futures through STEM

L&T's CSR arm launched a significant CSR project to impart STEM (Science, Technology, Engineering and Mathematics) education in 20 Tamil Nadu government run schools in Chennai. Aptly titled 'Engineering Futures,' the programme will be extended to 83 government schools across the five states of Tamil Nadu, Gujarat, Maharashtra, Haryana, Rajasthan and the Union Territory of Pondicherry in the current financial year.

Launched in collaboration with STEM education-specialist American India Foundation, the programme will help close to 23,000 students of 6th, 7th and 8th standards to study STEM through easy-to-understand, technology-driven, project-based learning imparted by well-trained teachers.

Mr. M.V. Satish, Whole Time Director & Senior Executive Vice President, L&T, handed over specially designed school infrastructure to Ms. Sanyukta Chaturvedi, Director DE Programme American India Foundation. Speaking at the occasion, he said, "We are now at a stage where jobs requiring STEM knowledge are growing at a fast pace. Despite having top-quality talent in India, the exam-focused education model has limited students in exploring innovation, problem-solving and creative ways of doing things. L&T with its core competencies in the fields of technology, engineering and innovation, would like to fill this gap with the 'Engineering Futures' project, launched in collaboration with AIF and Tamil Nadu government."



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According to the National Science Foundation (2018), it is projected that 80% of the jobs created in the next decade will require skills related to mathematics, science and technology. This project should drive innovation by developing scalable STEM Education models that prove to be a catalysts in the field of education by harnessing innovation and technology driven solutions to address social needs.

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M V Satish

*Whole Time Director & Senior Executive
Vice President (Buildings, Minerals & Metals)*





FROM RAGS TO RICHES IN LEARNING



L&T, in association with Prayatn, an NGO working for child welfare, had initiated the 'Savera' project in May 2017 as part of which 109 non-school going children from rag picker families were given non-formal education. The initiative aimed to make education more accessible to less privileged children and link them with govt. schools. Unfortunately, at the end of the year, several of the children could not be admitted into govt. schools due to lack of valid proof of identities like an Aadhar card. Not wanting the children to return to the streets, L&T and Prayatn collaborated to institute a formal school from nursery to class III with 189 students (114 boys & 75 girls) to impart primary education as per the MCD (Municipal Corporation of Delhi) curriculum. The larger objective of the project was to retain these children and ensure a basic level of learning and complete the primary school cycle that are essential to be employed and thus improve their quality of life.

The students are assisted to improve their scholastic performance and then evaluated on a regular basis through periodic tests. Aiming for holistic development of children, parent-teacher meetings are organized every month. The children have the option of learning at a well-equipped computer lab of the school. Tabs form a medium of education which offer a diverse digital learning experience in both the local language and English to increase their focus and motivation levels.

The project focuses on child centered activities and uses effective and

innovative teaching aids and strategies to make learning simple & fun-filled. Co-curricular & extra-curricular activities are important components in the time table with co-curricular activities selected so as to complement the learning experience.

By helping them explore a range of interests, they unlock latent talents that in turn enhance their self-esteem and self-confidence.





“A school is supposed to be not just the place where students study but also a place where they are guided to become responsible adults by teachers and make friendships that can guide and shape their personalities in the future even beyond school.

In our school, we teach students to study their lessons well and beyond that, try to inculcate in them a sense of moral responsibility to become well rounded citizens of the country”.

We provide opportunities for the children to take part in sports, arts and craft, yoga, music, dance and other such activities that teach them values of community and team building. Our hope at the end of the day is that every student that enters our school should feel that we changed his or her life for the better.

We thank Larsen & Toubro for the financial support in our continued endeavour and hope these efforts will only grow larger going forward.”

Archana Roy, Head Mistress, Seth Vidyalaya



I wanted to go to school badly but I couldn't as I did not have an Aadhar card which is required for admission in Government Schools. Here I was able to get admission without one. Now I am very happy as I can learn and become someone when I grow up.

Dilip, Class 3

I like coming to school as learning happens through computers, labs, etc. A doctor also visits us for regular check-ups. I am so conscious of hygiene now and the doctor appreciates me for that.

Raj, Class 2

I have started brushing my teeth twice and I do not have tooth pain anymore. School is the best because we learn so many new things every day.

