

REACHING OUT

CSR Newsletter from L&T Construction

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Volume - 6, Issue - 8


April 2019


WHEELCHAIR BOUND AND 'GET GOING'

As M. Abhishek, an alumni of Vidya Sagar, manoeuvred his wheelchair into the campus as the newly appointed coordinator for the 'Get Going' project, his face was flushed with excitement. "This is home for me and I'm happy to be back," he declares. "This initiative will make a difference to the lives of people with special needs," he adds with a quick smile setting the tone for the flagging off of two wheelchair-friendly vehicles donated to Vidya Sagar by L&T Construction as part of its Corporate Social Responsibilities efforts.

The vehicles were flagged off by Mr S. Kanappan, Executive Vice President, Head & Chief Executive, L&T GeoStructure in the presence of Mrs. Rajani Kanappan, Ms. Poonam Natarajan, Founder Vidya Sagar, members of Vidya Sagar and the L&T CSR team to the resounding cheer from a large wheelchair-bound contingent in attendance. "I am extremely honoured to flag off this great initiative today," said Mr. Kanappan.

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 "This is home for me. I am happy to be back. This initiative will make a difference to the lives of people with special needs"

- M. Abhishek
Alumni of Vidya Sagar



FOREWORD

To strengthen our country's 'Skill Eco System', we have joined hands with the National Institution for Transforming India – NITI Aayog, Government of India and through our CSTI arm, we are playing a key role in developing Skill Centres across various aspirational districts. We are also 'Knowledge Partners' for 25 select ITIs spread across 7 states to run construction skilling courses that will go a long way to create sustainable job opportunities in the construction sector for the rural unemployed youth.

We have been supporting Construction Sector Skill in the area of National Level Training and Certification Process by preparing occupational surveys and functional analysis for more than hundred job roles. We have facilitated Recognition of Prior Learning (RPL) for existing workmen groups, for assessment and certification and recently concluded a Master's Trainers program with the trainers & certification from UK.

We are confident that with our Group Chairman, Mr. A M Naik taking over as the Chairman of NSDC, there will be greater impetus for our skilling initiatives through CSTIs across India. His astute leadership will not only benefit L&T but all other Industries and Sector Skill Councils.

We supported NSDC to organize the India Skills competition in concrete construction skills. We are also training candidates to appear for the World Skills Competition to be held in Kazan, Russia later this year. Mr. Raguraman will once again represent India as an expert member of the Jury.

Our skill building efforts as part of the NAPS programme has been gaining momentum. We are the pioneers in the construction industry to have registered under the scheme and have enrolled close to 4000 candidates and going strong!

Be the change!

Making a difference in the lives of the people and promoting sustainability have always been at the heart of our CSR activities. We realize that we are in the midst of a transformation – one of mindsets and awareness to make the world a greener place. The urgency is now more than ever before. Tamil Nadu has led the way by ushering in the New Year with the ban of single-use plastic items including non-biodegradable carry bags effective from 1st January 2019 – a move that we welcome whole-heartedly.

Education is being increasingly recognized as a significant tool to empower the weaker sections of the population especially differently abled persons.

We have in association with Deaf Enabled Foundation launch an exclusive Learning Indian sign language mobile App which will be a good online resource for the deaf community in India.

As we look to the future, I reiterate that we can only thrive when we act with responsibility, transparency and accountability towards our local communities. To create sustainable, enduring value, we must first devote ourselves to be the change we want to see in the world and learn to say an honest "No" to plastics!!

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





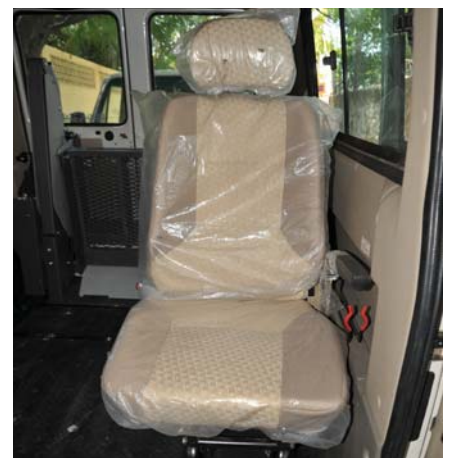
“We should facilitate the realisation of equal opportunities and a full participation of individuals with intellectual and developmental disabilities into the fabric of the society. L&T will continue to play an active role to continuously improve the lives of the differently-abled,” he added with fervour.

