

*Empowering Communities
to be Self-Sufficient*



EMPOWERING COMMUNITIES

“Give a man a fish and you feed him for a day; teach a man to fish and you feed him for a lifetime.”

Maimonides



Since its inception over eight decades ago, L&T has always believed that the communities in which we operate are more than a location; they are our responsibility. Our proudest moments are not just the business benchmarks we achieve but also seeing these communities thrive, with the people living productive, self-sufficient lives. It is our experience that marginalised, underprivileged groups wish for nothing more than to be the architects of their own destiny.

In 2018-19, through CSR interventions, L&T focused on building the capacities of underprivileged communities to enable them to analyse their needs, suggest ways to fulfill them and collectively plan for their future - one of independence and prosperity. We focused on the communities in which we have been active for the last decade or so and which were showing marked improvement and a propensity for self-sustainment.

This year, in the area of Water & Sanitation, we focused on building the capacities of people's institutions like Village Development Committees (VDC), Self Help Groups (SHGs) and Farmers' groups. Our water and sanitation projects utilised and

developed the skills of the beneficiaries, such as analysis of water availability and usage, maintaining water structures collectively, as well as planning for the rational and democratic use of shared resources created with the support of the project.

Our interventions in the area of Education were geared towards building the capacities of teachers and parents to provide a supportive learning environment.

Our Healthcare interventions included advanced training for the staff in locally-run Government Primary Health Care Centres that encourage early intervention and promote a healthy lifestyle.

Enhancing knowledge, strengthening vocational skills, providing mentorship, bolstering self-esteem, providing a sense of solidarity, building skills in cooperation and communication have been vital to our interventions for Empowering Communities. We are proud to reveal that our efforts have led to peer education, leadership development, increased cooperation and networking among the communities.

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A close-up photograph of a hand holding several small, rectangular wooden blocks. The hand is positioned palm-up, with the fingers slightly curled around the blocks. The blocks are stacked in a way that they appear to be falling or being released. The background is blurred, showing more blocks and a wooden surface. The entire image has a blue tint.

LEADERSHIP CONNECT



A. M. Naik
Group Chairman

Dear Stakeholder,

L&T has been a torchbearer in the field of CSR, long before the term itself was coined. Over the years, our spending and width of operations in this arena have grown exponentially. Through this CSR Report, I am happy to share with you how we are Empowering Communities to make them self-sustaining by not just providing them with the resources they need but by also giving them the knowledge and skill to manage these resources with minimal interventions from L&T.

From the village to the world

I learned my life's lessons squatting on the floor of a Gujarati-medium school in a village. I realised that I had to work much harder than others with a top-notch English-medium education, my position today is a reflection of my hunger to learn, overall persistence and ambition to succeed. Today, L&T is helping thousands of children like me, get an equal chance to succeed.

Empowering Communities. Building India.

L&T is helping build productive and sustainable communities from ground zero – through interventions in Water, Education, Healthcare and Skill-building. As a result of the nationwide presence of our businesses, our CSR projects, taken up by L&T project sites, touch the lives of marginalised communities in the remotest areas. Several targeted interventions towards improving the quality of life of rural and urban poor are taken up by our businesses, sites and campuses as well as through flagship programmes driven through our Corporate CSR.

This drives intrinsic involvement and participation in community development endeavours across the company

We are changing migration patterns by making, staying in the village a rewarding experience by increasing access to water, improved agricultural practices and by providing quality education to those who have no access to it. Our efforts are ensuring that women play a more meaningful and productive role in village society. We are enhancing the quality of life through healthcare facilities provided to underprivileged communities in the remotest parts of the country. Our skills-building programme is reaching out to youth enabling them to see and achieve dreams.

In our endeavour to create a better future for the underprivileged in a focussed and structured manner, we are joined by our dedicated L&T employees and their spouses, including top and senior management. We are working on creating entrepreneurs and social leaders of the future, by equipping community members with the skill sets required for livelihood enhancement and self-development. Once they are ready, we will pass on the baton of development, enabling them to take their communities to the next level.

In this manner, I see making the services and facilities accessible to the masses as a way to equalise the gap between haves and have nots and between needs and resources. I hope that you will continue to assist L&T in our mission to build better, stronger communities across India.



S. N. Subrahmanyam
MD & CEO

Dear Stakeholder,

At the heart of L&T's towering achievements, are people – its customers, its collaborators, its associates, its team of dedicated professionals and communities around its facilities, countrywide. Growth, for L&T, means working towards the greater good, which is spread among the largest number of people. L&T inherited these ideals, which have become the principles by which it lives and works.

L&T's CSR programmes reach out to local communities which are disadvantaged, vulnerable and marginalised. It is conscious of the impact of its operations on the communities around it and strives to improve their standard of living, through interventions in Water & Sanitation, Healthcare, Education and Skill-development.

The theme of this report best reflects our CSR strength. It showcases how we build bridges to connect people and make things accessible to them to improve their everyday life, work with various partners, both internal and external, to literally connect resources to the needy through various thrust areas, a variety of projects across geographical areas.

Our community outreach endeavours have touched the lives of over one million people in the last year alone, and that number is growing every year. So are the number of people who are helping us make this possible.

I thank you all for your support and hope that together, we can build a bridge of knowledge, technology and social services that will help us to reach where the resources are most needed, in the years ahead.



R. Shankar Raman,
Whole-Time Director &
Chief Financial Officer

At L&T, CSR is a professionally-managed function with well-defined, measurable objectives and systems to monitor the progress, reach and coverage. We have an exacting project management system that oversees the activities – from identifying needs to assessing their impact.

The Integrated Community Development Programme, is our flagship project implemented in three states of India reaching out to people in rural India, the entry point being the watershed management to making a difference in the overall quality of life and empowering urban and rural communities.

Our systems are designed to increase accountability towards communities impacted by these development programmes. We believe in providing them with need-based services that are delivered with care and respect. Our NGO partners also build a trustworthy relationship with the members of the community.

Our strategy enables us to harness our innate skills of project management, engineering and technology towards finding solutions to larger social problems. We also look forward to developing more evolved systems in the coming years using technology and innovations for the effective execution of CSR projects.



D. K. Sen,
Whole-Time Director &
Sr. Executive VP (Infrastructure)

L&T has a dedicated team that drives CSR activities. The CSR team also strongly believes in the potential of people to work towards a better future.

We deliver our services with empathy and respect for human dignity. We ensure that the communities we support become capable and self-sufficient. We also encourage our employees to become actively involved in various initiatives and projects across India.

Our CSR strategy evolves with the changing needs of the community and we enrich CSR initiatives by introducing technology and innovations at every step.



Vikram Singh Mehta
Non-executive Director and
Chairman, CSR Board Committee

We strive to deliver our programmes to meet the expectations of our community partners. We constantly explore newer areas to develop to strengthen our CSR efforts. CSR programmes have added value to brand L&T at all levels. People of this country matter the most to us and we wish to facilitate meaningful change in their lives.

We are working towards improving the quality of existing educational institutions, strengthening health service networks and making healthcare affordable. We are also doing our part to restore natural resources like water, and build entrepreneurial skills among the youth, allowing them to shape their future constructively.



Hasit B. Joshipura
Member,
Executive Committee

One of the best ways we think we can achieve impact is by empowering people to work for their future. Not only wait for us to approach them but express and suggest ways that we can help them live a better life. We need to build a bridge that is strong on pillars of sustainability scalability and/or replicability. One of our primary aims is to achieve long-term, lasting change in the lives of the people we work with.

Three important questions we ask ourselves are:

- Does a project have a long-term future and is it capable of sustaining itself once L&T's funding of it comes to an end? – Sustainability
- Is a project that impacts 100 or 1000 people capable of being scaled up to benefit hundreds of thousands? – Scalability

- Can a concept or project that has been proven to work in one community or region, be exported to other communities or regions having a similar socio-cultural background in the same country? - Replicability

At L&T CSR, one of our most rewarding accomplishment is when we see that we and our partners are making real, long-lasting change by improving the overall quality of life of people through interventions in the area of Water & Sanitation, Healthcare, Education and especially Skill-building which enables communities to be self-sustaining and independent.

Corporate Social Responsibility Policy

L&T fosters a culture of caring, trust and continuous learning while meeting the expectations of all stakeholders and society at large. As a responsible Corporate Citizen, the Company contributes towards inclusive growth by empowering communities and accelerating development.

We shall leverage our inherent strengths and capabilities to build India's social infrastructure.

Towards this, we shall:

- Implement sustainable CSR Programmes towards 'Building India's Social infrastructure'
- Partner with Communities, NGOs and Institutions to create positive impact in areas of water & sanitation, education, health and skill development
- Harness innovation and technology driven solutions to address social needs
- Strengthen systems and processes to achieve measurable results

Our aim and effort is to contribute to a better quality of life, mitigate social inequities, and help individuals in identified communities to achieve their true potential.

20th November, 2014



A M NAIK
Group Executive Chairman



LARSEN & TOUBRO

CSR Footprint



* 'Campus' denotes facilities for design and manufacture
 * Part of L&T's Corporate Social Initiatives





A better tomorrow through sustainable Water and Sanitation

Sufficient supply of good quality water and availability of safe sanitation practices in rural areas are interconnected with the health and economic well-being of the people. Water is not only required for drinking and cooking but also to maintain hygiene and for agriculture. Hence, L&T's focus on Sustainable Development Goal 6 emphasises the importance of ensuring availability and sustainable management of water and sanitation.

About 600 million Indians are dealing with high-to-extreme water stress wherein over 40% of the annually available surface water is used every year (Niti Aayog 2018). Despite widespread rainfall and a large number of water sources in India, overexploitation, mismanagement of water and inefficient agricultural practices are the main reasons for water stress.

L&T has initiated culturally sensitive awareness campaigns regarding saving water through modern agricultural practices. We have also planned community-led initiatives for conserving water by maintaining water structures as well as monitoring ground water levels and quality. All these efforts add up to stress-free water management for empowered communities.

Empowering communities the L&T way

Integrated Community Development Programme

L&T has an integrated approach to its water security projects. The programmes help fulfil water needs and also take up initiatives to develop underprivileged communities that have suffered decades of water starvation.

The communities are provided with access to water, healthcare, education and equipped with income-generating skills. L&T, in consultation with external experts, identified water-stressed village clusters in Rajasthan, Tamil Nadu and Maharashtra. This covers 20,100 households and an area of 16,844 hectares.

The CSR teams shaped the water intervention to make it a community-led process. Priorities were chalked out to make drinking water available first, followed by sanitation and agriculture.