Supriya, Class 1



PAVING A PATH FOR WOMEN IN CONSTRUCTION

Urvashiben Manubhai Makwana and Leelabhai Haribhai Rathod, stood at either side of the spectrum: one bubbling with youthful exuberance that had to be channelized constructively, the other trudging into a life of lacklustre, middle age like some 50 other women from underprivileged backgrounds who were all identified for a shot at a better tomorrow by L&T. CSTI Ahmedabad in association with SEWA (Self Employed Women Association), an NGO to empower women workers, piloted a skill development project in Ahmedabad in 2017-18 to skill women workers with the latest construction techniques in an industry that has historically been a male bastion.

Women trainees like Leelabhai and Urvashiben once identified, are given in depth information about the training modules that feature both class room sessions and on-the job training, and how this programme can benefit them. The prime focus is on masonry skills with training in key aspects like taking measurements, identifying material, brick laying and different types of plastering, to name a few.

Earlier, women construction workers were employed at the construction sites for head loading only but now with their improved skills and capabilities, they are ready for skilled work with the capability to operate and handle tools and equipment at sites just like their male counterparts.



The CSTI training has been very effective for the women members. Along with skill development and capability upgradation, our training has made them confident and self-sufficient. Their monthly incomes have increased substantially and a few of the trainees have also repaired their homes themselves.

Ramila Ben Parmar

Senior Organiser and Training Coordinator, SEWA





As a widow, with all doors firmly shut on her face, 40 year old Leelabhai Haribhai Rathod says, “My life completely changed for the better after completing the skill upgradation training. With my husband’s passing away, I had to shoulder all the responsibilities. Not only was the situation daunting, but I was filled with self-doubt. On top of it all, I had to support my two daughters and a son. Since my husband was a construction worker, I knew a few things about construction but not enough for a sustainable livelihood.” Smiling, she adds, “But all that changed once I underwent training in plastering and masonry. My master trainer was a construction worker. I gained confidence that I could also overcome my financial difficulties just like her. From a nobody, I became a skilled worker who can efficiently solve construction related issues at site. Earlier I was earning about 100 INR per day which translates to 2500 to 3000 per month. Now I earn about 15,000 per month and, more importantly, I feel empowered and strong.”



I learnt about measurements and identifying material, quantity of material to be used, etc. Now I go with my father to construction sites. I take measurements and make the bills. I also learnt to make estimates. Apart from helping my father, I help other small contractors too. Now I am a master trainer too in the SEWA Rachiya Cooperative. You could say that I am a barefoot engineer now.

Urvashiben Manubhai Makwana
Trainee, Skill Upgradation Training Programme



For the 20 year old Urvashiben, completing the training at CSTI was a channel to help her father who took up small construction work and contracts. Bristling with energy, she says, "My father was engaged in construction work. Since he was illiterate, he had to hire a person and pay very high wages to calculate and make bills. I came to know about the skill upgradation training provided by L&T & SEWA and joined the programme. The knowledge I gained was huge. I learnt about measurements and identifying material, quantity of material to be used, etc. Now I go with my father to construction sites. I take measurements and make the bills. I also learnt to make estimates. Apart from helping my father, I help other small contractors too. Now I am a master trainer too in the SEWA Rachiya Cooperative. You could say that I am a barefoot engineer now," she says with her chin slightly lifted and shoulders squared.

After the training, the trainees are given a certificate for the skill acquired and are equipped to face the mainstream construction industry as trained and skilled workers. Interestingly, it significantly improves their self-confidence and financial independence.





CSTI TRAINED SKILLED PROFESSIONALS SECURE 7TH PLACE AT THE 45TH WORLDSKILLS



Two skilled professionals Naresh Dhavat and Amit Yadav, trained at our Construction Skills Training Institute, did the country and L&T proud by securing the 7th place at the 45th Worldskills, a global skills competition dubbed as 'Olympics of Skills', that was held in Kazan, Russia in August 2019.

India, which aspires to be the 'Skill Capital' of the world, had a contingent of 48 skilled young professionals who competed with about 1,500 other competitors drawn from 60 countries in 56 skill segments including mobile robotics, prototype modelling, confectionery and patisserie, welding, floristry, among others.

21-year-old Dharavath Naresh from Banjara village of Jangaon district in Telangana, and 22-year-old Amit Yadav from Bhadohi, Uttar Pradesh were part of the Indian contingent competing for a skill segment of concrete construction work were spotted and trained at our CSTI. Both were from humble backgrounds with their parents employed either in the agriculture sector or as daily wage earners.