The wheelchair-friendly vehicles will not just make travel for the differently-abled and wheelchair-bound persons far easier but also help them take a small step towards inclusiveness in the society. This non-profit service is also available for people who have difficulty in traveling due to cerebral palsy or some intellectual or physical disability. Each vehicle, equipped with hydraulic lifts, can accommodate up to three wheelchairs with four more seats; the vehicle configuration is flexible enough to accommodate more seats if the number of wheelchairs is less. Being offered as a safe, accessible and supported service, the drivers of these vehicles are being given specialized training to be able to understand and meet the range of support needs.



“Independent living is possible firstly by understanding, interdependence and the need for robust support systems,” says Ms. Poonam Natarajan. “We live in an interdependent world requiring supports for different aspects of our lives, as do people with disabilities whose needs for support may be different from what is available in the mainstream. Transport is one such area. It is almost impossible

for wheelchair users to use public transport and although the Metro has been made wheelchair accessible, last mile accessibility still remains a huge issue. Such people are therefore stuck at home unable to take up a job or pursue any activity outside their homes. Through this project that we have named ‘Get Going’ we aim to address this issue,” she asserted. “The good thing is that it is replicable and immensely scalable,” she added.





L&T has a two-decade long association with Vidya Sagar starting from infrastructure support for the school and is currently supporting the education sponsorship of students in middle school who suffer from severe cognitive and physical disabilities. Vidya Sagar (formerly the Spastics Society of India, Madras), works with people with disabilities and their families with a range of services that support all age groups across the lifespan and varying special needs.

With their focus always on people with developmental disabilities, their core strength has been in building capacities, where people think none exist.

As the vehicles plied on roads carrying its differently-abled occupants, some were laughing as if it were a ride of their lifetime while others remained unduly solemn absorbing the sights and sound of the city. Young Abhishek looks on, sitting next to a

resolute-looking Poonam Natarajan, who knows full well that while that day was a beautiful beginning, they still have miles to go.



“I am extremely honoured to flag off this great initiative today. We should facilitate the realisation of equal opportunities and a full participation of individuals with intellectual and developmental disabilities into the fabric of the society. L&T will continue to play an active role to continuously improve the lives of the differently-abled.”

- Mr. S. Kanappan

Executive Vice President, Head & Chief Executive, L&T GeoStructure





GAN ACTION-FILLED MEELA with a difference!

It was a day of excitement and action for about 750 hearing impaired children from 8 speech and hearing schools as they let down their hair at the Deaf Children's Mela organised by the Deaf Enabled Foundation (DEF) in association with the CSR arm of L&T Construction on 16th February 2019.

Mr. S. Anantha Sayana, Chief Digital Officer, L&T and Chief Guest set the ball rolling with a spirited speech punctuated with many hand gestures. He stressed on the advantages of using technology to help hearing impaired children and adults and added that his team would provide technical inputs to develop an exclusive sign language app for the speech and hearing impaired.

Bright cabanas festooned with balloons and streamers welcomed the excited children who hopped from one stall to the other bursting balloons and throwing hoops. Joining in their revelry was actress Priya Anand, the brand ambassador of DEF, who was also a cynosure for all eyes with the children milling around her happily. She said that every child deserved to be heard and lead a normal life.

Ramya Miryala, COO of DEF thanked L&T for their partnership to organise the Mela each year. "The children forget everything and enjoy themselves to the fullest and it gives us immense satisfaction to see them so joyous," she shared happily.



Our digital team will provide technical inputs to develop an exclusive sign language app for the speech and hearing impaired.

- Mr. S. Anantha Sayana

Chief Digital Officer, L&T





The 35-odd employee volunteers attired in bright yellow L&T-er uniforms manned the game stalls, managed the children at the dining area and helped in distributing the prizes. "These children are so talented and I realize that all my perceptions about such disabilities were so wrong," Akshya a L&T-er shakes her head. "I'm going to volunteer more often and learn sign language so that I can bond more with the children," she declares even as she rushes off to a little girl to hand over her prize. The L&T-ers were supported by DEF employees and other volunteers who were themselves hearing-impaired.

"We will continue to better the lives of the hearing impaired," says Ramya Miryala with true earnestness, "while ensuring that they also have a fun quotient in their lives," she concludes amidst peals of laughter of children enjoying themselves to the fullest.



These children are so talented and I realize that all my perceptions about such disabilities were so wrong

- Akshya, L&T-er



OLD IS GOLD!



International Day for Older Persons

was celebrated with great fanfare through an event supported by L&T Construction in association with HelpAge India.

