

REACHING OUT

CSR Newsletter from L&T Construction

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A LEGACY OF LEARNING

Bala Mandir may sound innocuous to the uninitiated but it is truly a 'mandir' (temple) to its disciples - the students, mostly orphaned or destitute children from a difficult socio economic background, who are given an opportunity to learn a trade and earn their livelihood. They learn from tailored practical scenarios and logic through Montessori education. What began with Mr. P H Mortensen (incidentally ECC's first General Manager!), as early as 1962, as a carpentry unit in an old shed, is today veritably a 'hope factory.' L&T Construction has been playing a significant role at every stage of this transformation, even when 'CSR' was not part of popular corporate parlance.

Understanding the importance of a child- centred educational approach, L&T's CSR team in association with Bala Mandir, set up a Montessori Education Centre which benefits 200 children. The teachers at the centre are extensively trained in Montessori education and are alumni of the Indian Montessori Training Centre. Brinda, one of the teachers, showcases the interactive tools that help children learn through self-directed activities and collaborative play. The teachers involve children in groups and individually with age appropriate learning activities to help them discover their potential.



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FOREWORD

Our company's CSR vision is 'Building India's Social Infrastructure', with key focus on the fields of Education, Health, Skill Building and Water & Sanitation which is in alignment with the UN sustainable development goals.

The issues facing communities today are multiple and complex. Collaborative partnerships are the solutions to mitigate these issues. We have forged strategic alliances with NGOs who share a common vision.

Employee volunteering is one of the key initiatives across our business units and project sites. We are confident that more volunteers will join in this endeavor and bring about a positive change in the society.

Helping people in distress, is always seen as a sign of love and respect. The country has faced unprecedented natural calamities and they have been fought with grit & determination, with the support of fellow countrymen. One such situation was the recent floods in the state of Kerala. L&T-ites, in their own way, responded collectively to support the people of Kerala. Employees formed a dedicated volunteer team and mobilized relief materials at the HQ campus. I would say, not a truck load of materials was sent...but a truck load of hope and succor was extended by our own employees to the people of Kerala.

I am happy to inform you that an innovative education project with STEM as a priority area is in the pipeline to be rolled out in the near future, to enhance the quality of learning in government schools.

Here, you will also get to know first-hand how we have been creating a skilled workforce through our CSTIs across India, some of which like CSTI Pilkhuwa, have been winning consecutive awards for Quality Excellence or for making cities smarter through the skillsets of technicians trained at CSTI Smart World & Communication at Hyderabad or following exceptional sustainable practices like at CSTI Jadcherla.

We are building sustainable partnerships with various stakeholders to achieve our CSR vision. It is a long and untiring journey and we are fully committed to take this forward with support from all of you.



Cdr Manjunatha S
Head CSR & CSTI





“Our way of teaching is uncomplicated, we simply follow the child,” elaborates Brinda “Every child is different from the other. We give them individual attention and stimulate their hunger for learning through fun ways of doing things that help them develop a deeper understanding of language, mathematics, science and much more”.

The teachers also work with children with special needs. “We have two children who suffer from autism, one with cerebral palsy and two with speech delay. You should see the progress these children have made,” says Lizy, the class teacher who beamed with pride as we watched a few children learn to count with beads of different hues.

The L&T - Bala Mandir partnership has been changing the lives of underprivileged youth too by skilling them through an Industrial Training Centre (ITC) that offers a one year carpentry and a two-year electrical and fitter courses. The ITC gives the trainees technical know-how and ensures their holistic development by making them aware of gender sensitivity, work ethics, working in teams, etc. The trainees also undergo spoken English, life skills and value education classes for enhancing their interpersonal and employability skills. Through visits to various industries and guest lectures, the trainees are exposed to an industrial environment that improves their practical knowledge. The trainees undergo annual health check-ups free of cost.



Head of Sponsorships, Bala Mandir, Mrs. Leela Natarajan is very happy with the development of the institution. “We have been able to get 100 percent placement for the past four years and there is nothing more fulfilling than to see the young, diffident boys who were so unsure about themselves passing out as confident men, able to support their families!” and adds with a huge smile, “We are so proud of our boys, every one of them.”



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Mrs. Leela Natarajan
Head of Sponsorships





BHUMI IS HELPING TO BUILD A BETTER TOMORROW

Children from low income communities struggle with social issues and a lack of quality education drastically reducing their opportunities for financial stability later in life. Despite RTE (Right to Education) and primary school enrolment at nearly 100 %, the quality of education has yet remained poor.