Expressing his gratitude to the team at L&T, Naresh whose annual family income is INR 65,000, said that his family was too simple to understand the magnitude of his achievement of securing a place at an international completion but were extremely happy that he was earning a livelihood and supporting them.

Yadav, who joined CSTI in 2018, appreciated the diligent and thorough training he received from the trainers. "The more potential I showed, the more they

trained and encouraged me to participate in various skills competitions," he enthused.

Much of their success is attributable to the quality of their training and the role played by J Raguraman, DMG Skills Training, CSTI, in this piece has been vital. His contribution to the World Skills Organization to develop standard technical specifications for concrete construction skills from 2017 has won him an induction into the elite band of expert-cum-assessors and recognition within L&T. Recognising the continuous need for skill updation and training, Raguraman says, "Skill training is the way forward to build a strong, competent and versatile workforce and I am happy to have contributed to the World Skills Organization by representing India through L&T Construction."

Addressing the young skilled professionals, Mr A.M. Naik, NSDC Chairman and Group Chairman of L&T said, "Competition brings out the best in individuals, and as you match your skills against the finest professionals from around the world, I urge you to let the competitive spirit push yourselves to newer heights." Highlighting his vision for a skilled India, AMN added that he devotes about 30 per cent of his time for the responsibility assigned to him by Prime Minister Narendra Modi as the Chairman of National Skill Development Corporation.

Since 1994, the nine L&T-run CSTIs across eight states provide free training courses in construction skills such as turning, fitting and concrete slab making. In 2018-19, 8,769 youth completed various courses at L&T CSTIs.





RECOGNIZING L&T'S SOCIAL CRUSADERS



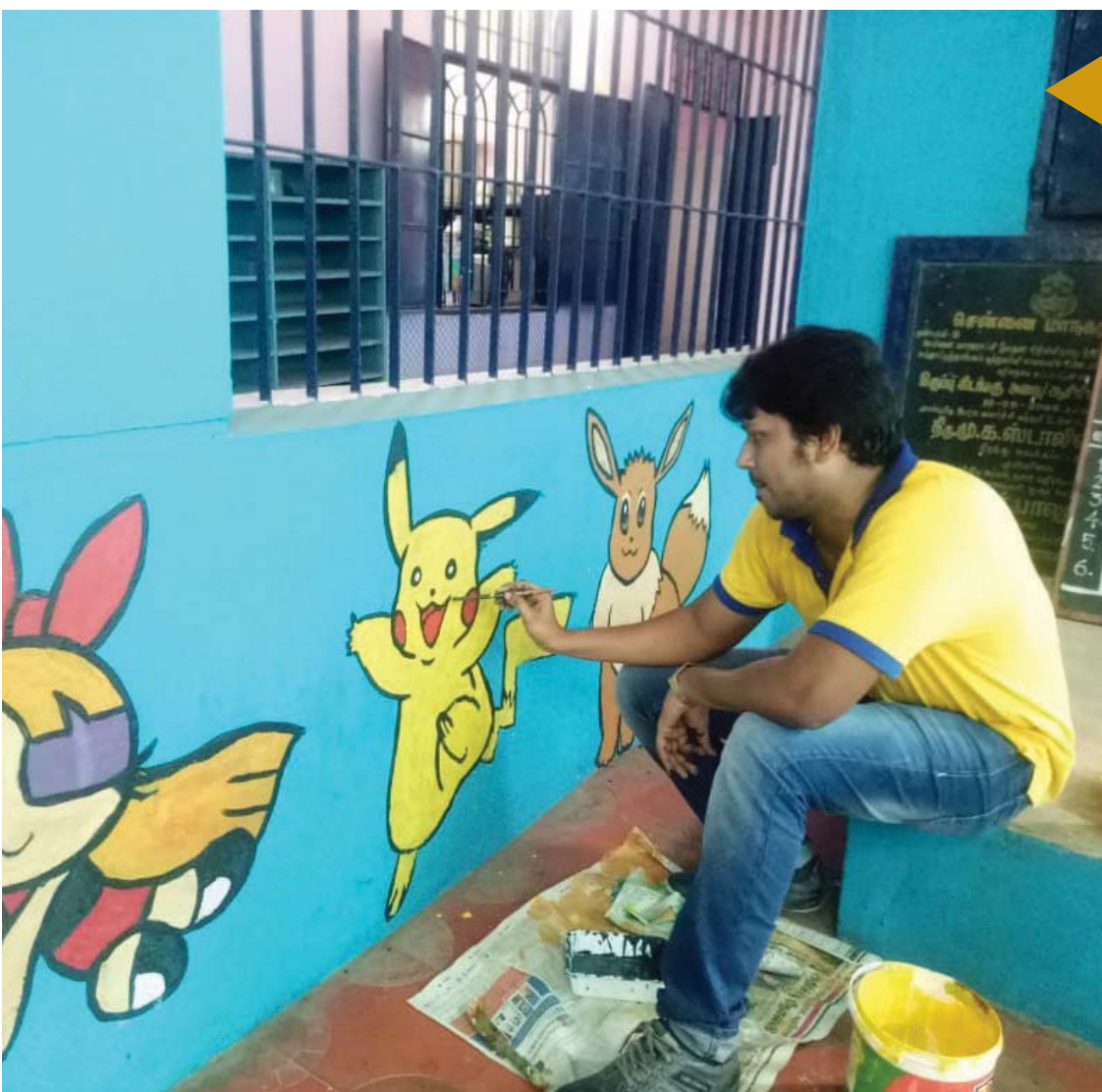
L&T-eeing, our employee volunteering programme, bridges employees and community, and encourages them to invest their interests, skill-sets and time to solve community challenges.