India's elderly population as per the Population Census 2011 is nearly 104 million and reports released by the Population Fund and HelpAge suggest that these figures will mushroom to 173 million by 2026. While superior healthcare has increased life expectancy, the downside is that a significant number of the elderly are neglected, victims of abuse from their own families or abandoned by their loved ones leading to loneliness, depression and other health-related complications. With lifestyles and attitudes changing rapidly driven by the lightning pace of technological

advancements, the yawning generation gap is often bridged by organizations like HelpAge and L&T Construction that support the needs of these elderly and endeavour to make a difference in their lives.

The International Day for Older Persons on 1st October 2018, was celebrated with great fanfare with an event organized by the CSR team of L&T Construction in association with HelpAge India that was attended by 810 senior citizens from 21 Old Age Homes. Dr. Justice P. R Gokulakrishnan, Former Chief Justice

of Gujarat, S. Arumugam, Former Judge City Civil Court, Chennai, Mrs. Reita John, Principal, SBOA Matriculation Higher Secondary School, Chennai and Dr. V. Chockalingam, Consultant Cardiologist graced the occasion.





Dr. V. Chockalingam, eminent Cardiologist shared health tips on how to remain active, productive and healthy. His talk was followed by cultural events performed by the enthusiastic senior citizens who danced energetically to the latest chartbusters and sang yesteryear songs beautifully, proving that age was just a number. The Fancy Dress competition saw them transform into various characters adorning gilded crowns and huge smiles. The best performers were crowned Grandpa King won by Mr. Subram of Mercy Home and Grandma Queen won by Mrs Lakshmi of Mercy Home to the thundering applause of the audience. The members of Rotary Club entertained the elderly through a music programme while the students of Bhaktavatsalam Vidhyashram, Korattur gave a riveting dance performance.

The event concluded with a valedictory programme. A memorandum on Universal Pension of Rs. 2000/- was handed over to Dr. R. Nataraj I.P.S,

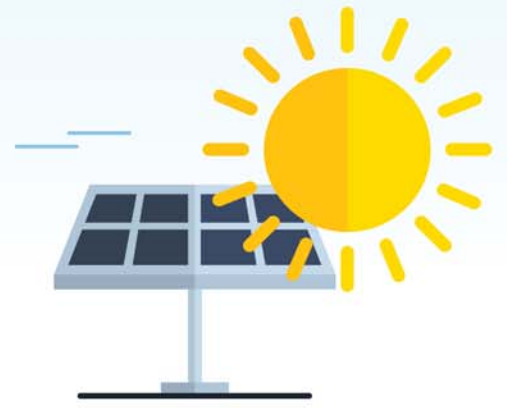
Hon'ble MLA, Mylapore and former DGP by Mr. V. Sivakumar, State Head, Tamil Nadu. Dr Nataraj felicitated long-standing corporates, event sponsors & HelpAge India employees who had rendered tireless service and support at the Kerala Flood Relief camp. Cdr. S Manjunatha, Head - CSR & CST L&T Construction who was Guest of Honour presented gifts to the elderly participants. Mr. R.M Uthayaraja, Chief Operating Officer – Balmer Lawrie & Co Ltd, Chennai felicitated the competition winners. Kala Master, a cine choreographer, thanked all the volunteers and presented them with certificates. The elderly beamed with happiness along with their caregivers who are more of a family to them, ending the day with optimism for better tomorrows.

Did you know?

Since the death of 117-year-old Chiyo Miyako of Japan on 22 July 2018, 116-year-old Kane Tanaka, also of Japan, born 2 January 1903, is the oldest living person in the world whose age has been validated.



THE SUN SHINES AT MERCY HOME



“Lakshmi (name changed) was working in a firecracker factory in Sivakasi when she met with a fire accident. Instead of taking her to the hospital, her employer left her under a tree with serious burns – to die,” shares Sister Alice of Mercy Home. “Her fingers and toes were completely burnt. We ensured that she got the best medical treatment. Today she manages her daily activities with just her little finger and has found a family of 150 members.”

Located in the heart of Chennai in Kilpauk, Mercy Home offers its elderly residents much needed care and love in the sunset years of their lives. Their stories are dark and speak of abandonment by the ones they love – spouses, children and relatives. But we spotted smiles and happy faces during the inauguration of the solar power facility provided to the home by the CSR arm of L&T Construction in association with Solkar Solar Industry Limited. The solar unit comprised a 5.10 KVA – 3 Phase 230v, 5.10 Hz – Solar Inverter with solar charge controller and accessories at an investment of INR 835,000.