L&T's association with Bhumi benefits over 350 students across 15 slum settlements in North Chennai every year. Bhumi, an organization of young people with a refreshing approach to volunteering, in partnership with L&T Construction, has been organizing evening study centres that focus on after-school skill development programmes. These programmes are managed by trained tutors from within the community and designed

to address a lack of competence in fundamentals of academic subjects, while also building life skills.

Dr. Prahalathan KK, Founder of Bhumi elaborates: "The children we educate go to state-run schools and come from underprivileged backgrounds. They are immensely benefitted from our supplementary educational programmes. We incorporate fun-filled activities in our learning programme in such a way that they are excited to learn. We can already see marked improvement in not just their academic performance but also in their interpersonal skills," he enthuses.

Parents are also made aware and are involved in the student's learning.

"I am so happy to see my daughter

learn here because as I am uneducated, I wasn't able to help her. Thanks to Bhumi, she is getting better marks and one day she will bring better prospects for herself and the family," says a parent who waits patiently to pick up her daughter at the study centre

The sky seems to be the limit for the students of Bhumi because if anything, they are never starved of knowledge.





For many years, Ronak was treated 'differently' as few understood the intricacies of his autistic mind. What they saw was a boy struggling with crippling social and perceived intellectual impairments. Today, after being part of V-Excel's Vocational Rehabilitation Programme, Ronak has developed a penchant for perfecting any task given to him especially ones that require symmetry and harmony of colours and patterns. His social skills have improved significantly too. More importantly, as his tutor shares, "he is much happier now".

On 5th July 2018, the CSR arm of L&T Construction, in partnership with V-Excel, launched 'Enhancing Vocational Rehabilitation through Training and Employability Services', an initiative customised for youth with special needs. Mrs C. Niranjana, General Manager & Head Finance, Accounts & Administration, PT&D IC inaugurated the Training-cum-Production Centre in Chennai, in the presence of Dr Vasudha Prakash – Founder Trustee, V-Excel, Dr. Prakash Natarajan, Managing Trustee, V-Excel, Ms Ajita Panishkar, Executive Director, V-Excel and the CSR team of L&T.

The social impact on young adults who are given vocational training is immense. It builds their confidence and self-worth, it eases the pressure on their immediate loved ones, they find much-needed acceptance in the society but, most importantly, it gives them the opportunity to employment



and the right to earn a livelihood. Vocational Training at V-Excel is a holistic, integrated programme with a healthy balance between physical, functional, personality and work skill development. 33 young adults have enrolled in this project that focuses on three vocational areas – painting, production of curry powder and making of hand crafted items.



I am honoured to buy beautiful handicrafts made by these young people who are living a purposeful life. I can see the amount of love and effort that has been put in.

- Ms C. Niranjana

*General Manager & Head Finance,
Accounts & Administration, PT&D IC*





Dr Vasudha Prakash, Founder Trustee of V-Excel is all praise for the L&T CSR team and avers, "We will continue our relentless efforts to erase this deeply embedded stigma that the disabled cannot learn and earn a living. Our children here are changing all pre-conceived perceptions."

While purchasing some hand crafted products made by the young adults, Ms C. Niranjana articulated her admiration for the talented youth, "I

am honoured to buy these beautiful handicrafts made by these young people who are living a purposeful life. I can see the amount of love and effort that has been put in, she adds standing amidst them.

Among the sea of happy faces, Ronak moves closer and shakes hands with Ms. Niranjana, making shy eye contact. His tutors beam as for them, victories come in small and purposeful ways.





A PARTNERSHIP FOR HEALTH!

The support from Larsen and Toubro was very timely, coming forward to donate Lab Equipment. Udavum Karangal expresses its gratitude to the officials and staff of L&T for their benevolence.

- Mr. S. Vidyaaakar,

Founder Secretary of Udavum Karangal



There is something majestic about Gayathri Hospital, as it stands amidst the commercial hub in the western suburbs of Tiruverakadu. Under the aegis of Udavum Karangal, this community hospital, supported by the CSR arm of L&T Construction, is a place of succor for the villagers who mostly earn their wages on a weekly basis and come from underprivileged background. Completely lacking in healthcare awareness, they mostly seek general consultation and diagnostics, hesitating to opt for invasive and other procedures though their mindset is slowly changing as they see several of their brethren benefiting from the services of the hospital. More telling are the words of a patient at the hospital, "When you are sick and have a place to go and get better at a very nominal fee, it gives you so much hope for the future. It is important, I stay healthy to take my family to better prospects. At this hospital, we receive the best treatment and utmost care. We matter here."