Our employee volunteering programmes have created great impact and transformed the lives of many through initiatives like black board painting for Government schools, Teaching Learning Support for teachers at Government Anganwadis, gift box making for rural school children across Tamil Nadu, to name a few. Pledging to protect the environment, our engaged volunteers have actively participated in beach cleaning activities, tree plantation drives in and

around Chennai and seed balls rolling activities at the In-house Nursery, Project Green Hands. They have also been tirelessly involved in an inclusive Paint-A-thon for special children that not only motivated the children but enhanced their sense of belonging.

Such selfless work merits recognition and 35 of our L&T-ees were felicitated at a ceremony based on their hours of volunteer support. Employees who had volunteered more than 30 hours annually were the Star Volunteer Award winners while those who had put in 15 to 30 hours were given Significant Contributor Awards.

Here is what our star volunteers had to say ...



For me volunteering is an exchange of skills and knowledge more than just helping someone and I learn so much from these volunteering experiences in association with the CSR department. My Saturdays are purpose driven and I am happy to transform the lives of underprivileged school children, senior citizens and special kids. Every volunteering activity brings a change in me. I am more empathic, kind and mature now.

K. Rajasekaran
WET IC



I feel like a responsible citizen who is reaching out to the less privileged in the society. It's definitely better to spend 'quality time' in such activities rather than spending time on social media and other unproductive activities. I am out of the couch and into the real world every other Saturday and giving my little bit to the community.

S. Subramaniam
L&T GeoStructure



Volunteering for me means giving my 100% to what I am passionate about. Since my childhood, I have had a great fascination for farming and when the opportunity presented itself to volunteer at the L&T nursery, I grabbed it. There has been no looking back. Toiling and soiling my hands, in a sense, was a dream coming true. I am contributing to a greener world in my own little way.

B. Murugesan

B&F IC

Co-Founder of our In-house Nursery – Project Green Hands





I have experienced hardships in my life prior to joining L&T and hence I empathise with people who are going through tough times. During my time of grief, I took solace in actively engaging in social service which in a way helped in alleviating my pain. Today, I continue to volunteer, as I believe that it makes people happy and brings smiles on their faces. I will cherish the moments and the people I meet through the volunteering programmes.

S.Velu
WET IC



Its eye opening to realise that doing even small things can have a big impact on others. In a way, it reflects our interest and character. What we have done for ourselves dies with us but what we do for others is immortal. It sets a chain reaction of kindness which goes on. As we grow older, we discover that there are two paths in front of us - one for helping ourselves, the other for helping others. I believe that we should always find ways to help others. Being kind is contagious.

S. Muthiah Rajan
B&F IC

SHORING FOR A CAUSE!

8th June is observed as World Oceans Day and to commemorate it, a bunch of 65 enthusiastic L&Teers participated in a beach cleaning activity facilitated by Bhumi, a volunteering organization at Elliot's Beach, Besant Nagar in Chennai. In a three-hour activity, they collected trash and garbage along the 1.5 km coastal strip clearing plastics, micro plastics, single-use throwaway packets and such like.