Inaugurating the solar power facility, Mr. Milan Kumar – Head – Special

Initiatives – Solar BU, PT&D IC exhorted that such projects motivate L&T employees to work harder, earn more profit and pass on the dividends for noble causes. He examined the panels, electrical installations and shared the benefits of using solar power to sustain the environment.

“Our electricity bills were exorbitant and a matter of concern for us,” said Sr. Felicie, Mother Superior, Mercy Home. “Now with this solar powered unit, we expect the electricity charges to reduce by INR 400 per day. The funds saved can be used for the further betterment of our residents.”

As she personally thanked the L&T CSR and HelpAge teams, the elderly residents stepped out to see the large shiny silver panels on the roof stop soaking the rays of the summer sun. In that moment, it sure looked more like a sunrise in their lives. Sunsets can wait.





BETTER FACILITIES FOR ST. ANTONY'S HOME

St Antony's Home wears a new look with a freshly white-washed exterior and women's wards and new utility essentials including 20 single steel cots with cotton beds and covers and pest control thanks to the effort of the CSR arm of L&T Construction. This establishment, managed by Sirpi Society, is home for abandoned and destitute elderly women who have largely been rescued through L&T-collaborated HelpAge India's Helpline services.

Inaugurating the facilities, Mr. Milan Kumar, Head - Special Initiatives - Solar BU thanked HelpAge India and the management of the Home for providing L&T an opportunity to support and fulfil the needs of the elderly. He added that the facilities will enhance the living conditions of the residents. Mr. Rajasekara Pandey, Senior Manager – CSR said that it was heartening that the CSR funds were being utilized to provide better care and support to the elderly.

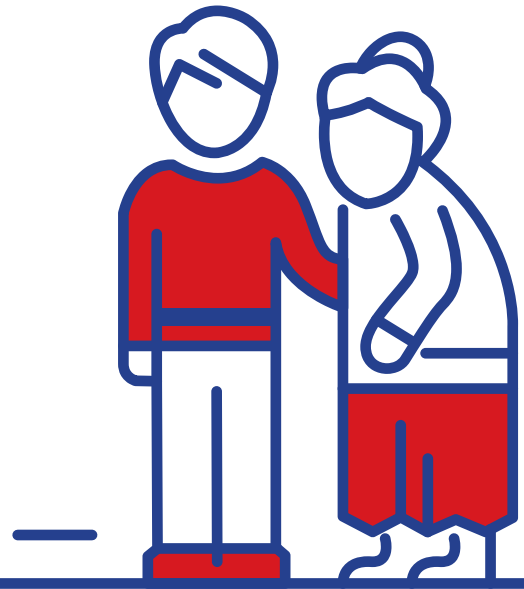
Sr. Maria Clara, Mother Superior of the Old Age Home expressed her gratitude to HelpAge India and L&T Construction for their support and mentioned that only through such timely donations can the needs of the elderly be met.



The facilities will enhance the living conditions of the residents.

- Mr. Milan Kumar
Head - Special Initiatives - Solar BU

EMPOWERING CAREGIVERS!



The CSR arm of L&T Construction in partnership with HelpAge India conducted a one day Capacity Building workshop for Caregivers & Managers of Old Age Homes at Nimmadhi Old Age Home on 6th September 2018. Dr. Republica Sridhar, Founder & Director, RMD Pain & Palliative Care was the Chief Guest and Mr. R. Rajasekara Pandey, Senior Manager – CSR Team, L&T Construction was the Guest of Honour. Mr. Pandey detailed L&T's support to HelpAge India and the emerging need for caregivers in Old Age Homes. Mr. Edwin Babu, Joint Director – Programmes, HelpAge India welcomed the gathering and explained the objective of the course to the participants. 48 participants representing various Old Age Homes in and around Chennai participated in this workshop. The first session on Pain & Palliative Care was handled by - Dr. Republica Sridhar who enumerated the health issues of senior citizens. She gave tips of how to take care of

bedridden patients and provide them a nutritious diet and addressed a range of questions relating to geriatric treatment citing instances from her own experience.

Ms. Sandhya Maheswari, District Social Welfare Officer, Office of the District Social Welfare Office – Chennai spoke on the need and process of Old Age Home Registration and Guidelines. She briefed on the importance of maintaining Old Age Homes and shared details of grants available to Old Age Homes through the Ministry of Social Justice and Empowerment (MSJE).

In the next session, by Dr. R. Murali Karthick M.D.S., Prosthodontist & Implantologist – Tooth & Smile (A multi-specialty dental clinic) detailed the significance of dental care for the elderly, dental issues faced by them, implantation, problems relating to dentures and the latest treatment procedures.