A dream project of Mr. S. Vidyaakar Founder Secretary of Udavum Karangal, Gayathri Hospital was formally inaugurated on 15th February 2018. Earlier, a significant number of the one lakh-odd inhabitants, largely agriculture labourers, construction workers, and other daily wage earners living in these villages, had to go to Chennai or Poonamallee for quality and expensive treatment, spending considerable amount of time travelling and money that they could ill afford. This hospital has proved to be a blessing for them ensuring that their needs are met through highly specialized medical care at a nominal fee. After a thorough study of the needs of the project, L&T Construction pledged to equip the hospital with advanced lab equipment at a cost of INR 20.36 lakhs. The lab equipment included a fully automated biochemistry analyzer, Elisa plate reader and washer, single channel coagulation analyser, 3 part differential double chamber hematology analyser, binocular microscope, Remi centrifuge 8 bucket and ABG analyser. The equipment installed in late January and fully operational from February has been utilized effectively with 3000 plus tests carried out till date. "The support from Larsen and Toubro was very timely, coming forward to donate the Lab Equipment," says Mr. Vidyaakar, a man of few words and a far reaching vision. "I profusely thank Mr. Rajeev Bhatnagar and Mr. R. Rajasekarapandy of L&T for this grant. Udavum Karangal expresses its gratitude to the officials and staff of L&T for their benevolence."

The tastefully built hospital is specially abled friendly and showcases works of art that have been donated by beneficiaries. Not only is the ambience cheerful and soothing, the hospital radiates energy through the effective utilization of natural ventilation and lighting

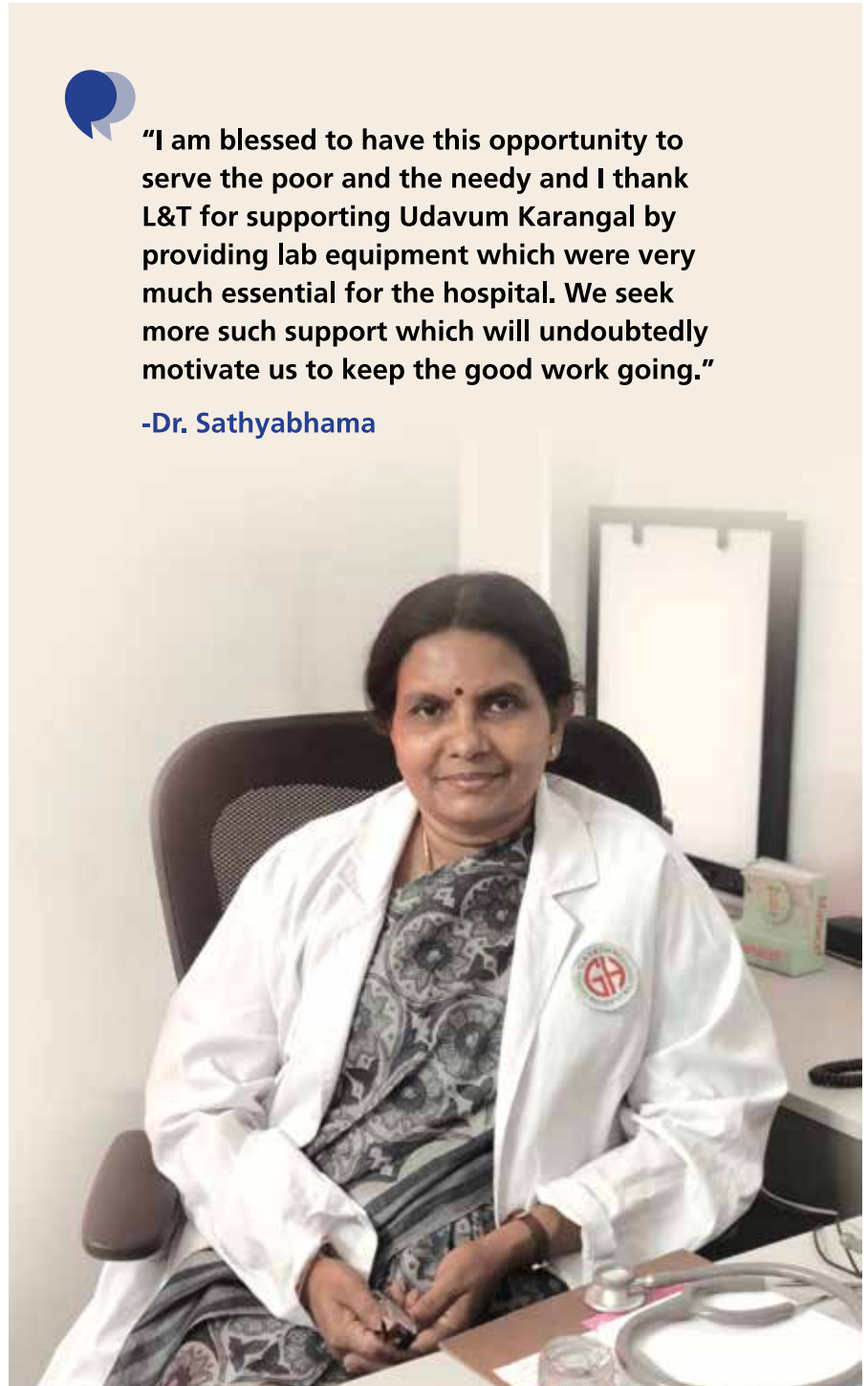
The hospital boasts of service-minded and specialized doctors like Dr. Sathyabhama who has been associated with Udavum Krangal for the last 10 years. "I am blessed to have this opportunity to serve the poor and the needy," she says, "I congratulate L&T for supporting Udavum Karangal by providing lab equipment which were very much essential for the hospital. We seek more such support which will undoubtedly motivate us to keep the good work going."