The UN-designated World Oceans Day shows solidarity for the conservation of Oceans that connects us all, endeavouring to create an awareness that every year some 8 million metric tons of plastics enters the ocean (Source: World Economic Forum) that must be stopped.

"Participating in this event not only inspired us but also made us more environment conscious," gushed Arnab Chakraborty, L&Teer. "The activity has brought us all together to volunteer for an environmentally worthy cause," he added with a big smile.



Participating in this event not only inspired us but also made us more environment conscious. The activity has brought us all together to volunteer for an environmentally worthy cause.

Arnab Chakraborty, L&Teer





L&T CONSTRUCTION WINS THE PRESTIGIOUS GREEN CHAMPION AWARD!



L&T Construction was awarded The Green Champion Award for leading the green building movement in India at the 17th edition of Green Building Congress 2019 held from 25 - 28 September 2019 at the Hyderabad International Convention Centre (HICC). The award recognized the organization's best green practices adopted in construction and its contribution towards helping India emerge as a global green champion. The annual Green Champion Award is the most prestigious honour bestowed by IGBC upon the leaders of the green building movement in India.

Dr. S. Rajkumar – DGM & In-charge of CEFD, B&F IC was honoured with the 'IGBC- Fellow Award 2019' by the Indian Green Business Council for his contribution towards building green spaces to ensure a greener & healthier building sector. "The award recognizes our dedication to address environmental issues and we will continue to lead best green practices for a sustainable future," he averred.

Confederation of Indian Industry (CII) established Indian Green Building Council (IGBC), with a vision to enable sustainable built environment for all and facilitate India to be one of the global leaders in this space by 2025. The major vision of Green Building Congress 2019 is to use less water, improve energy efficiency, conserve natural resources and provide healthier spaces for living, that were addressed at the 3-day event marked by international conferences, concurrent sessions, an international exhibition and award programmes.





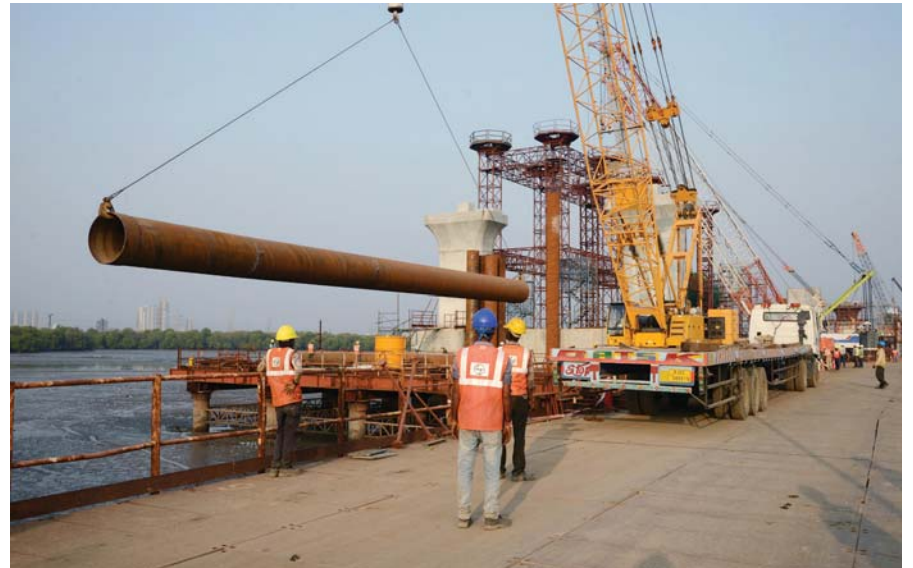
MTHL SITE PEACEFULLY CO-EXISTS WITH BIRDS AND AQUATIC LIFE!

The Mumbai Trans Harbour Link (MTHL) that we are constructing will connect Mumbai's mainland with Navi Mumbai and serve as an economic gateway connecting Navi Mumbai to the Nhava Sheva Port, the Mumbai Pune Expressway and the Mumbai Goa Highway. It will involve a 21.8 km bridge which will be India's longest sea bridge, but the project has gained prominence for its efforts at sustainability.