The session on Naturopathy on Geriatric Care was handled by Dr. Abirami Premnath – Therapeutic Naturopathy Consultant who spoke about health problems, naturopathy treatments and nutrition for the elderly.

Divided into four groups (Social, Financial, Health & Infrastructure facilities in Old Age Homes), the participants presented the challenges and possible solutions when dealing with issues of senior citizens such

as adjustments, depression, failing health and emotional problems. The facilitator then shared the techniques on handling new residents and making them comfortable.

Concluding the event, Mr. R. T Namasivayam – Past President – Probus Club of Chennai shared his experience on continuing to be active and maintaining good health. He distributed certificates to all the participants who had extremely positive feedback about the workshop.





A HAPPY HERITAGE TOUR

64 senior citizens of seven free old age homes along with their caregivers celebrated life and enjoyed the scenic beauty of tourist destinations thanks to a heritage tour organized by the CSR arm of L&T Construction in association with HelpAge India on 13th October 2018. Their various ports of call included Shri Nithiya Kalayana Perumal Temple, Muttukadu Boat House & the Children's Park in Kancheepuram District. The tour gave the elderly a wonderful opportunity to visit heritage centres for recreation, meet like-minded people and improve their quality of lives. Dr C. Jayakumar, VP & Head - HR, L&T Construction flagged off the tour in the presence of Mr. Sivakumar, State Head - Helpage India, Tamilnadu.



The enthusiastic group first visited Shri Nithiya Kalyana Perumal Temple in Thiruvindandai, a village in Kancheepuram District where they enjoyed the peace and tranquility while observing the intricate walls carved with history.

Soon thereafter, the team enjoyed boat rides at the Muttukadu Boat House. Radha of Mercy Home was on her first ever boat ride and loving it. "Wonder why I took so long to get onto a boat," she said wistfully.

After lunch that was arranged at a restaurant nearby, the group reached the Children's Park towards the evening. Shedding their inhibitions, they frolicked like children petting the animals and bonding with the children there, some of them as young as their grandchildren whose visits they long for.

As the sun set and the elders made their way back to the buses to take them to their respective Old Age Homes, one of them poignantly remarked that the day was full of happy memories that was readily echoed by the entire group. The CSR and the Helpage teams were delighted that they were able to bring some cheer and sunshine into the lives of so many elders.





BEST TIME FOR NAPS!

The good news is that as on date there are over 4000 candidates enrolled under NAPS and the numbers are going from strength to strength. The ICs have realised the potential of these CSTI trained NAPS candidates and are gradually reaping the benefits like high retention, etc.

- Niranjan Mishra

Principal, CSTI Kanchipuram



“There’s this constant balance between the definition of a good job and our understanding of a truly valuable education,” says Mike Rowe, a renowned television host and narrator about perceptions of skilled trades and setting the context for skills training requirements. “Not all knowledge comes from college, just as not all skills come from degrees.” Globally, it is believed that the Apprenticeship Model is the best for on-the-job training to develop skilled manpower as it offers an industry-led, practice oriented, effective and efficient mode of formal training.

India faces a choice of moving into mass apprenticeships or to remain with a relatively limited apprenticeship system. Currently India has only about 300,000 apprentices compared to a labour force of nearly 500 million. It is against this background that the Government of India through its National Policy of Skill Development and Entrepreneurship launched NAPS (National Apprenticeship Promotion Scheme) in 2016, which aims to create skilled manpower, facilitate a ten-fold increase in work opportunities by 2020 and provide apprenticeship training to 50 lakh youth.

Under NAPS, the Government of India shares 25 per cent of prescribed stipend subject to a maximum of Rs 1,500 per month per apprentice with employers and a maximum Rs 7,500 per fresher apprentice (without any formal trade training) as cost of basic training with basic training providers. Initially, implemented by Director General of Training (DGT) under the Ministry of Skill Development and Entrepreneurship (MSDE), NAPS has recently been brought into the ambit of the National Skill Development Council.

Taking this cue, L&T Construction has embarked on skilling thousands of youth by becoming India’s first construction company to register under NAPS with the Regional Directorate of Apprentice Training.





The Construction Skills Training Department at Chennai-HQ is playing a lead role in the implementation process with L&T's various Construction Skills Training Institutes (CSTIs) being the primary sources to supply manpower that are inducted into companies as apprentices.