As the day ends and awaits a new dawn, the community hospital stands tall as a symbol of hope and promise of a healthy and better tomorrow for the villagers.



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-Dr. Sathyabhama



Golden Peacock preens again at CSTI - Pilkhuwa

L&T Construction Skills Training Institute (CSTI) Pilkhuwa (Delhi Region) bagged the Golden Peacock National Training Award 2018 for the second consecutive time for exceptional performance in meeting training targets, organizing sourcing and conducting awareness events in remote locations, addressing skill shortage, following an innovative approach in training, analysing skill gaps and conducting site based trainings benefitting thousands of workmen.

The much coveted award presented during the 28th World Congress on Leadership for Business Excellence & Innovation in Dubai, (UAE) from 17th – 19th April was received by Mr. Kamaljit Singh Mehrok, Principal CSTI - Pilkhuwa in a glitzy ceremony in the presence of ministers, top business leaders & Government officials from India and UAE.



“Our institute stands tall for its uncompromising quality while being recognized for our remarkable contribution towards the Skill India mission of our Hon’ble Prime Minister,”

- Kamaljit Singh Mehrok
Principal - CSTI Pilkhuwa







“Our institute stands tall for its uncompromising quality while being recognized for our remarkable contribution towards the Skill India mission of our Hon’ble Prime Minister,” says Mr. Mehrok. “Our infrastructure is state-of-art and training is imparted using the most advanced tools and equipment like simulators, etc. to create a highly skilled workforce for the construction industry. About 12,141 workmen have been trained in various job roles, trades and skills till March 2018 and our numbers are only getting more robust. Thousands of families have benefitted from this Skill Development and Employability Programme.”

Mr. M V Satish (Whole time Director & Senior Executive Vice President) and Mr. Ajit John Beck (Head – HRW B&F IC) congratulated the CSTI team for their efforts in maintaining the quality of training in the institute, generating a pool of skilled workforce for projects and, above all, taking social responsibility to the next level by providing sustainable livelihood to thousands of underprivileged youth.



The Smart Boys of CSTI

Mr. M Shanmuganathan, Head of Hyderabad Safe & Smart City Project, is at the epicenter of action at the L&T Smart project office on the hilltop of Somajiguda. The blooming 'gulmohar' trees, also known as the flame of the forest, that border the office seems to reflect the flaming eyes of homebred talent, the young pass outs of CSTI Hyderabad who are given technical mandates in the Hyderabad Safe & Smart City project, one of the largest surveillance and intelligent traffic management projects in the country.

The Construction Skills Training Institute (CSTI) in Hyderabad – the state-of-the-art Smart City Skill Development Centre (SCSDC), in the Swarna Bharath Trust Campus (SBT), provides training in two trades for Smart World & Communication namely CCTV Camera Installation & Maintenance and Optic Fibre Cable Installation. This first-of-its-kind initiative in India aims at benefitting the rural youth of Telangana.

With animated gestures, Mr. Shanmuganathan briefs the young trainees attired in neat blue uniforms on the scope of

the project, while his team of engineers support him with carefully planned schedules. "These young boys are very confident today because they know the value they add to the city-wide CCTV surveillance and integrated traffic management systems for Hyderabad, Cyberabad & Rachakonda. They are given hands-on training at site by our team. Once they are confident they are sent to site to handle the given job independently." He adds, "Coming from extremely disadvantaged backgrounds, they have achieved a lot. You could say most of them have risen from the ashes like phoenixes."