Infrastructure

As a part of the intervention, structures like check dams, anicuts, contour trenches, farm bunds and farm ponds were constructed with participation from the community. These structures, along with other practices, helped increase the water level in the water bodies and retain soil moisture.

Sustainability

Along with water security initiatives, the community was made aware of the importance and methods of water conservation. Community groups like Village Development Committees (VDCs) with 50% participation from women and Self-Help Groups (SHGs) were created. The groups are trained to take over the sustenance

of water conservation structures. These groups also ensure that beneficiaries participate in the interventions and take up other developmental activities. Farmers were also trained in agricultural practices that require minimal use of water and use of natural fertilisers, to retain fertility of the land.

Once water was available, various agro-based livelihood options were made available to the community this year, such as horticulture, dairy management, goatery, poultry and so on.

Impact of 13 water harvesting structures in Kumbhalgad, Rajasthan

- So far against the total project target of **1,580** hectares, a total **1,450** hectares have been developed under the project.
- Impact from watershed development increased groundwater levels by **2.4 meters (29%)**.
- Ensured a **20% increase** in arable land resulting in **291 hectares** of private wasteland being converted to arable farmland.
- Impact from water harvesting structures and watershed development has increased the **land under irrigation by 29%, 194 hectares** of farmland that were formerly climate dependent have been converted to irrigated land.

Strengthening capacities through training

Training accountants

Envisioning the SHG programme, it was deliberated to make the accounting system sustainable in future. During the reporting period the accountants were grouped into different categories based on their skills. This will enable us in strengthening their capacities accordingly. Therefore, six training programmes were organised in six revenue villages focusing on enhancing the skill for accountancy. The training was facilitated by the staff members.

Sanitation drives

L&T's ongoing initiatives in the area of sanitation in villages was given a boost by the Government's Swachh Bharat Abhiyan programme. L&T made it our mission to spread awareness on sanitary practices amongst communities, while making toilets and water available to them. With contributions from the community and 'Shram Daan' (volunteering), we constructed 1,108 well-designed toilets-cum-bathrooms using locally-sourced material and labour in the year 2018-19. Also, community monitoring committees were formed to ensure villages stayed open defecation-free.



A mission of hygiene

The Swachh Bharat Program of GOI, gave the necessary impetus to initiate the sanitation drive in villages. L&T trained local youth in masonry skills and used local materials to achieve the following:

Two Gram Panchyats along with 11 Revenue Villages and 40 hamlets, turned Open Defecation Free (ODF), benefiting 1,108 households in Bhim, Rajasthan.

- 117 school toilets in 40 schools in 2018-19 were constructed
- 1,108 individual households in 2018-19 benefitted
- In total 4,076 household toilets were constructed across 2016-19.
 - ♦ 2,355 household toilets across 3 FYs (2016-19) were constructed with financing from L&T
 - ♦ Another 1721 toilets were self-financed, in Kumbhalgarh and Bhim with guidance from L&T

People's institutions that support sustainability

No. of SHGs Formed: 281

No. of farmers attended farm-field trainings: 3,362

No. of children included in campaign on sanitation: 1,198



From barren to arable

Bhim, Rajsamand District, Rajasthan

The Kookara - Lasariya watershed project enabled water savings of 6,948 lakh litres in one year (2018-19) and made 54 hectares of barren land cultivable.



In addition, agri-based livelihood options were created for additional income generation, benefitting 1,800 families in Bhim.



Empowering women, caring for livestock.

Ethno-veterinary Care (EVC) Training

Ethno-veterinary Care provides a low-cost solution to some of the health problems of livestock in rural areas such as wounds, inflammation, gastroenteritis, rumen disorders, endo & ecto parasitism, reproductive disorders, mastitis, etc. The objective of the EVC training is to empower livestock farmers, especially rural women, by improving their control and ability to manage primary healthcare of livestock.



Women make themselves heard

CASE STUDY

Earlier the people of the Godha Rail Village were characterised by the frequent use of alcohol and the village suffered due to the menace of alcoholics. The Self-Help Group of Godha Rail Village unanimously decided to end this scourge because it not only harmed the life of their dear ones but also wastes money and leads to domestic and physical abuse. With the support and encouragement by Arpan Seva Sansthan the group decided to run a campaign **"Aao didi, daru band karein"** and marched in a rally where they addressed the community, sarpanch, upsarpanch and local authorities and discussed how liquor is polluting their village environment. All the local authorities and sarpanch agreed with the women and with mutual consensus the panchayat decided to close all the liquor shops in the village.



Chickens provide courage

CASE STUDY

Savita Raju Pacharane, Poultry Beneficiary

Savita is a happy, independent mother of two children, who runs a backyard poultry unit which she attained through a project supported by L&T. However, in 2015, Savita's story was one of despair and devastation. After being diagnosed with a serious medical condition, Savita's husband committed suicide. Savita was very worried about the future as she did not have a source of income.

Savita returned to her mother's place at Khandgaon and started working as a labourer wherever she could find employment. Her 14-year-old daughter was forced to drop out of school, despite showing promise, to help her mother financially support her family.

One day, Savita learned about the activities of a Self Help Group (SHG) in the village and gathered up the courage to enroll herself in the SHG. During the meetings, Savita heard about poultry work under the project. Savita immediately contacted the project team and requested their support to acquire a poultry unit.

Savita continued to attend the meetings and received training about disease prevention, vaccination procedures, hygienic conditions and best practices of poultry management. Now, Savita is taking every possible care of her poultry unit to make it grow and earn a good livelihood to support her family. She has achieved the best possible outcome as her children returned to school to continue their education.



Community cohesion and solidarity

Community cohesion and solidarity are the key element of an integrated community development project. They not only guarantees momentum, but also ensure the continuity and sustainability of the works undertaken in the project. In this project, we were able to leverage on community institutions called Gram Vikas Kosh (GVK) or Village Development Committees (VDCs) set up in the area before the project. Land and water resources development work in community and private land and other asset creation and capability enhancement works could be initiated smoothly without conflicts.

Throughout the project area there has been fair distribution of resources like water with groups and individuals of different caste hierarchy. Furthermore, we have been able to instrumentally work with women by empowering them through different interventions.

Systems for women were created enabling them to access clean drinking water, child day care centres, Self-help Groups for cooperation and financial independence and ensuring that there is equal representation of women in all the twenty-one VDCs.



In the project, we can see positive trends of sustainability as a result of cohesion and solidarity amongst our partnered communities. We can draw our analysis from the points given below, some of which are anecdotal evidence while others are independent sustainability assessment study findings.

Community cooperation

461 people have been added to the members of Gram Samuh (GS) in 10 villages during the project period. GS members regularly participate in the village monthly meeting. The members have demonstrated ownership and all the works undertaken in the project have been done with their planning and supervision. The village development fund has increased from ₹1,40,000 to ₹31,74,998. There are a total of 2,000 GS members.

Management of community assets and resources.

All the pastures developed under this project are well managed and protected by community institutions. The Gram Samuh committee member in Hammerpal village filed an FIR against people who repeatedly breached the management norms. Likewise, a fine of ₹1,000 per person was also charged which was deposited to the village fund. Community members in all the protected pastureland sites contribute to 10% of the total value of grass harvested annually to their GVK.

Drinking water systems are maintained by women SHGs and community groups. The collection fee for maintenance and management of the system are collected and conducted on a monthly basis and all minor repairs are being done by local community members

Growing prosperity

Basanti, Gundi ka Bhilwara tribal village

Basanti is a resident of Gundi ka Bhilwara tribal village and there are 6 members in her family. After attending training given by Seva Mandir on packages of best practices, Basanti has now started a small vegetable farm.

Earlier she would cultivate only maize and wheat crops. But now, she has started cultivating vegetables of different types like ridge gourd, lady finger, cluster beans, coriander, garlic, etc. in 0.25 hectares of farm land. Not only did she use the new learnings received in the training, but she also encouraged her friends to learn the new techniques of vegetable farming.

Now she has enough vegetables to feed her children nutritious food and also earn remunerative income from agriculture to meet her family's aspirational needs.

Last year the total production of coriander in her farm was 10 quintals and ridge gourd was 4 quintals. She sold the vegetables to Kelwara Market, and her annual agriculture income in total came to ₹60,000. This was the most she had ever earned from farming.



CASE STUDY

Reaping the benefits of technology

CASE STUDY



Lala Ram, Khorwadi Hamlet, Gundi ka Bhilwara tribal village

Khorwadi hamlet of Gundi ka Bhilwara tribal village has 22 tribal families. Among them Lala Ram a farmer has 2 members in his farming family. He owns 1.2 hectares of land, out of which he used to cultivate only 0.10 hectares. His livelihood depended on farming and wage labour. Agricultural production in his farm could not meet his family's needs.

He could not increase production from his farm due to the unavailability of suitable irrigation. Since the water was supplied into the fields through a narrow earthen channel, a significant volume of water was wasted before it reached the field. As a result Lala Ram, whose farm was located at the tail end of the spring, would end up getting insufficient supply of water for his farm. Hence, he could seldom farm in the rabi season.

With L&T's help, the spring tank was renovated to avoid any leakages and an HDPF pipeline of 1,000 meters was laid to replace the earthen channel lines in the year 2016-17. Along with

this, 19 chambers were constructed to supply water to different fields. As a result, the water from the spring tank could reach Lala Ram's farm with ease without wastage.

He remarks that the water which used to take an hour to reach his farm now takes only 3-4 minutes. Also now there is extra water for irrigation for more farmers. Now 0.25 hectares of his land is arable.

Furthermore, Lala Ram now applies new methods of farming he learned in an agriculture training session conducted by Seva Mandir. He has started growing vegetables on 0.125 hectares his farm. besides grains on the other half. Now, he regularly does vegetable farming in Kharif and Rabi for sale in Kelwara, a town close to his village and at least for household consumption. Per annum, Lala Ram earns around ₹40,000. Now, he is self-sufficient in food grains and has stopped buying grains from the market.





Drip irrigation for more crops per drop

Mr. Ilangovan, Kammavaranpatti Village, Vellore District

Mr. Ilangovan, a farmer living with his wife in Kammavaranpatti village in Gudiyattam taluk of Vellore district attended a group meeting where he learned about the integrated water resources and livelihood promotion project supported by L&T.

To save water, to cover his entire farm under irrigation and reduce labour costs, Mr Ilangovan adopted the drip irrigation system on his 3 acres of land in partnership with an NGO, DHAN Foundation. It helps him to use the water effectively. He thanked L&T who supported DHAN Foundation for their timely help to install a drip irrigation system that helped to save his mango plants.