The project is on the wetlands of Sewri in Mumbai, made up of mudflats interspersed with mangroves that are the home for several migratory birds like flamingos, black-headed ibis, painted storks, grey and black egrets, the great egrets and Indian pond herons. Keeping these birds company are a host of marine creatures like snails, squids, shells, prawns, amphipods, shrimps, fish larvae, crabs, worms and many more. "We were fully aware of the ecological sensitivity of the Sewri mudflats," nods Deputy Project Director, Sanjay Patil Digambar, "and that these birds and aquatic life could be both attracted and distracted by light so we had to be extra careful to develop and install lighting systems that did not harm them in any way."

After consulting, Vivek Kulkarni, an ornithologist, the team decided on a lighting system of warm white lights with 3,000 Kelvin temperature. The position of light poles and the angle of the lamps ensure that the glow falls only on the workplace and not on the water. The team has even adopted ways to reduce the sound of construction by installing mufflers and silencers in all heavy equipment used in the intertidal and marine areas to maintain the eco-balance. The environment is constantly monitored during the construction phase to keep a close watch on the impact of these initiatives at site.

The team's efforts are working and while the project makes speedy progress, it peacefully co-exists with the birds and the fish.





36 BIO DIGESTER TANKS AT MTHL

As part of the solid waste management plan, the Mumbai Trans Harbour Link project team have installed 36 underground Bio Digester Tanks having a capacity of 4000 litres and designed to last four and half years for the 4,500 workforce that will work at the site. This plan evolved as the location of the construction site did not allow for traditional waste management solutions such as soak pits or a sewage treatment plant. Since the area did not come under the purview of the Municipal Corporation of Greater Mumbai, there were no existing sewage network drains and the groundwater table was too shallow to construct a soak pit.

The technology used in the tanks has been patented by the Defence Research and Development Organisation (DRDO) and relies on microbes instead of chemicals for treatment. Other benefits include no sludge generation and the treated water meets the standards set by Maharashtra Pollution Control Board. Another advantage is that these bio tanks can be emptied and reinstalled at any other location where temporary sewage treatment is required.



WE ARE HELPING TO INCREASE RANCHI'S FOREST COVER BY 0.86%

According to a recent Indian State of Forest Report, Ranchi's forest area has increased by 10 sq km since 2015, the highest among all the districts of Jharkhand. This increase in green cover is thanks to a targeted approach of the Ranchi Forest Division that has pushed for afforestation driven by the Ranchi Smart City Corporation, the Jharkhand Urban Infrastructure Development Company Limited and volunteers from the Smart World Communication business unit of L&T Construction. A massive sapling planting exercise was organized and their sustained efforts have made a small but positive impact of 0.86% to our endeavour to save our planet.





OXYGENATING PLANTS TO HELP CANCER PATIENTS BREATHE EASIER



Cancer patients have various emotional and physical needs and hence are in great need of products to help them combat the mal-effects of radiation and chemotherapy and recover from surgery quicker and with less stress. To address these needs, the CSR arm of L&T Construction, in partnership with I Volunteer and Viswajeyam Foundation, placed oxygenating indoor plants on all the five floors of the Cancer Block of the Government Royapettah Hospital in Chennai.

Apart from making the patients feel loved, the activity helped to enhance the health, hygiene and ambience of the block.





INDIAN RED CROSS SOCIETY (IRCS) TAMIL NADU AWARDS L&T!

Recognized for being the leading source of blood in 2019!

L&T Construction has been a part of Indian Red Cross Society's mission for long to make available quality blood sustainably across government hospitals during emergencies.

Recognizing the effort and support of their employees, L&T Construction was accorded an 'Award of Appreciation' by IRCS, Tamil Nadu Chapter, for having donated the most units of blood for 2019. On behalf of L&T, Mr R. Rajasekarapandy, DGM-CSR received the award from His Excellency Thiru Banwarilal Purohit, Governor of Tamil Nadu at a ceremony held on 27th September 2019.

Earlier, in July 2019, L&T Construction's CSR arm in association with Indian Red Cross Society, organized a blood donation campaign for the 8th consecutive year at the HQ campus. 311 units of blood were donated. The camp was inaugurated by Chief Guest Mr Srikant Srinivasan, Vice President & Head-HR, PT&D IC in the presence of several L&T employees and IRCS officials.

Blood donation drives are frequently organized at various L&T project sites across the country in partnership with credible allied organizations.

"This was my first experience of donating blood and I am glad about doing it voluntarily for a noble cause. All my reservations and fears about blood donation have disappeared. I'm eagerly looking forward to donate blood in the next drive."

Mr. Balamurugan S

DET, EDRC-HCP



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