The total scope of Hyderabad Safe and Smart City project involves around 3000 junctions (including 372 ITMS junctions), covering 10,000+ cameras, viewing centers at 104 Police Stations, 2 Command Control & Data Centres each at Hyderabad & Cyberabad, viewing centers at 12 zonal & 11 senior officials offices and 10 Mobile CCCs. The entire system will then be integrated with the existing 100,000+ Community CCTV cameras and other IT systems in both cities.

"Coming from extremely disadvantaged backgrounds, they have achieved a lot. You could say most of them have risen from the ashes like phoenixes."

- M. Shanmuganathan
Head - Hyderabad Safe & Smart City Project



As one of the early members of the Hyderabad Safe and Smart City Project team, I was able to give the trainees of CSTI a bird's eye view of the project. What amazed me was that each of them wanted to give their best, even putting in extra hours to understand and perfect the technical skills specific to the project. They all clearly want to succeed and we are behind each of them.

- Dhandapani Poruran
Planning Manager



Most trainees have inspiring stories for us.

"The engineers in the project are extremely supportive. They have helped me improve my technical and communication skills a lot"

- Sai Kiran Yadav



| Sai Kiran Yadav

After completing ITI, my seniors urged me to join CSTI where I completed three months of electrical training after which, I had the opportunity to do apprentice training in CSTI – Hyderabad for an initial period of 3 months in CCTV and in basic networking. I was then deputed to the Hyderabad Safe and Smart City Project where I have been able to put my learning to practical use. I install cameras and set Field of View (FOV) and work with different types of switches and junction boxes. I also support technical aspects of Integrated Traffic Management system (ITMS). Smiling shyly, he adds that the engineers in the project are extremely supportive. "They have helped me improve my technical and communication skills a lot"



R. Jahnavi
Assistant Planning Manager

Supporting the trainees, Ms. R. Jahnavi, Assistant Planning Manager says, "Initially, when we inducted these CSTI trainees into the project, we were not sure how they would cope considering the diverse scope of the project. But with time and guidance from the Management and with onsite training, the technicians have developed new skill sets that has enhanced their confidence levels. The work which were previously outsourced to a subcontractor is now independently handled by these technicians."

The scope of work of phase one of the Hyderabad Safe and Smart City project is to install 3500 cameras at 1200 junctions, 45 viewing centres and a Data Centre. The team takes us to Panjagutta Police station, which

Mr. Shanmuganathan tells us is India's second best Police Station. He showcases the viewing centre which is equipped with state-of-the-art GIS enabled CCTV Surveillance Systems to enhance the security of

citizens and ensure effective police operations with accurate flow of information and communication. The complete technical support of the viewing centre has been managed by Mr. Suryakanta, trained by CSTI

Smart World Communication under the guidance of Sr.Engineer Mr. Ronit Bhararia. He tells us his story, speaking in a smattering of English and Hindi.

Suryakanta Moharana

When my father named me Suryakanta, which means glow of the sun, probably he had an inkling that my future would be bright. But in those early days, life was tough. We were a family of seven and my father worked as an electrician near our house in Cuttack, Orissa. I was the first person in the family to venture out of the state for work. Frankly, I had no idea what my future held. I left home to escape the drudgery.

I came to know about CSTI through my father's friend. I did three months of training in electrical trade at the CSTI in Cuttack. Post which, I was selected for National Apprentice Training at CSTI - Hyderabad where I enrolled in the CCTV course after which, I was selected for the Hyderabad Safe and Smart City Project. Little did I know that one day I would be playing such a significant role at the Panjagutta Police Station.

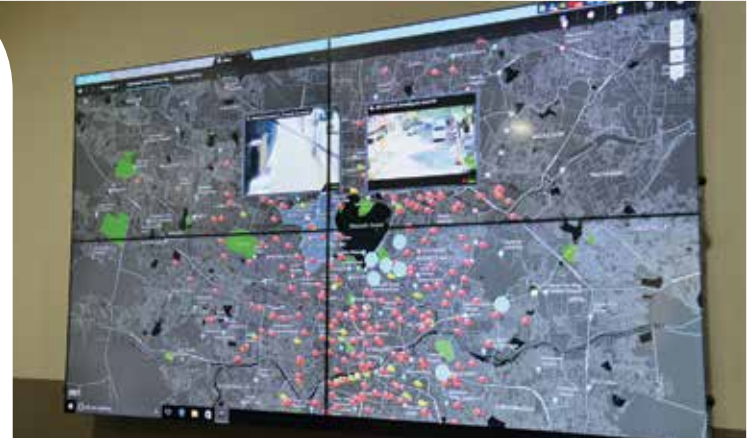
I learnt about different types of equipment like Junction Boxes with DCPS, switches, different types of cameras, cables, variable message boards, public address systems ,servers, video walls, video wall controllers etc. I also work on Field of View (FOV) activities and troubleshoot at the junctions if cameras or other equipment malfunction.