He underlined the point that he is using only organic manures as per the advice of DHAN Foundation in the ZBNF (Zero Budget Natural Farming) training. He earned ₹15,000 in the year 2017 and ₹20,000 in the year 2018 by selling gooseberries. He believes that his harvest will double in the coming year with the result of the drip irrigation system that he has installed for his fruit tree crops.



Impact at a glance

Project Location	People Impacted
Pathardi	5,746
Kumbhalgarh	11,209
Bhim	8,639
Papampatti	8,848
Chettipalayam	10,558
Gudiyatham	27,730
Total	72,730





Education, the sustainable enabler of progress and growth

Education is a crucial factor in the economic and social development of our country. The Indian government runs many programmes to promote primary and higher education in India. India has maintained an average enrolment ratio of 95% for students from 2007 to 2014. As an outcome, the number of students between 6-14 years of age who are not enrolled in school has come down to 2.8% in the academic year 2018 (ASER 2018).

In the year 2018-19, the union budget for education increased by 3.84% from the previous year. With the improvement in the number of schools and the facilities in schools, the total school enrolment has reached a record 97.2 percent according to the Annual Status of Education Report, 2018.

Although problems like poor infrastructure, skewed teacher-student ratio, non-availability of trained motivated teachers and rote learning continue to affect the learning of students, we strongly believe that a robust foundation in primary education can overhaul the lives, careers and productivity of millions of citizens. To build India as a strong nation, every child must reap the benefits of high-quality education. To improve the quality of education under Goal 4 of Sustainable Development Goals, L&T has undertaken many activities for providing equitable, inclusive, high-quality and sustainable education in India.

Studies suggest that students in schools with poor infrastructure score lower than those with access to better infrastructure facilities. This makes school infrastructure a key element in a child's academic as well as holistic growth.

As per Unified District Information System for Education (UDISE) (2015-16)

- 20,977 government schools do not have a girls' toilet and 28,713 do not have a boys' toilet. (2016-17)
- 15% of primary schools and 11% of secondary schools do not have functional drinking water facilities. (2015-16)
- 27% of schools do not have electricity. (2015-16)
- 25 of India's 28 states have less than 10% government primary schools with Computer Aided Learning.
- Only 13% of primary schools and 37% of upper primary schools have computers.
- Only 52% of primary government schools have a playground.
- 43% of primary government schools do not have boundary walls.
- 14% of elementary schools require major repairs while 11% require minor repairs.

Enabling education - the L&T way

L&T's interventions address all the aforementioned problem areas of education. We are committed to making education accessible to each and every child. This is done by making schools affordable, making the curriculum more relevant, improving teaching methods, providing better infrastructure and ensuring parent and community participation. We try to ensure that no child is left behind by augmenting teaching aids, introducing computers, training teachers and organising after-school classes.

Improving education infrastructure as well as the quality of teaching is critical for L&T's CSR investment. The aim is to provide a conducive learning environment to all students by equipping government schools in the vicinity of L&T premises with essential infrastructure facilities to reduce the dichotomy between public and private education systems.

During the year 2018-19, we impacted 1,56,168 lives through various interventions at the school and community levels.

Education infrastructure

L&T helps resource-poor government schools by:

- Building or reconstructing government schools at cost
- Providing furniture
- Setting up and equipping laboratories and libraries
- Refurbishing classrooms, playgrounds and sports grounds
- Repairing buildings and compound walls
- Building toilet blocks and drinking water stations
- Providing midday meal kitchens

Strengthening pre-school programmes

Pre-schools or balwadis are run in low-income communities, they are significant as they lay a strong foundation for education. It prepares young children for schooling and facilitates enrollment in neighbourhood schools. L&T strengthens early childhood development programmes by improving the quality of balwadis and anganwadis in urban slums and rural areas as they encourage parents to enter their children into the mainstream education system and improve enrolment in primary schools.

L&T supports these essential pre-schools by:

- Providing supplementary food to tribal balwadis.
- Sending toy vans sent to anganwadis and providing necessary childhood development activities
- Educating the trainers of balwadi teachers to increase their capacity.

Enriching primary school education

Employee volunteers or L&Teers work closely with NGO partners to introduce innovative learning methodologies in schools. They help students learn challenging subjects like Mathematics, Science and English. They also help train teachers, organise summer camps, field trips, sports activities, certified computer courses and extracurricular activities for secondary students to bring about the holistic development of children.

Educational vans

Science-on-Wheels vans visit schools along with L&Teers to engage young children. The hands-on science experiments which the children partake in, fuels their imagination and builds a love for the subject. Toys vans, called The Nanha Munna Express, make learning fun for toddlers and other young children. It introduces them to educational toys that help develop their motor, cognitive and social skills.

Facilities for the visually challenged

L&Teers dub audiobooks and write examinations for visually challenged students. L&T contributed towards building a stadium in Kochi, which enables the blind to play cricket in a safe environment.

After-school Support

Afterschool Community Study Centres offer supplementary

education and reach out to first-generation students and children from underprivileged communities. Trained teachers provide extra coaching for students at Community Learning Centres. Efforts are directed towards designing a curriculum for easy learning that is aligned with the school curriculum. By helping children cope with their school curriculum they also help reduce the dropout rate. They also provide coaching for students that have dropped-out so that they may appear for board exams.

Enabling and capacity building of teachers

Teacher Training programs are conducted to enhance the quality of education being imparted to students studying in Government schools and low-income trust-run schools.

Special education programme for tribal schools

To improve the educational opportunities available in the areas of Coimbatore - Anaikatti, PN. Palayam Block, PUMS - Kondannur & Dhoomanur and PUPS - Chinna Jampukandi the following interventions were undertaken by the L&T CSR and our partner NGOs:

- 535 Math skills improvement sessions & 828 English sessions



were completed in 3 schools, benefitting 1,363 students.

- The English sessions helped students to read English fluently, understand questions and respond to them in English.
- The Math sessions equipped students to do basic arithmetic calculations and understand the concepts through hands-on learning experiences.
- 14 sessions of 7 life skills were conducted for students from Grades 6 to 8, benefitting 60 students. The results were improved personal health, coping skills, confidence in continuing education and increased school attendance.



Small efforts yield big results

CASE STORY

K. Kaviya, 13 years of age, PUMS Kondanur



Kaviya lives in Kandivazhi tribal village near Anaikattiin, Coimbatore. Her parents are coolies (porters) and her whole family depends on the small earnings fetched by them. She belongs to the Irula Tribal community located deep inside the forest, far away from the closest town which provides steady employment. Most of the

members of her tribe are illiterate.

Kaviya is 13 years old and attends Grade 7. She is also burdened with household chores and taking care of her younger brother and sisters. Whenever her mother left for work, Kaviya frequently missed many school days.

Even though she was attending Grade 7 she was unable to read at a basic reading level or her assigned English textbook. She was

embarrassed and turned away from her teachers if she was asked a question. Her score in the project's baseline assessment was under 30%. However, based on her interest in learning by way of visual instructions, smart classes and the play-way method she has been learning in leaps and bounds.

The project coordinators even made a home visit to persuade her family members and help them understand how the number of Kaviya's leaves could be reduced. The life skill training program also helped her to manage personal hurdles. Appropriate methodology helped Kaviya to complete the Intermediate Level-1 assessment and continue to Intermediate Level-2 assessment in just 10 months.

The interventions improved Kaviya's overall behaviour, she regularly attends classes, can read short stories, construct simple sentences of her own in English and speak confidently as well. She has scored an impressive 92% in the Intermediate Level-2 assessment and looks forward to continuing her education further.

'Train the Teacher' training



Focusing on science and technology

For students to excel at STEM, infusion of technology into education needs to happen at an early age at the grassroots level. L&T has supported Government initiatives and sponsored Mini Science Centres in rural schools, simplifying complex scientific concepts and providing equipment to science laboratories for practical application of learning. We also facilitate access to e-learning technology for rural and tribal students by providing computer labs and digital classrooms in several peri-urban and rural schools so that more children can have access to a digital education.



Boosting children's confidence and overall development

- Children are also given inputs on life skills and extracurricular activities such as dance, music and drawing.
- Educational and recreational outings are organised.
- Specialised health camps are organised for children for an eye check-up, early detection and treatment of anaemia, malnutrition and other childhood diseases.
- Education sessions on health and hygiene with children and adolescents are conducted for preventive care and for promoting healthy sanitation practices.
- L&T also provided career guidance and counseling sessions for students from secondary government schools.

Other initiatives

Supplies like uniforms, textbooks, notebooks and sports kits are provided to underprivileged students in government and unaided low-income schools in rural and tribal villages. L&T also translate and dub science films for children into regional languages.



Soaring high

CASE STUDY

Khushboo Jha and Aparna Jha, Mumbai

Seventeen-year-old Khushboo Jha and Arpana Jha came to Mumbai from Bihar in 2012 with the hope of getting a better education. While Khushboo's father is a security guard in a premium residential complex, Arpana lives with her grandfather who drives an auto-rickshaw.

However, their school in Mumbai wasn't much different from their village school in Bihar. The two wondered whether coming to Mumbai was the right choice until they visited a study centre run by Angel Xpress Foundation (AXF), an NGO, supported by L&T, which focuses on educating underprivileged children.

Unlike their school, the study centre focused on strengthening their fundamentals in English and Math. The teachers at the study centre began by teaching them basic English grammar and

mathematical concepts through games and activities. This helped the students grasp the concepts much quicker.

The two girls passed their 10th last year with 90% and 84% marks respectively. They won the Udayan Shalini Foundation Scholarship for their higher studies. While Arpana is studying Science at Mithibai College and aspires to become a Pharmacist, Khushboo dreams of being an IAS officer.

The success story of the two girls is indeed inspiring. The need of the hour is not just to ensure that more and more children go to school, but also to make sure that the education they get empowers them to become self-sufficient and independent.





Learning to love learning

CASE STUDY

Maran, Tamil Nadu

Maran studies at the evening Learning centre of Bhumi, an NGO that operates 15 learning centres, with the support of L&T, predominantly in slum areas of Chennai to improve the learning capabilities of school-going children. He enjoys attending the centre as they utilise different educational methods, such as play kits. He came first in his half-yearly exams for the first time which motivated him further.

His tutor has instilled a sense of pride and respect in Maran and he sees his future in service of others as a police officer. His parents are very grateful to Bhumi for the help they have provided to their son.

Sathish Kumar, Tamil Nadu

Sathish Kumar heard other children in his community talking about the Bhumi Learning Centre supported by L&T who were tutoring students in the evening. He was initially hesitant but once

he joined he really liked the way the tutors taught the subjects as it was simplified and easy to understand.