L&T recognizes the various benefits of implementing NAPS that will encourage well-trained apprentices (workmen) to stay in the company for at least two years which was not the case earlier. They are assured of a monthly stipend from the company removing the uncertainty they had to face from sub-contractors earlier.

Employers who engage apprentices under NAPS are exempted from contributing to EPF and ESI that help to reduce the cost of each workman for the company.

Against this background the company has set lofty goals of achieving a target of 4000 apprentices by 2019 and touch 9000 by the end of the financial year 2020.

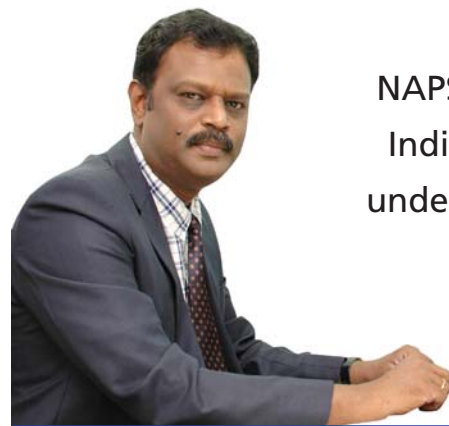
The initial phase of the implementation process entailed several meetings, discussions and presentations to the

ICs and businesses to get their buy-in. After a rigorous drive, in July 2017, Geo-Structure was the first business to adopt NAPS with other ICs following suit as word spread.

Today all the ICs are engaging apprentices under NAPS and they are deployed in more than 20 sites including major ones like SK Mines, RSP-Rourkela, Dolvi, Kudankulam Nuclear Power Plant, WIPRO Bengaluru and AP Housing.

The good news is that as on date there are 3150 candidates enrolled under NAPS and the numbers are going from strength to strength. The ICs have realised the potential of these CSTI trained NAPS candidates and are gradually reaping the benefits like high retention, etc. Attendance for these NAPS candidates are automated, through bio-metric system based on which their stipend is processed by SSC-Chennai and credited directly into their individual bank accounts.

Although a good beginning has been made, the CSTI team yet has miles to go but they have proved that the time is just right for NAPS!



NAPS is a wonderful reformative initiative by the Govt. of India that aims to provide skill building opportunities for underprivileged youth of the country. For L&T, it is a great source to create and retain a skilled workforce.

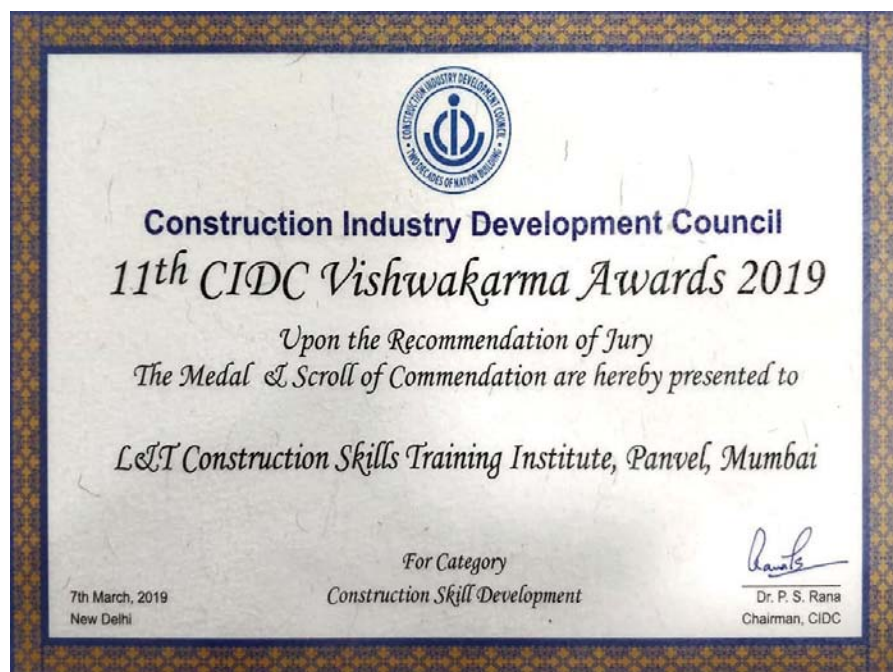
- Jagannathan P,
Head HR - NAPS



CSTI PANVEL BAGS 'CIDC VISHWAKARMA AWARD' COMMEMORATIVE MEDAL & CERTIFICATE FOR BEST CONSTRUCTION SKILL DEVELOPMENT PRACTICES

B&F IC's Construction Skills Training Institute (CSTI) Panvel was adjudged the winner of Best Skill Development Practices by Construction Industry Development Council (CIDC) at the 11th CIDC Vishwakarma Award function held on 7th March 2019 at India Habitat Centre, Stein Auditorium in New Delhi. A jury constituting a team of prominent CIDC members evaluated CSTI Panvel based on global practices in skill development and benefits to society and found it worthy of the honour.