When I worked with the utilities team, I learnt that the ideal position to fix junction boxes, poles and cameras while also taking care of underground utilities marking before doing trenching activities.

At the Punjagutta Police station, I handle all technical aspects like assigning IPs to different devices and installing the Video Management Software (VMS) in workstations and servers, adding community cameras to VMS locally. I also help in the technical know-how of GPS, map and incident monitoring.

I came empty handed but today I know that I will shine bright like my name and make my family members proud especially my father.

I thank L&T for not just building great buildings but also my future.



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- **Suryakanta Moharana**



Vijayalakshmi L

Head - Corporate Centre, Smart World & Communication

Our first batch of students have been effectively deployed across 12 projects in various functions like CCTV, optical fibre and smart meter installation, project documentation, stores management and O&M activities. We are overwhelmed with the positive feedback about their performance from project managers and are constantly expanding our syllabus to accommodate the growing demand.



The course provides essentials of Optical Fibre Communication system and understanding of various components associated with it. At the end of the course, the trainees have to undergo a written theoretical examination, followed by Viva, Practical and Trouble-shooting exercises. We ensure that they have in-depth knowledge of the subject.

- Mr. Ravindra MR
Trainer OFC, CSTI Hyderabad



At the Data Centre, we meet Dharavath Kalyan Chakravarthy whose eyes twinkle like Christmas lights.

Dharavath Kalyan Chakravarthy

My childhood was spent running bare feet in the fields. We never wore slippers or found it necessary to do so. As I ran without a care in the field, I would see my father toiling away under the blazing sun of Suryapet Tahnada in Telegana. Very often he would look tired. I knew that I did not want to be a farmer. I wanted to learn a trade and be independent.

I joined CSTI Jadcherla and trained in the electrical trade for three months. Then I was selected for training in the CCTV course at Swarna Bharath. Post the 3 month training period, I was placed at the Hyderabad Safe and Smart City Project. Here I monitor installed equipment in the Data Centre. My other three colleagues are also pass outs from SBT. I plan to become a top-notch, technically sound electrical engineer.

I am happy when I visit my home these days. My father looks relaxed as I contribute to the expenses now. In fact, he looks much younger than he did during my childhood.



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- Dharavath Kalyan Chakravarthy



There are many rural youth like Suryakanta who will one day shine bright, whose lives will change for the better. They are the ones who will become 'smart' in the truest sense.

SKILLING THE WORLD!

The good news is that our training standards are top notch and we have the potential to produce a world-class workforce. I was happy to represent L&T and contribute in taking skills to the next level

- J Raguraman
DGM –Skills Training



L&T Construction made a foray into the World Skills competition in 2017 through the representation of Mr. J Raguraman (JRR), DGM –Skills Training. Nominated by CSDCI, India Skills to represent India as a Concrete Construction Work Expert in World Skills, he contributed significantly in the roles of both an assessor and a skill promoter.

JRR has played an important role in defining the Concrete Construction Work structure for competitors in the next World Skills Competition. The drawing for the 'Test Project' was submitted by eight countries viz; Austria, Germany, Russia, Brazil, Kazakhstan, Zambia and India. JRR's detailed drawing, on behalf of India Skills, was so impeccable that the member countries unanimously approved it without any iteration.

His impressive technical inputs during the competition in Abu Dhabi in 2017 earned him an invite for the forthcoming World Skills Competition at Kazan-Russia in 2019. He recently reviewed the role description and World Skills Standards Specifications for Concrete Construction Work

for World Skills – Kazan-2019 that have attracted high praise from the Director of World Skills. In addition, L&T Construction was acknowledged as the best in technical description for skilling, which is a first in the country.

Spearheading the World Skill competition in concrete construction training initiative will not only bring the best skill practices in the world, but also will give insight to improvement in productivity and workforce reduction by multi-skilling.



Elaborating on his experience, JRR says “World Skills was an eye-opener for me even though I am from the Construction Skills training background. I realised that global skill standards are very advanced and the skills gap that exists is huge! The good news is that our training standards are top notch and we have the potential to produce a world-class workforce. I was happy to represent L&T and contribute in taking skills to the next level.” He thoughtfully adds, “Spearheading the World Skill competition in the concrete construction training initiative will not only bring to forefront the best skill practices but also improve productivity and reduce workforce through multi-skilling.”