Before joining the centre he was unable to read the Tamil alphabet though it was his mother tongue. The tutors in the centre supported him by teaching him at his pace. Unlike at his school, he felt he could ask questions freely which gave him confidence and motivated him.

They also exposed him to extracurricular activities and he attended events like Nakshatra and Ignite fest. He had never participated in drama, dance or sports activities before in his school, but now he participates every chance he gets and recently won a prize in a speech competition.

His parents are delighted by not only his improved interest in academics but his overall behaviour and increase in self-esteem.



School adoption project at Coimbatore Government Schools

CASE STORY

Interventions:

- PTA meetings organised in schools ensured a minimum of 30 parents of each school attend regular meetings and discuss the development and maintenance of the school.
- 233 Life Skill Education Sessions were conducted for 652 students studying in grades VII to IX, imparting 9 life skills, improved coping skills, interpersonal relationships and communication.
- Mental capacity and sixteen personality assessment tests were conducted as part of Career Guidance to identify the students' area of interest.
- Group counselling and one-to-one counselling sessions were organised for 132 students in grades X & XII of GHSS, Pichanur & GHS, Myleripalayam to help them select a suitable career path.
- Teacher training programmes were organised to assist them to understand physical and emotional punishments, their effects and ways to handle children.
- Quarterly School Development Committee meetings were organised in all the schools to assess the activities implemented and plan for the next semester.
- Circulated "The Hindu Young world", "The Hindu in School" and "Pattam" to improve reading habits among the students.
- Constructed boys' washrooms and renovated 17 classrooms, supplied green boards, dustbin stands and complete electrical & painting works at GHSS, Asokapuram





Smart Classroom Project

CASE STUDY

Rajasthan & Tamil Nadu

Smart Classrooms are technology-enhanced classrooms that foster opportunities for teaching and learning by integrating learning technology, such as computers, specialised software, audience response technology, assistive listening devices, networking, and audio/visual capabilities. Smart Classroom enables active and collaborative learning with which enriches the educational experience and creates a more supportive school environment.

With automation taking over jobs, students are required to keep themselves updated with the latest technological trends for better career opportunities. Urban students have access to digital modules that help improve their understanding of concepts, while rural students are finding it difficult to compete with their urban peers. In order to bridge this gap, the Smart Classroom, which will have state-of-the-art facilities to access online subject content, lectures, educational and inspirational videos. Students are exposed to the advancement in technology, stimulating innovation, with the world's best lectures broadcast. The demand for technological skillsets for the future job market requires upgraded content in which the teachers in rural government schools are not adequately trained.

Based on the survey conducted in many rural area government schools with more than 500 students, we have finalised on 2 schools in Tamil Nadu and 2 schools in Rajasthan with a commitment from the respective principals on the safekeeping of the technological products and effective usage of the Smart Classroom.

Based on the implementation of the Smart Classroom in these schools, the principals informed us that "The result showed that student's science learning performance has been prominently enhanced. The inquiry-based modules helped students understand the main points of a science question and understand the complete scientific concept."

The efforts were well received and appreciated by school authorities and by the students. The upgradation of these schools has benefitted 2,872 children.

BEFORE SMART CLASSROOM IMPLEMENTATION



AFTER SMART CLASSROOM IMPLEMENTATION







Healthcare, the sustainable path to reducing dependency

Health is a fundamental human right and a global social goal. It is pertinent for the realisation of basic human needs and for better quality of life. Health is a causative factor that affects a country's aggregate level of economic growth. Since development is a consequence of good health, the government spending on Healthcare has risen from 1.2% of the GDP in 2013-14 to 1.4% in 2018-19.

While the private sector dominates healthcare in India, a majority of the population living Below the Poverty Line (BPL) continues to rely on the under-financed and short-staffed Public Sector for its Healthcare needs, as a result of which their Healthcare needs remain unmet.

There remains a severe scarcity of doctors in the country and people continue to incur heavy medical expenditure across rural and urban hospitals. Hence there is a need for making health services accessible to the poor in urban and rural areas at an affordable cost.

The National Health Policy 2017 approved by the Cabinet on 15th March 2017 states its objectives as below:

- To achieve the highest possible level of good health and well-being, through a preventive and promotive Healthcare orientation in all developmental policies.
- To achieve universal access to good quality health care services without anyone having to face financial hardship.

Accessible, affordable healthcare - the L&T way

L&T's CSR programme in the health sector aims at making quality Healthcare services accessible and affordable without anyone having to face financial hardship. L&T focuses on strengthening the government health programmes like family welfare, mother & child health, HIV-AIDS, tuberculosis, and diabetes detection and treatment, blindness control and reproductive health services. It also provides services related to lifestyle diseases like hypertension and cardiac problems.

Interventions

Health centres

L&T has 12 multi-specialty health centres at Ahmednagar, Andheri, ART centre and TB clinic at Koldongri in Mumbai, Chennai, Coimbatore, Kansbahal in Odisha, Kuppam in Kattupalli, Lonavala, Surat, Thane and Vadodara.

A team of around 90 well-qualified medical and rehabilitation consultants and 3 professionally staffed, well-equipped multi-speciality centres provide the following services:

Physical health

Health Centres offer tertiary health services including family planning surgeries, day care, general surgeries, endoscopy procedures and dental procedures. It also provides eye check-ups, mother & child health care, physiotherapy and occupational therapy, infertility treatment, hearing-speech services and a skin clinic focusing on leprosy treatment and communicable diseases.

Psychological health

Psychiatric OPDs and family counselling services address mental health and stress-related issues while a Child Guidance Clinic helps younger members of the community.

This year L&T's Andheri Health Centre proudly completed 50 years of services and it got a facelift by refurbishing the interior structure for better organisation, crowd management, increase in waiting space, ease of facilitating patient education, separate space for registration, nurses desk and dispensary and by upgrading it by introducing new services like ultrasonography with 2D ECHO, spacious pathology with electrolytes, ophthalmology unit and health check-up packages.

Health camps

Mobile health van visit communities in and around Mumbai including Mumbai slums and tribal blocks near, Thane and Ahmednagar.

Specialised health camps covering anemia diagnosis and treatment, basic vaccinations and rubella vaccination drives, skin ailments, geriatric care, eye care, dental, paediatric and gynaecological care.

Specialised health promotion programme with focus on hygiene, reproductive health and family life education for children and adolescents in Government remand and corrective homes and homes for neglected children.

HIV and AIDS management programme

L&T has a comprehensive programme for HIV/AIDS management, with its diagnostic and counselling facilities. L&T's state-of-the-art Anti-retroviral Treatment (ART) centre provides diagnostic, medical and counselling services in association with National AIDS Control Organisation (NACO).

TB related services

Comprehensive TB related treatment in Mumbai including individualised treatment OPD, check-up, diagnostics along with Gene-Xpert testing, medicines and nutrition support, home visits and counselling.



L&T runs an exclusive TB clinic in Koldongri, in the suburbs of Mumbai, in partnership with the Municipal Corporation of Greater Mumbai (MCGM) providing CAT I, II and IV treatment to the patients, with a cure rate of 85-90%.

This year Gene-Xpert study machine was introduced at the Koldongri Clinic in Mumbai as an extension to the TB programme along with appointment of a laboratory technician.

Dialysis centres

L&T has set up artificial kidney dialysis facilities for the benefit of the underprivileged at its Health Centres at Mumbai, Thane, Vadodara, Surat and Chennai. The Company purchased 32 dialysis machines and hopes to extend them to 50, soon. These services are provided at highly subsidised rates. 2,384 dialysis sessions with 1,000 patients were conducted at the L&T kidney dialysis centre at Thane in 2018.

Cancer detection camps

Targeted at women, L&T promotes preventive education and early diagnosis of cervical and breast cancer through cancer detection camps.

Impact

1,16,416 lives touched through various health services provided by L&T's TB Clinic at Koldongri-Andheri, Mumbai.

Early detection defeats cancer

Breast Cancer is the most common cause of cancer amongst women worldwide. Early detection is the best way to overcome the disease. We firmly believe that having knowledge of cancer and its treatment is half the war won already and will help those undergoing treatment to cope with it better.

L&T's Faridabad office in association with ROKO Cancer, Delhi organised cancer detection camps in Faridabad. The ROKO Cancer team conducted awareness camps with an outreach vehicle which included awareness materials and audio-visual aids to make people aware of various forms of cancer. It also contained a fully equipped mobile cancer detection unit, which included free medicines, health check-ups, mammograms, PAP smears, Public Service Announcements (PSAs) and awareness materials. Approximately 1,815 women attended six cancer check-up camps.



Redefining eye care by seeing the unseen

India is home to the world's largest blind population. The government has been trying to eradicate blindness and launched the National Programme for Control of Blindness (NPCB) in 1976. The goal was to reduce the prevalence of blindness from 1.49% to 0.3% by 2020.

L&T Construction joined this endeavour by partnering with Sankara Nethralaya, a premier eye care institution of the country. Their programmes target those with emerging eye problems and blindness.

This fiscal year, L&T conducted more than 30 comprehensive teleophthalmology camps across Chennai city and suburbs. The camps cater to the elderly, specially-abled children and women, in addition to the general public.

At each camp, patients undergo required tests and examinations. Patients detected for cataracts are provided with counselling and offered free cataract surgery at Sankara Nethralaya base hospital. For patients detected with refractive errors, eye glasses with customised vision power are provided free of cost.

The motto of the camps is to reach those as yet unreached. These camps bring quality health care right to the doorstep of the elderly and specially-abled children, who find it tough to travel to distant hospitals.

Fact sheet

32 eye care camps in 18-19

4,100 beneficiaries screened

1,571 spectacles distributed free of cost

743 specially-abled children were screened for cataract

A new world view

CASE STUDY

Free spectacles for mother and son

Mrs. Malar, mother of Sanrose, noticed that he had frequently been complaining of pain in his eyes. She had blurred vision too. But was unable to get it checked. Sanrose suffered from hyperactivity and Mrs. Malar had to visit his school often to deal with issues. They visited a L&T sponsored eye camp and have been successfully treated. The benefits for mother and son have been remarkable. Due to their meagre means, receiving the spectacles for free meant a lot to them.



Cured by perseverance

CASE STUDY

Caregiver fights multidrug-resistant TB infection

A 45 year-old housewife from Sahar Gao contracted TB by nursing her son, who suffers from the same disease. Her husband is an autorickshaw driver and the eldest of her two sons has been undergoing treatment for MDR-TB. She was in contact with him the most and did not take any precautions. And, when her son was a month away from finishing his treatment, she started suffering from cough and fever.