At L&T Construction B &F office Powai, the Medal & Certificate were handed over by Mr. B.N Sheth, VP & Regional Manager Mumbai to Mr. Tejrao Patil, Principal, CSTI Panvel in the presence of Mr. Kaustuv Ghosh, Head Technical Services (B&F IC), Mr. Prabhat Kumar, Head HR (RBF SBG), Mr. Vishal Verma, Head P&M (B&F) & Mr .Janiakiraman (Cluster Manager P&M).



CSTI JADCHERLA BAGS 'CIDC VISHWAKARMA AWARD' FOR SKILLS TRAINING

CSTI Jadcherla (HCIC) bagged the Vishwakarma Award in the skills training category at the 11th Vishwakarma awards function organized by the Construction Industry Development Council (CIDC), New Delhi. The award was finalized after a stringent evaluation process involving CSTIs and other training providers from across the country.

The two-level selection process involved validation of data through site visits conducted by the jury constituted by CIDC comprising representatives from the planning body, policy formulators and the nodal organization. The Jury ascertained the levels of entitlement by verifying

documents and credentials on various parameters such as research & innovation, adoption of best practices to improve safety, quality and environment, previous awards & recognition, CSR, engagement of skill workers, etc.

CSTI Jadcherla edged out other external competitors thanks to its implementation of various innovative and creative initiatives such as best trainee of the month, placement & retention records, establishment of a simulator lab, waste management plant, sustainable green energy, zero wastage of water and good maintenance of buildings as part of the green initiative.



CSTI SERAMPORE RECEIVES CHAMPION EMPLOYER TROPHY

CSTI Serampore received the Champion Employer Trophy from the Department of Technical Education Skill Development & Vocational Training, Govt. of West Bengal for its consistent and outstanding performance in sourcing, training & placement of youth.

Mr. Purnendu Bose, Minister of Technical Education, Skill Development & Vocational Training, Govt. of West Bengal, in the presence of Ms. Roshni Sen, I.A.S. Principal Secretary Department of Technical Education Skill Development & Vocational Training handed over the award to Mr. Tushar Bagchi, Principal, CSTI Serampore on 28th February at Karigori Bhawan, Newtown, Kolkata.

CSTI Serampore has played a leading role in sourcing rural underprivileged youth with the help of the District Industries Centre (DIC), Govt. of West Bengal & imparting job-oriented skills training & providing the trained youth with apprenticeship (under NAPS, Govt. of India) at different L&T jobsites since 2017.





CSTI – KANCHIPURAM HOSTS INDIA SKILLS COMPETITION!

L&T Construction played a significant role in organizing and conducting the India Skills Competition launched by the Ministry of Skill Development and Entrepreneurship (MSDE) & National Skill Development Corporation (NSDC). Held every alternate year, the competition helps select candidates to represent India at the World Skills Competition which is also held every alternate year. This year, the district, state and zonal level competitions were held at Lucknow Uttar Pradesh. L&T provided material for the competition apart from a Workshop Manager guiding the competitors and organizing the jury for the competition.

The Finals were held at CSTI – Kanchipuram from 25th to 28th September 2019 and the exercise involved putting up an aluminium formwork including reinforcement and concreting. The six participants that included a lady were divided into three groups. Before the actual competition, a boot camp was organized to familiarize the participants with the conditions.

The participants were both enthusiastic and fiercely competitive though the Jury's assessment was very stringent, considering the standards of the World Skills Competitions.

Mr. Navnit Kumar and Mr. Upendra Kumar from Uttar Pradesh walked away with the Gold Medal while Mr. Dharavat Naresh of Telengana and Amit Yadav from UP took the silver and Mr. Amitesh Kumar from UP and Mr. Gurvinder Kaur of Punjab the bronze. The winners will go on to represent India at the World Skills competition at Kazan, Russia in 2019. All the medal winners except the lady competitor had undergone construction skills training at L&T's CSTI.

The well-organized event earned commendations for both CSTI - Kanchipuram and L&T.



HONOURING THE CHAMPIONS OF CLEAN CHENNAI!