World Skills International a forum established in the 1940s was formerly known as International Vocational Training Organization (IVTO) envisions to create job opportunities for young people in struggling economies. It is governed by an International Board of Directors and administered by the World Skills Secretariat.

Today, World Skills International promotes the benefits of and the need for skilled trade specific professionals through the world championships of vocational skills (World Skills Competition) which is held once in two years in different parts of the world. World Skills presently has 79 member countries and regions that organize national skills competitions that help prepare the workforce and talent of today for jobs of the future.

National Skills Development Corporation (NSDC) under the Ministry of Skill Development and Entrepreneurship took the initiative of putting India on the map of World Skills. It is the nodal agency which has been leading India's participation at World Skills International competition since 2007. NSDC has been very successful in showcasing the tremendous potential India possesses in the skills of its youth.

World Skills India is responsible for the selection, development, management and participation of Team India at World Skills competition and other international competitions.



DIFFERENTLY - ABLED SHOWCASE SKILLS AT ART & CRAFT MELA



The CSR arm of L&T Construction organized an Arts and Crafts Mela giving an effective platform for NGOs working with differently abled to exhibit and sell handicrafts made by them. Marking 7th anniversary this year, 13 NGOs from Chennai participated actively in the initiative.

The mela was inaugurated by Ms. K. Meena Priya, General Manager and Head – Human Resources, L&T Infra Engineering Ltd in the presence of Cdr. Manjunatha.S, Head CSR & CSTI and CSR team along with participants from various NGOs.

Cdr. Manjunatha thanked all NGOs and participants profusely and said, "We are all for the empowerment of persons with disability and it continues to astound us when we see the creativity and workmanship of these exquisitely crafted artefacts.

We will continue to work actively with them in their journey of expressing themselves."

Various handicrafts, gift items, home décor, recycled products accessories, sarees, paintings etc were showcased at the mela.





SO GREEN LIKE CSTI - JADCHERLA!

CSTI - Jadcherla has been consistently skilling rural youth and college dropouts in five trades, giving them a new purpose in life and engaging them in many nation building initiatives. What is relatively unknown is that, this CSTI is one of the most sustainable and environmentally friendly of institutions. The institute has several examples of sustainability strategy in action from utilizing the power of the sun through three different types of solar panels to effectively recycling waste. It is home to more than 3000 workmen, trees that bear 12 types different types of fruits and more than 250 varieties of plants. Encased in rich foliage and lulled by the chirping of song birds and inquisitive migratory flocks, it is not unusual to think that this CSTI could be a paradise on earth.

Deepak Sharma, Principal CSTI – Jadcherla is a man on a mission not just to give thousands of directionless youth a successful livelihood but also ensure that they are in a wholesome and calming environment while they undergo training in Formwork Carpentry, Bar Bending, Masonry , Electrical work and Welding . He says, as he walks around the campus showing us some of the trees that he and his team has planted, "every day, we demonstrate how it is possible to make the world better in our little way through green initiatives. We have banned plastic completely in our campus and are working on new energy saving initiatives. I can proudly say that everybody associated with the campus from our trainee workmen to the staff have a green heart now. We have learnt to nurture the environment."



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- Deepak Sharma

Principal - CSTI Jadcherla



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way through green initiatives. We have banned plastic completely in our campus and are working on new energy saving initiatives. I can proudly say that everybody associated with the campus from our trainee workmen to the staff have a green heart now. We have learnt to nurture the environment."

His extremely motivated team identifies areas in the campus where the green cover can be enhanced and plants saplings there. They recently organised a plantation drive and planted more than 1000 saplings around the campus. The trees and plants are irrigated using a breakthrough technology called Muri drip irrigation system from Israel. This precision irrigation system ensures that there is no wastage of water by delivering water straight to the roots of each plant in measured doses and keeping the roots at optimal moisture levels.

Recycling is very important at CSTI – Jadcherla, proven through the inauguration of the solid waste management plant on World Environment Day. The CSTI produces about 100 kgs of waste on a daily basis through garbage from the staff quarters, trainee hostels, cooked and

uncooked waste from the canteen. The waste is fed to the machine to become compost. The solid waste management plant produces about 60-70 kgs of compost within 24 hours which is used as manure for the plants. This is a great example of how solid waste can be cycled and used as a valuable resource.

The CSTI is powered by solar energy through 23 different types of solar panels that works on a powerful dual axis solar tracker system ensuring most optimal solar energy harvesting that contributes to reducing running costs.