After a lot of resistance, she took a Sputum Gene Expert test and the report revealed that she was MDR-TB positive. She was disturbed at the diagnosis, but the staff counselled her and motivated her to undergo treatment. She suffered from frequent side effects of the treatment like nausea, vomiting, joint pain and loss of appetite. She consulted the chest physician repeatedly and was relieved of these side effects.

Her husband was also forlorn that both his wife and child were suffering from this dreaded disease, and he was counselled too, so that he could support his wife. She also received nutrition support from the Revised National Tuberculosis Control Programme.



Spreading the message of health and hygiene

CASE STUDY



L&T conducts a Health & Hygiene Awareness Programme for students of Std VI and VIII. This programme was initiated in 2014-15 with the objective of inculcating healthy living habits in children. The programme covers topics like cleanliness of the body, healthy food habits, physical and mental health. It also helps children understand the difference between safe and unsafe touch to protect them from sexual abuse.

They are also made aware of the negative effects of radiation generated by the excessive use of mobile phones at a young age. The programme includes personality development, ethics, values and home safety. It has also been translated into local languages to eliminate the language barrier. To increase effectiveness, it has elements like audio-visuals and animated graphics.

This year, 21 awareness sessions were conducted in 21 schools covering 1,869 Students from grades VI to VIII and 11 awareness sessions were conducted in 10 schools covering another 1,735 students in grade IX and X. The other awareness programme, being conducted since 2014-15, is on Adolescent health for adolescent girls and boys focusing on their health and well-being. Adolescent health problems are at a point of crisis for our nation. We felt that this sensitive area is completely neglected, therefore, we started this programme in partnership with the President of Surat Pediatric Association and renowned Pediatrician Dr. Prashant Karya of Param Children's Hospital to conduct awareness sessions in rural schools. The programme covers understanding and awareness of health problems related to adolescent, pregnancy and reproductive health.



AIDS awareness and prevention drives

HIV (Human Immunodeficiency Virus) gradually attacks the immune system, the body's natural defence system against illnesses. As the immune system weakens, the patient develops various diseases and infections. If left untreated, it can lead to death. Awareness programmes are conducted regularly to spread information across communities and vulnerable groups.

Long Distance Truckers (LDT) are at high risk for AIDS as identified by the National Aids Control Organisation. Therefore, our interventions through awareness programmes are set up at various locations such as check posts and the highways where we provide AIDS awareness, refer LDTs to Local Government Hospitals for STI treatment, undertake social marketing of condoms, counselling, etc. to ensure the health and well-being of the truckers.

Sr. No	Description of Activities	Name of the village/hamlet/block/district/state	No. of beneficiaries	
			Male	Female
1	HIV Awareness Programme	BPCL truckers	128	0
2	HIV Awareness in BC Gate	Steel Plant, Vizag	254	0
3	IALA Truckers point	Autonagar, Visakhapatnam	105	15
4	Port Truckers point	Port area, Visakhapatnam	96	2
5	Workmen colony Migrators at Steel plant	Steel Plant, Vizag	138	0
			721	17

Key strategies:

- Behavioural change in communication
- Interpersonal communication sessions and informal health games
- Distributing flyers and leaflets







Skill-building, the sustainable way to end poverty

Enthusiastic, vibrant, innovative and dynamic young people are the most important resource to foster the economic, cultural and political development of a nation. A country's ability and potential for growth is determined by the size of its youth population. The energy and passion of the youth, if utilised properly, can bring huge positive change to the progress of the nation. This section of the population needs to be harnessed, motivated, skilled and streamlined properly to bring about rapid progress in the country.

For a long time now, the gap between jobs created and youth entering the workforce has been widening. Between 2011-2016, on average, India added 6.6 million to the labour force per year and 4.36 million jobs created every year during 2011-18 (Economic Survey 2019-20). This trend will intensify competitiveness in the market, requiring job-ready youth to hone their skills, capabilities and qualifications.

India has the potential to become the largest workforce provider to the world, but it is unable to capitalise on the opportunity due to the poor skill levels of its employable youth. From both the socio-economic and demographic point of view, Skill-building for India is critical. It is an important tool for reducing poverty, enhancing competitiveness and employability. India is graduating millions every year, but in 2017-18 alone, around 33% of the formally trained youth remained jobless mainly because the skills that employers are looking for are lacking in most college graduates.

With over half of its population being less than 25 years of age, the young workforce presents a tremendous opportunity to harness the country's demographic dividend for the sustainable growth and social progress of the nation.

Skill-development has emerged as a key strategy to realise the potential of the demographic advantage of having the youngest workforce with an average age of 29 years in India. L&T's Skill-building initiative aims to create human resources for improving the country's competitiveness and growth through training.

The National Youth Policy (NYP-2014) launched in February 2014 proposes a holistic 'vision' for the youth of India, which is, "To empower youth of the country to achieve their full potential, and through them enable India to find its rightful place in the community of nations".

In addition, the Government has formulated the National Policy for Skill Development and Entrepreneurship in 2015 to provide an umbrella framework to all skilling activities being carried out within the country, to align these to common standards and link skilling with demand centres.

L&T's response

L&T aims at training the vast young population of the country in a manner that will aid their own growth and also contribute to the economy. It focuses particularly on rural youth, who are either uneducated or partially educated. The programmes enhance the skills of young people to increase their employment opportunities.

Construction Skills Training Institutes (CSTIs)

L&T runs 9 CSTIs in 8 states, providing free training in construction skills for the large unorganised workforce in the sector, making them employable. These institutes provide free formal and vocational training. The skills imparted include bar-bending, formwork carpentry, masonry, scaffolding, welding, etc.



CSTI Centre	Candidates Trained (FY 2018-19)
CSTI Chacharwadi - Ahmedabad, Gujarat	737
CSTI Attibele - Bengaluru, Karnataka	1,268
CSTI Cuttack - Cuttack, Odisha	1,119
CSTI Pilkhuwa - Pilkhuwa, Uttar Pradesh	993
CSTI Kanchipuram - Kanchipuram, Tamil Nadu	953
CSTI Jadcherla - Hyderabad, Telangana	813
CSTI Panvel - Mumbai, Maharashtra	815
CSTI Serampore - Kolkata, West Bengal	1,263
TOTAL	8,769

Other initiatives

- L&T collaborated with 27 Industrial Training Institutes across the country to provide industry-oriented training.
- Project Neev makes the disabled self-reliant by training them in job skills.
- Vocational training is provided to women from low-income groups, in the areas of tailoring, beautician skills, home nursing and food processing.

Vocational training for women

At many L&T sites, local women, young girls and physically-challenged persons are trained in various employable skills as per their interests and aptitude. The skill courses include tailoring, embroidery, beautician courses, food processing, home management, computer skills and basic education & health.

Fostering aspirations

Community Development Centre (CDC), Mora

Community Development Centre (CDC), Mora with state-of-the-art infrastructure spread across 23,000 sq. ft. was a CSR Project of L&T Hydrocarbon for FY 2016-18 constructed in unique collaboration with the village's Gram Panchayat which provided the land for this purpose.

The CDC is a ground plus two-storey building comprising dedicated class rooms equipped with related machines/tackle required for various training programmes for tailoring, beauty and computer courses. The centre contains technical training rooms, a health and fitness centre, library, counseling rooms, administrator's office and meeting room, a pantry, a storage/record room and a parking area. Awareness activities are also conducted to enhance employability of rural women and youth to make them socially and economically independent.

This Centre is a hub for the surrounding villages for scaling up the skill development ecosystem by providing an enabling environment for hands on skill training to rural youth and women as the current focus of skill training starts when the students are out of school and are looking for short-term programmes to gain employment or to support their own higher education.

This year 192 women and youth were trained at Mora CDC in tailoring, beautician and computer skills.

CASE STUDY



Creating sustained long-term employability

Multi-skill Training Centre at Vizag

L&T has set up a Multi-skill Training Centre at Autonagar in Gajuwaka with a mission to improve the employability of fresh ITI technicians by providing structured skill training imparted by L&T qualified trainers. The aim is to create more opportunities for the unemployed youth. They have trained 155 youth in Engineering Software (CATIA) and AutoCAD.

On the road to success

CASE STUDY

Rural Konkan, Maharashtra

L&T's Pune Administration Office partnered with Konkan Maratha Sangh to identify 83 deserving ITI Pass Students from rural areas of Konkan and sent them to L&T's Product Service Depot Nagpur for mechanical training (engine/hydraulic/electrical) and another batch of students was sent to L&T's Switchgear Training Centre (STC) Bhosari for training as industrial and residential electricians.

Post training, these students were awarded with a certificate from Infrastructure Equipment Skill Council (IESC)/STC. With the upcoming engineering/road projects in their native area, these students will have a good opportunity to develop their career.

The path to fulfillment

CASE STUDY

Sashibhusan Haldar - Similibancha, Odisha

Sashibhusan is currently working as a charge hand (TC-3) on a WDFC Project in Gujarat where he is a permanent and valued staff member. He and his family are both overjoyed with his employment as well as his future prospects. He is so grateful to the L&T run CSTI Cuttack, Odisha where he acquired the skills which he implements at his current job.



Enriching the lives of the specially-abled

CASE STUDY

Project Neev

L&T's Jamshedpur office conducted a tailoring course for 25 students who learnt to make school uniforms and bags which are sold by the school management on a no-profit/no-loss basis. Students equipped with tailoring skills also have an opportunity to open up their own boutique.

Ten students have also been provided with a wick-making machine and they get fixed remuneration. The Parents Association of the Mentally Handicapped of Jamshedpur sells the products to the target market.



Upskilling the girl child

CASE STUDY

Bhopal

L&T's Bhopal branch office provided computer training to 40 female students belonging to the Below the Poverty Line (BPL) category. This was done in association with NIIT Foundation. After completion of successful training, NIIT will help students to get a job and support themselves.



Trained for success

1146 candidates have been placed at various L&T sites under the National Apprentice Promotion Scheme (NAPS) by the Government of India at Rourkela, Dolvi, S.K.Mines, etc. from CSTI, Hooghly, West Bengal.

Trade	Trained in 2018-19	Placement arranged at different jobsites of L&T under NAPS
Formwork carpenter	375	375
Barbending	261	261
Mason	105	105
Industrial electrician	249	169
Welding	137	120
Pipe fitter	136	116
TOTAL	1,263	1,146



CSTI Serampore bagged the Champion Employer Trophy for FY 2017-18 from the Govt. Of West Bengal this year

Delegates from the Government of Bangladesh visit CSTI



Masonry, formwork, bar bending training at CSTI Serampore



Electrical training in progress



Display room at CSTI



Training at CSTI Serampore - Welding and pipe-fitting



New technology training at CSTI



Mechanisation training at CSTI



Specially-abled youth achieve independence

AEAIC, Ahmednagar trained 179 specially-abled youth of which 115 are now gainfully employed.