The CSR team of L&T Construction in collaboration with ECO Kitchen celebrated the exemplary work of the Cleanliness Champions - the low-wage conservancy workers - of Chennai on November 24, 2018. The event was executed in 12 different locations across Chennai covering the Alandur, Valsaravakkam, Koyambedu and Teynampet Zones.

Passionate citizens of Chennai, corporates, non-profit organizations and associations gathered to honour and celebrate the invaluable contribution of more than 6000 conservancy, side drain & road cleaners and malarial workers.

Dr C. Jayakumar, VP & Head - HR, Divisional Corporate and Chief Guest of the event felicitated the Cleanliness Champions by presenting them medals. Speaking on the occasion, he stressed the importance of using safety hampers while handling garbage and other waste materials. Mr. Vinod Jacob Chacko, Head - CCD also participated in the event.

Volunteers from L&T, students and citizens wholeheartedly participated and entertained the conservancy workers with a mime show, dance, songs and drama.

The conservancy workers along with the volunteers pledged to make Chennai India's cleanest city. The event ended with a grand 'yellai sappadu' (full course traditional meal served on a banana leaf) meal served with love and enthusiasm by the happy volunteers





EMPLOYEES, OUR SOCIAL AMBASSADORS!

L&Teering, our robust employee volunteering programme, offers opportunities to our employees to transform the lives of the less-privileged and marginalized by teaching underprivileged children, supporting health camps of low-income communities, donating blood, planting trees in communities, organizing fundraising activities and volunteering with NGOs.

At the HQ Chennai campus, employee volunteers are effectively engaged in various CSR events like eye camps, general health camps, green hand nursery events, celebrating the International Day for Older Persons, heritage tours, visits to evening study centres, seed ball events, mass tree plantation events, to name a few. They are L&T's social ambassadors!

In partnership with NGO partners, an innovative volunteer programme has

been designed called Paint-A-Thon. To reach out to corporation schools to give them a much-needed facelift by painting educative and cheerful murals for the school children to learn through art and enjoy a beautified study environment.

Paint-A-thon has proved to be a great platform to engage more than 154 employee volunteers and reach out to 740 school children of various corporation schools in Chennai.



WHAT OUR L&T-EERS HAD TO SAY ...

D. Sitara

They say that a picture is worth a thousand words and I am sure our thoughtful murals with meaningful messages will seep into the impressionable minds of the children and inspire them. Looking forward to more such opportunities!

Abhudaya P

Paint-A-Thon turned a regular Sunday into a fun-filled, meaningful day. Kudos to our CSR Department and United Way for giving us an opportunity to express ourselves through art and colour. I look forward to participate in more such activities.

A. Masha

The Paint-A-Thon was a wonderful experience. Initially when I started painting, I felt that we might not do justice but the end result spoke a completely different story. We outdid ourselves.

Muthiah Rajan

I was always interested in making a difference in the lives of people less fortunate and marginalized by the society so it was natural that I plunged to make use of this opportunity to brighten bare walls with artistic messages. Bonding with my colleagues who were also volunteers, I learnt to work more cohesively as a team. We lifted each other artistically by enhancing the paintings, sometimes with just an extra dash of colour. We hope our paintings will make the schools brighter and the children happier. I am definitely volunteering for more!

J. Sathyanarayana

The entire programme was planned meticulously and I enjoyed the experience thoroughly. The programme was all about collaboration of teams, creativity, physical exercise and an opportunity to brighten the lives of little children.

Pallavi

I am very thankful to you for arranging such an innovative and engaging event. I felt really satisfied and happy to participate in a social event in the middle of our corporate life. I wish we could engage in more of such events more frequently.

Byte from Ms Kalaiselvi, Headmistress of Corporation School, T.Nagar, Chennai

Our school received not just a facelift with the newly painted walls but the children got to see socially strong messages carefully painted on the walls. There are illustrations about nutritional facts, alphabets, numbers and importance of sports, etc. The assembly and meditation sessions which were previously held at the auditorium have been moved outside, in front of these walls on the insistence of the students. The kindergarten students on many occasions stand in front of these walls and try learning the alphabets on their own. The walls have also been a great source of ideas for our children when they make posters for rallies against pollution, on World Environment Day and so on. All this would not have been possible without L&T and their employee volunteers."



EDITOR

Vinod Jacob Chacko

ASSOCIATE EDITOR

Namitha Jayanarayanan

PHOTOGRAPHY

V. Natanavelu

R. Saravanan

Contributors

CSR & CSTI Teams

To publish the CSR initiatives of your office/site/establishment, please send your inputs along with original images to ezine@Lntecc.com.

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