There are campaigns too that aim to raise awareness of environmental challenges among trainee workmen and staff, decrease water and electricity consumption and encourage zero tolerance to plastics. So deeply ingrained is the green consciousness, that we find a few trainee workmen carrying jute bags. One of them says, "I brought this bag from Meerut, my home town. I have also encouraged my wife and my parents to use such bags. We try to avoid plastics." No wonder they say charity begins at home. Holds true in the case of CSTI - Jadcherla, for sure!



WORLD ENVIRONMENT DAY CELEBRATIONS 2018

MAKING THE WORLD A GREENER PLACE!



As part of World Environment Day celebrations, CSR arm of L&T Construction organized a one day Exhibition and sale of environmental friendly products at L&T HQ campus on 5th June 2018.

The green exhibition was formally inaugurated by Mr. S. Rajavel, Sr. VP & Head - Water, Smart World & Communication. He interacted with all the eco-entrepreneurs and appreciated their ingenuity in integrating organic material in their wares.

About 12 eco-friendly organizations participated in the exhibition showcasing products like earthenware, jute items, millet based eatables, solid waste management equipment, organic vegetables, tender coconut eatables, terracotta jewellery, to name but a few.



TI IC TRAINEES SEED THE FUTURE!

The CSR arm of L&T Construction in association with TI IC HR conducted a seed ball making activity on 20th July 2018 at the green nursery of L&T HQ.

Around 35 young DET's/GET/PGET's actively participated in the event collectively making 2500 seed balls. The event started at 2 pm and lasted for about three hours.

The team also made around 800 plant bags by filling bags with fertile red soil and manure mixture. They were excited that they could to their bit for the environment.



L&T GEOSTRUCTURE TRAINEES MAKE SEED BALLS FOR TOMORROW!

L&T GeoStructure in association with the CSR arm of L&T Construction engaged young trainees in the process of making seed balls for the season. The activity was held at the green nursery in the L&T Campus on 18th August 2018.

The participants were first given demonstrations on how to make seed balls and briefed on where it

would be used. Around 19 young enthusiastic Post Graduate Engineer Trainees / Diploma Engineer Trainees & Graduate Commercial Trainees actively participated in the event and collectively made 2500 seed balls. The event that started at noon and ended late evening, was an enriching experience for the enthusiastic youngsters.

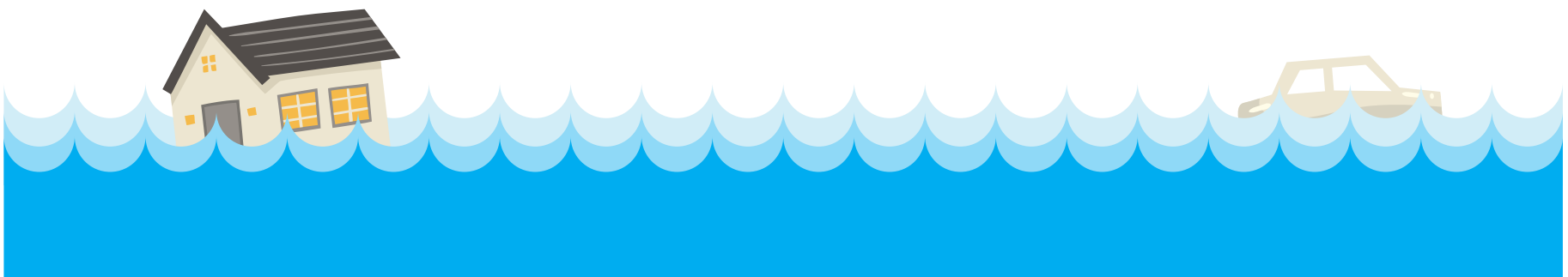


SMALL THINGS MAKE A BIG DIFFERENCE - FLOOD RELIEF FOR KERALA

The state of Kerala faced the worst flood in almost 100 years which claimed around 370 lives. The record downpour which led to widespread destruction displaced more than 300,000 people around the state. L&T CSR in association with Prayas Trust donated 5 tons of relief material that included rice, dhal, sugar, salt, cleansing products and toiletries. The relief material was segregated and packed neatly by 40 employee volunteers.

Prayas Trust supported the initiative by contributing baby food, milk products, cleansing material and other essentials.

Mr. K. Nagarajan, EVP & Head (F&A), L&T Construction, formally handed over the relief material to the representative of Environmentalist Foundation of India (NGO partner for Kerala Flood Relief) on August 22nd 2018 in the presence of Prayas members and employee volunteers. The relief material reached the flood affected areas of Pathanamthitta in Kerala.



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