No youth left behind

Smart City Skill Development Centre – SBT, Hyderabad

L&T's 9th Construction Skills Training Institute (CSTI) in Hyderabad - Smart City Skill Development Centre (SCSDC) which provides training in two trades for Smart World and Communication - CCTV Camera Installation and Maintenance and Optic Fiber Cable Installation was formally inaugurated by the Hon'ble Vice President of India, Mr. Venkaiah Naidu on 26th October, 2017.

Mr. R. Srinivasan, EVP & Head, Smart World & Communication BU, Mr. Shivanand Nimbargi, MD & CEO, L&T Metro Rail (Hyderabad) Ltd., Mr. Rajeev B. Bhatnagar, Head – CSTI & CSR and Mr. T. Krishna, Head - Special Initiatives (South), Buildings & Factories were also present during this occasion.

Speaking at the event, Mr. S.N. Subrahmanyam, CEO & MD, L&T, mentioned the efforts put in for establishing a state-of-the-art training center specifically for Smart World trades which is also a first-of-its-kind initiative in India. L&T's thrust towards creating skilled workers through a slew of training centers was acknowledged and appreciated by all the dignitaries.

The inception of the Skill Development Centre is to serve the social objective of the organisation by channelising the potential and strength of rural youth in India, for producing a trained workforce capable of delivering world-class standards. It also aims in providing employment opportunities within the organisation.

The Skill Development Centre has trained 196 trainees and they are employed at our 15 Project Sites pan-India. They contribute to the site in different roles like Site Supervisors, Store Assistants, Document Controller, etc.

Our trainers Mr. Ravindra & Mr. Vijay Kumar have made extraordinary contributions to the training regimes. They

teach the students the relevant and current technological concepts with hands-on practical training, field visits, etc. They also encourage them to actively participate in the many sports programmes.

Inauguration of Smart City Skill Development Centre – SBT, Hyderabad by the Hon'ble Vice President of India, Mr. Venkaiah Naidu, in the presence of L&T's Mr. S.N. Subrahmanyam, CEO & MD and other senior executives



Infrastructure in Smart City Skill Development Centre – SBT, Hyderabad







Students working on-site



Impact

- **8,769** youth completed various courses at CSTIs this year
- **19,798** people have been trained in employable vocational skills this year.

Location-wise impact

Sr. No	Location	 Education	 Health	 Water & Sanitation	 Skill Building	Total Lives Impacted
1	Ahmednagar	18,772	11,057	0	205	30,034
2	Coimbatore	7,161	393	0	0	7,554
3	Mysore	3,091	0	0	0	3,091
4	Mahape	3,500	0	0	0	3,500
5	Hazira	26,375	3,965	11,832	7	42,179
6	Vizag	30,726	12,044	0	155	42,925
7	Talegaon	643	0	0	0	643
8	Ranoli	1,770	200	300	0	2,270
9	Faridabad	35,801	1,902	0	0	37,703
10	Vadodara	2,516	122	12,000	62	14,700
11	Chennai HQ	2,217	6,556	4,000	934	13,707
12	Kansbahal	1,379	0	0	0	1,379
13	Mumbai	18,064	1,31,986	87,208	460	2,37,718
14	Prayas Trust	53,473	23,738	3,350	4,635	85,196
15	CSTIs	0	0	0	8,769	8,769
16	Domestic Marketing Network	13,464	31,010	655	13,280	58,409
17	Project Sites & other locations	26,071	32,027	6,190	60	64,348
Sub-Total		2,45,023	2,55,000	1,25,535	28,567	6,54,125
LTPCT		1,76,923	14,20,000	67,100	2,566	16,66,589
Total		4,21,946	16,75,000	1,92,635	31,133	23,20,714



School Support Programme, Vadodara



Artificial Limb Donation, Vadodara.



School Support Programme, Chandigarh.



Support to Cancer Patients, along with Prayas Trust, Chennai,



School Support Program, Coimbatore.



Construction of Toilet Blocks in Govt. schools, Water & Effluent Treatment business, Odisha



Medical Camp, L&T and Prayas Trust, Vizag.



Construction of Toilet Blocks in Govt. schools, Water & Effluent Treatment business, Odisha





Volunteering, the sustainable agent of change

Our social superheroes make a difference! Whether it is employees or their spouses, L&T has a strong history of encouraging and facilitating volunteering programmes that, in turn, power community development initiatives.

L&T has a growing army of employee volunteers or L&T-eers who dedicate their spare time to initiatives as diverse as teaching in community schools or writing examination papers for the visually challenged.

The women at L&T, along with spouses of male employees, form Prayas Trust, an organisation that works to uplift communities around L&T facilities across the country. Apart from initiatives in the four key thrust areas of L&T's CSR programme, these young-at-heart ladies also spread joy through visits to orphanages and homes for the aged and the destitute.

The spirit of giving runs deep in L&T's veins. Be it time, money, clothes or household items, Daan Utsav, a unique L&T-wide initiative allows L&T-ites to share their good fortune with those who need it most.

L&T-eers give back to society, after work!

L&T has a structured employee volunteering programme, L&T-eering, which enables and encourages employees to participate in its community development activities. This year 5,032 employees volunteered 42,405 hours after work. Here is a snapshot of the activities L&T-eers engage in and the impact that they have had over the year.

Aiding the visually challenged

L&T-eers have volunteered to record audiobooks for the visually challenged. Seven audiobooks have been recorded this year. Seven volunteers also functioned as scribes to write various exams for the visually-challenged.

Helping students

Volunteers taught English or Maths in study centres every Saturday in Mumbai and participated in the painting competition organised for children of Study Centres.

Bringing joy into homes

L&T-eers regularly visit institutions for orphans, the visually impaired, senior citizens, those afflicted by leprosy and cancer and engage them through entertainment and educational activities. This year, they visited various institutions and shared their time to bring smiles to the faces of many.

Building futures, one child at a time

L&T partnered with the NGO, Mentor Me India, where employees mentor children from low-income communities. These mentors regularly meet the children, helping them develop various aspects of their personality and behaviour, spanning the spectrum from confidence building to good citizenship. The mentors act as role models who provide guidance and support. 12 volunteers mentored the children this year.

Volunteer Quote

"The intention of joining Mentor Me India was to contribute to society. It gives me a sense of satisfaction to help realise a child's true potential. I not only learn from my wards but also share my experiences with them."

- Ravi Bhagwat, L&T Heavy Engineering

Imparting computer knowledge to the underprivileged

Mr. Govind Shaw has been teaching computer classes at one of our NGO partners, the Disha Foundation which aims to educate underprivileged students and guide them on a viable career path. Mr. Govind Shaw takes two sessions on Sunday from 11 am to 1:30 pm. He teaches the students the basics of MS Office, LOGO and Qbasic.



CASE STUDY

NGO Mela

Every Diwali, CSR organises an NGO mela to encourage entrepreneurship among the self-employed individuals supported by various NGOs. Several home-made or small-scale industry products are displayed for sale that helps the self-employed earn with dignity. This year, 12 NGOs participated in the NGO Mela. L&T-eers participated whole-heartedly by aiding sales to the tune of ₹2,41,555.



Promoting environmentalism

Many L&T-eers participated in activities like making and planting seed balls, tree plantation events and cleanliness and sanitation drives. Around 25,000 trees were planted this year in various parts of the country by L&T-eers. World Environment Day was

organised and celebrated in many schools and communities by the volunteers and they created awareness about stopping the use of plastic bags. In Chennai, volunteers felicitated the unsung heroes, the sanitation workers who play a major role in keeping the city of Chennai clean.

Volunteer Quote

"I was happy to be a part of 'Champions of Clean Chennai'. The sanitation workers of Chennai were happy to be honoured with medals. We were able to bring smiles to a lot of faces."

- R. M. Singaram, L&T's Power Transmission & Distribution business

Honing the talents of children

It is important that along with academic growth children nurture their natural talents. A child's growth is incomplete without personality development, life skills and passion. Having something enjoyable to do can add meaning to one's life, promotes self-esteem and helps to build confidence. L&T-eers create opportunities for children to develop their natural talent be it in sports, dance or drawing. Many L&T-eers organise training, coaching and events to expose children to various activities. Children participating in these events are found to develop social skills such as teamwork, camaraderie, collaboration, discipline, interaction and communication.

This year, 86 volunteers organised events like a Science & Arts Talent Festival, fun games, making greeting cards, cultural days, yoga sessions, drawing and singing competitions and Christmas parties.

Friend in need

India saw many disasters this year due to natural calamities. Volunteers across India collected cash and materials to help victims of different disasters, such as the Kerala floods.

Aiding our neighbours

A major fire broke out in Murga farm jhuggies sabzi mandi in Nathupur, Gurugram on 4th March 2019. A school including 80 jhuggies were completely gutted. L&T-teers in Delhi reached out to the colony on 9th March 2019 and helped the families to build their new jhuggies, further L&T-teers also supported them by providing utensils and bedsheets for 80 families.

Hands-on

Volunteers painted school walls providing the students a far brighter place to stimulate the children in their studies while giving them and staff a better environment to teach and learn. 212 volunteers painted school walls, cleaned the school campus along with children and whitewashed the school.



Celebrating the spirit of giving at L&T



Daan Utsav

L&T employees have always been an integral part of the social consciousness that the Company exhibits. Many employees extend their hearts and minds for causes that can bring joy into people's lives. Daan Utsav is a festival unique to L&T-teers and is celebrated every year with pomp and splendour. During the festival, they celebrate the joy of giving in many forms. While some donate cash, others donate clothes, toys, utensils and Diwali gifts. L&T-teers are also generous with their time and affections as they organise outings to visit inmates at various institutions.

Wish Tree

Employees at L&T's Powai and Andheri campuses pooled an amount of ₹2,20,819 towards a Wish Tree. The amount collected will help fulfill the wishes of those in need such as HIV affected children and children from low-income communities and shelter homes

The NGOs – Child Help Foundation, Voice and Vatsalya Foundation – facilitated the wish-fulfillment initiative, touching over 920 lives this year.



Collection drive

Employees from three campuses in Mumbai i.e. Andheri, Powai and Mahape, collected 75 cartons of clothes and 70 kg of food to distribute amongst tribal communities around Mumbai. The clothes were given to an NGO called Goonj.

In Kolkata, 30 cartons of reusable clothes were distributed amongst those in need, while the unusable ones were recycled to make other items.

Prayas (L&T) Ladies Club in Hazira, Surat, collected ₹77,000 from friends, relatives and employees and donated steel plates and notebooks to ashram schools in Pune and Amalsadi.



Children's hospital visit

Volunteers from L&T spent a day with cancer-afflicted children at St. Jude India's Childcare Centre in Mumbai in January 2019. They visited children who had come from remote areas to the centre, which offers holistic support to needy families. Games and activities were organised for twenty children and their parents, all of whom took part enthusiastically.

Picnic for residents

Volunteers from Chennai organised a whole day picnic for the residents from homes supported by NGO HelpAge India and made their day.

Discover more about these initiatives at Csr.Larsentoubro.com



CSR initiatives driven by woman power



Prayas Trusts originated as L&T Ladies' Club almost 20 years ago. The brainchild of our Group Chairman, Mr. A. M. Naik, this philanthropic organisation is formed and run by female L&T employees and spouses of male employees. It provides community service to the underprivileged sections of society located around various L&T facilities countrywide.

The members of the Prayas Trust drive activities in areas identified by L&T's CSR theme, 'Building India's Social Infrastructure'. They aid programmes in thrust areas like Water & Sanitation, Education, Healthcare and Skill-building. Prayas Trust members also help run medical facilities, conduct vocational training courses for adolescent girls, create income-generating opportunities for women and support the differently-abled. In addition to these projects, several members are also regular volunteers at orphanages and institutions for the elderly and the destitute.

Prayas Trusts provide unique opportunities for their members to exhibit their skills and expertise for the benefit of underprivileged communities. Moreover, it also plays a significant role in helping employees feel a sense of pride and belonging as members of the L&T family.



"What began as a little lamp of kindness and empathy has grown into a far brighter movement that has spread across the community, making a difference in our chosen areas of attention - health care, childcare, education, women's empowerment and sanitation. For all of us at Prayas Trust, it has been an extremely satisfying and humbling journey. Through our mission of helping those in the most need, we are honoured to enable communities and bring a smile to their faces."

*Mrs. Meena Subrahmanyam
President, Prayas Trust*

Prayas ladies turn Sunday coaches

Prayas Trust, Ahmednagar committee members coach students at Keshavrao Gadilkar High School on Sundays. Twenty volunteers from the Ladies Club teach subjects like Mathematics, Sciences and English to students from Classes VIII to X. These highly motivated members are committed to the cause of educating students from local communities in the right manner. Every year, as many as 150 students benefit from the programme. The volunteering initiative, which took off in 2009, has helped over 1,000 students up to now.

Crafted to perfection

The Prayas Trust at Kansbahal in Odisha works to uplift tribal women by training them in employable skills. The tribal community resides in a remote village, governed by the three Gram Panchayats of Laing, Chungimati and Panposh. The members of the community are largely uneducated and exclusively depend on agriculture for their livelihood. Since their lands are not fertile enough, few can make enough wages or grow crops that can support them through the year.

The Trust set up a vocational training centre which provides courses on tailoring, embroidery, bag and purse-making. As many as 150 women and young girls partook in the sessions with keen interest and exhibited entrepreneurial skills. The trained women were later employed by garment merchants, boutiques, fabric wholesalers and individuals. The Trust also held exhibitions, called Prayas Pradarshani, where the women showcase and sell their products. The overwhelming response to the exhibitions made the women confident to pursue their trade in the future too.



Sr. No.	Name of Prayas Trust	Number of Members
1	Prayas Trust Chennai HQ	339
2	Prayas Trust Darshan Vadodara	510
3	Prayas Trust Tejasvi, Coimbatore	271
4	Prayas Trust Unnati, Bangalore	253
5	Prayas Trust Faridabad	250
6	Prayas Trust Kartavya Vizag	214
7	Prayas Trust Tarang Powai	211
8	Prayas Trust Ahmednagar	201
9	Prayas Trust Borivali Mumbai	193
10	Prayas Trust Pragati Delhi DMN	187
11	Prayas Trust Kancheepuram	180
12	Prayas Trust Audco Manapakkam	170
13	Prayas Trust West Bengal	148
14	Prayas Trust Kansbahal	132
15	Prayas Trust Hazira	125
16	Prayas Trust Surabhi, Bangalore	118
17	Prayas Trust ECC Bangalore Cluster	110
18	Prayas Trust Nagpur	107
19	Prayas Trust Tarang Kattupalli	75
20	Prayas Trust Ananya Chennai	74

21	Prayas Trust Spandana, Hyderabad	71
22	Prayas Trust Sparsh, Bangalore	67
23	Prayas Trust Aastha Mysore	63
24	Prayas Trust Kiah Talegaon	54
25	Prayas Trust Akansha Pune	48
26	Prayas Trust Shakti, Bangalore	40
27	Prayas Trust ECC Delhi Cluster	36
28	Prayas Trust Thane	35
29	Prayas Trust Navi Mumbai	32
30	Prayas Trust Ahmedabad	28
31	Prayas Trust Chandigarh	27
32	Prayas Trust Bhopal	24
TOTAL		4,393



Making Education Smarter!! Prayas Trust supported this Smart Class at the Government Higher Secondary School at Pandur, Chengalpattu district

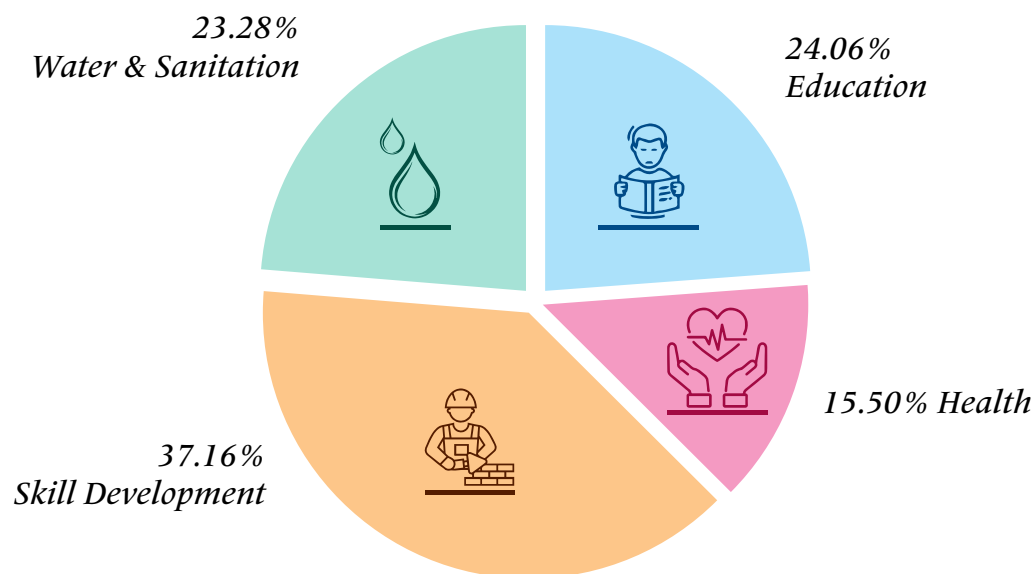
CSR impact at a glance

	2017-18	2018-19
CSR Budget (₹ in lakhs)	9,729	12,147
Spend Achieved	10,089	12,168
Percentage of average net profit	2.07	2.00

Thrust Areas	No. of Beneficiaries	
	2017-18	2018-19
Education	1,56,168	2,45,023
Health	3,51,554	2,55,000
Skill Building	29,619	28,567
Water and Sanitation	93,877	1,25,535
Total	6,31,218	6,54,125



Thrust Expenditure (2018-19)



CSR contributors

Contributors	Education	Health	Skill Building	Water and sanitation	Total Lives impacted
Campus, Project sites, and Area Offices	1,91,550	2,31,262	23,932	34,977	4,81,721
Prayas Trusts	53,473	23,738	4,635	3,350	85,196
Flagship Projects-HO				87,208	87,208
Sub-total:	2,45,023	2,55,000	28,567	1,25,535	6,54,125
LTPCT	1,76,923	14,20,000	2,566	67,100	16,66,589
TOTAL	4,21,946	16,75,000	31,133	1,92,635	23,20,714

Recognition and accolades

L&T received the highest '4 Good' rating in the annual *The Economic Times* '2 Good 4 Good' CSR Rating Scheme based on its performance and impact created in CSR in the period 2016-18. A total of 35 companies participated this year in the rating scheme presented by *The Economic Times*, with knowledge partner KPMG.





CSR drivers

Health camp for Tribal School, organised by Prayas Trust at Shahapur, Maharashtra

Employee Volunteers: 5,032



*Apex Set-up,
Mumbai*



*L&T Campuses: 20
Area Offices: 19
Project sites: 500+*



*Prayas Trusts
Prayas Club
Members: 4,102*



*Employee
Volunteers
(L&Teers)- 5,032
from 8 Businesses
and 19 Area Offices*



*Health
Centres:12*

Expenditure Report

Sr. no.	CSR Project or activity identified	Sector in which the project is covered	Projects or Programmes 1. Local Area or other 2. Specify the state and district where projects or programme was undertaken	Amount outlay (budget) project or programme wise (₹ In Lakhs)	Direct expenditure on projects or programme (₹ In Lakhs)	Over-heads (₹ In Lakhs)	Cumulative expenditure up to the reporting period (₹ In Lakhs)	Amount spent: direct or through implementing agency
1	School support programme- Enhancing the quality of education and learning levels in government schools/ schools running for children from underprivileged backgrounds (teachers training, play way methods, support for English and Mathematics, capacity building, promoting extra curricular activities)	Education	Gujarat (Hazira, Ahmedabad, Ranoli), Karnataka (Bangalore, Mysore), Maharashtra (Powai, Mumbai), New Delhi, Orissa (Raigada, Bhubaneswar), Rajasthan (Jaipur), Tamil Nadu (Coimbatore, Chennai), West Bengal (Kolkata)	251.182	234.830	11.701	246.531	Implementing agency
2	Community based programmes- Study Centres/ balwadis/anganwadis run for developing pre school foundation, promoting healthy and hygienic environment for education, developing the learning levels of children at par with their mainstream grades and providing nutritional supplements	Education	Karnataka (Mysore), Maharashtra (Powai, Mumbai, Mahape), Tamil Nadu (Chennai, Coimbatore)	300.600	238.600	14.131	297.731	Implementing agency
3	Providing infrastructure support for education (drinking water and sanitation facilities, renovation of classrooms, water proofing of school buildings, providing furniture and light fittings, donation of computers, up gradation of libraries, playground development, distribution of solar lamps)	Education	Andhra Pradesh (Hyderabad, Nagarnar, Vizag), Assam (Guwahati), Bihar (Bettiah, Muzaffarpur), Chandigarh, Goa (Mandovi), Gujarat (Ahmedabad, Botad, Dahod, Hazira, Mehsana, Sarodi, Surat, Unchamala, Vadodara), Himachal Pradesh (Lahaul), Jharkhand (Jamshedpur), Karnataka (Bangalore, Mysore, Nandawadagi), Kerala (Thrissur), Madhya Pradesh (Alirajpur, Bhopal, Kalisindh, Khargone, Malwa), Maharashtra (Ahmednagar, Aurangabad, Mumbai, Nagpur, Talegaon, Thane), New Delhi, Orissa (Berhampur, Kalahandi, Kalampur, Koksara, Raigada, Rourkela, Sundergarh), Puducherry, Punjab (Mohali), Rajasthan (Banswara, Ganganagar, Gangapur, Jhunjhunu, Nagaur, Ratangarh), Tamil Nadu (Chennai, Dindigul, Erode, Kalpakkam, Kanchipuram), Telangana (Hyderabad, Karimnagar, Khammam), Uttar Pradesh (Ghaziipur, Hirapur), West Bengal (Kolkata, Purulia, Rampurhat)	1,300.970	1,209.948	60.291	1,270.239	Direct

Sr. no.	CSR project or activity identified	Sector in which the project is covered	Project or programme 1. Local area or other 2. Specify the state and district where project or programme was undertaken	Amount out-lay (budget) project or programme wise (₹ In lakhs)	Direct expenditure on projects or programme (₹ In lakhs)	Over-heads (₹ in lakhs)	Cumulative expenditure up to the reporting period (₹ In lakhs)	Amount spent: direct or through implementing agency
4	Providing infrastructure support for education (drinking water and sanitation facilities, renovation of classrooms, water proofing of school buildings, providing furniture and light fittings, donation of computers, up gradation of libraries, playground development, distribution of solar lamps)	Education	Gujarat (Chondha, Hazira), Haryana (Faridabad), Karnataka (Mysore), Maharashtra (Mahape, Mumbai), New Delhi, Orissa (Kansbahal), Tamil Nadu (Chennai, Coimbatore)	933.680	876.722	43.689	920.408	Implementing agency
5	Awareness programmes (health and hygiene, road safety, career guidance, personality development)	Education	Gujarat (Hazira, Vadodara), Haryana (Faridabad), Himachal Pradesh (Kasauli), Maharashtra (Mahape, Pune, Talegaon), Rajasthan (Kota), Tamil Nadu (Chennai)	157.614	148.393	7.394	155.787	Direct
6	Awareness programmes (health and hygiene, road safety, career guidance, personality development)	Education	Gujarat (Hazira), Maharashtra (Pune)	36.794	34.867	1.737	36.604	Direct
7	Community Health Centres (running multi-specialty center offering diagnostic services including family planning, gynecological, pediatric, immunization, chest & TB, ophthalmic consultation, dialysis services, HIV/ AIDS awareness, detection, treatment, counseling services at free / nominal cost to the community)	Health	Gujarat (Surat), Maharashtra (Mumbai, Thane, Ahmednagar)	682.520	622.933	31.040	653.973	Direct
8	Health Camps (general, eye, dental, vaccinations) and health awareness	Health	Andhra Pradesh (Vizag), Chhattisgarh (Raipur), Gujarat (Vadodara), Maharashtra (Nagpur), Orissa (Bhubaneswar, Raigada), Rajasthan (Jaipur)	122.452	114.403	5.700	120.103	Direct
9	Health Camps (general, eye, dental, vaccinations) and health awareness	Health	Andhra Pradesh (Vizag), Gujarat (Hazira), Kerala (Kannur), New Delhi, Tamil Nadu (Dindigul)	48.505	46.121	2.298	48.419	Implementing agency

Sr. no.	CSR project or activity identified	Sector in which the project is covered	Project or programme 1. Local area or other 2. Specify the state and district where project or programme was undertaken	Amount outlay (budget) project or programme wise (₹ In lakhs)	Direct expenditure on projects or programme (₹ In lakhs)	Over-heads (₹ in lakhs)	Cumulative expenditure up to the reporting period (₹ In lakhs)	Amount spent: direct or through implementing agency
10	Blood donation camps	Health	Chhattisgarh (Raipur), Gujarat (Ahmedabad, Vadodara), Jharkhand (Jamshedpur), Karnataka (Bangalore), Kerala (Kochi), Madhya Pradesh (Bhopal), Maharashtra (Pune), New Delhi, Orissa (Bhubaneswar), Rajasthan (Jaipur), Tamil Nadu (Chennai, Coimbatore), Telangana (Hyderabad), Uttar Pradesh (Lucknow), West Bengal (Kolkata)	10.622	9.560	0.476	10.036	Implementing agency
11	Infrastructure support to medical centres	Health	Orissa (Raigada), Tamil Nadu (Chennai, Vanur), Telangana (Mahadevpur), Uttar Pradesh (Lucknow), Uttarakhand (Rudraprayag)	38.649	22.135	1.102	23.237	Direct
12	Infrastructure support to medical centres	Health	Gujarat (Hazira), Haryana (Faridabad), Maharashtra (Mumbai), Tamil Nadu (Chennai, Kanchipuram), West Bengal (Kolkata)	547.470	519.831	25.903	545.734	Implementing agency
13	Construction Skill Training Institute - CSTI	Skill Building	Andhra Pradesh (Amaravati), Gujarat (Ahmedabad), Karnataka (Bangalore), Maharashtra (Panvel, Nagpur), Orissa (Cuttack), Tamil Nadu (Kanchipuram, Pulicat), Telangana (Hyderabad, Jadcherla), Uttar Pradesh (Pilkhuwa), West Bengal (Kolkata)	3,945.874	3,751.983	186.960	3,938.943	Direct
14	Vocational and Computer training for youth	Skill Building	Gujarat (Hazira), Maharashtra (Nagpur), Uttar Pradesh (Lucknow), West Bengal (Kolkata)	35.217	33.483	1.668	35.151	Direct
15	Vocational Training	Skill Building	Andhra Pradesh (Vizag), Gujarat (Vadodara), Madhya Pradesh (Bhopal, Malwa), Maharashtra (Pune), Orissa (Raigada), Rajasthan (Chhabra, Jaipur), Tamil Nadu (Kanchipuram)	244.363	232.160	11.568	243.728	Direct
16	Vocational Training	Skill Building	Maharashtra (Ahmednagar, Pune), New Delhi, West Bengal (Kolkata)	98.600	93.727	4.670	98.397	Implementing agency
17	Women's empowerment through vocational training	Skill Building	Gujarat (Hazira, Ahmedabad), Orissa (Raigada), West Bengal (Kolkata)	42.856	39.939	1.990	41.929	Direct
18	Skill building for differently abled (Neev)	Skill Building	Andhra Pradesh (Vizag), Jharkhand (Jamshedpur), Kerala (Kochi), Maharashtra (Nagpur, Pune), Tamil Nadu (Chennai, Coimbatore), Telangana (Hyderabad), West Bengal (Kolkata)	181.853	156.080	7.777	163.857	Implementing agency

Sr. no.	CSR project or activity identified	Sector in which the project is covered	Project or programme 1. Local area or other 2. Specify the state and district where project or programme was undertaken	Amount outlay (budget) project or programme wise (₹ In lakhs)	Direct expenditure on projects or programme (₹ In lakhs)	Over-heads (₹ in lakhs)	Cumulative expenditure up to the reporting period (₹ In lakhs)	Amount spent: direct or through implementing agency
19	Basic infrastructure support in the community (Water, Health, Sanitation, Solar lights, roads etc.)	Community Development	Andhra Pradesh (Vizag), Bihar (Madhepura, Patna), Gujarat (Gandhinagar), Jharkhand (Ranchi), Maharashtra (Mumbai), Rajasthan (Hindaun City), Uttar Pradesh (Varanasi)	372.537	348.136	17.347	365.483	Direct
20	Integrated Community Development Programme	Water & Sanitation, Health, Education, Skill Building	Maharashtra (Ahmednagar), Rajasthan (Rajsamand), Tamil Nadu (Coimbatore, Vellore)	2,589.480	2,335.884	131.028	2,466.912	Implementing agency
21	Development of gardens and maintenance of public spaces	Environment	Gujarat (Vadodara), Maharashtra (Mahape, Mumbai, Nashik, Powai, Talegaon), New Delhi	217.658	183.370	9.137	192.507	Direct
22	Tree plantation and environment protection	Environment	Andhra Pradesh (Vizag), Chandigarh, Gujarat (Hazira), Jharkhand (Jamshedpur), Madhya Pradesh (Bhopal), Maharashtra (Talegaon), Rajasthan (Jaipur), Tamil Nadu (Chennai, Coimbatore)	115.164	108.383	5.400	113.783	Direct
23	Awareness programmes - environment, energy conservation, road safety	Environment	Andhra Pradesh (Vizag), Gujarat (Vadodara), Maharashtra (Ahmednagar), Tamil Nadu (Chennai, Nagapattinam)	64.768	61.684	3.073	64.757	Implementing agency
24	Employee Volunteering	Employee volunteers	Andhra Pradesh (Vizag), Gujarat (Hazira, Ranoli, Vadodara), Karnataka (Mysore), Maharashtra (Mumbai), New Delhi, Tamil Nadu (Chennai, Coimbatore)	122.245	108.632	5.413	114.045	Direct
			Total	12,461.673	11,576.804	591.490	12,168.294	



A note of thanks

We are grateful for so much. For the opportunity to touch and transform lives. For the resources that enable us to help so many. And for all the people who make our CSR activities possible.

We thank the CSR Board committee for their guidance and due diligence. Their definition of the scope and extent of the outreach, coupled with effective decision-making capabilities, helped devise a sustainable and effective programme.

We are grateful to our NGO partners, whose on-ground experience and expertise have played a major role in the success of our projects.

We acknowledge the contribution of the committed Apex team in Mumbai for driving the CSR activities. The team aided capacity-building of site offices, regularly monitored the projects and assumed administrative responsibilities.

We thank the CSR team at each of L&T's Area Offices and sites where field projects are implemented for their partnership with local NGOs and their continuous monitoring efforts.

We appreciate the members of Prayas Trust – the L&T women's association – who were generous with their time, skills and spirit in reaching out to the needy in distant communities.

We thank the staff of various health centres that extended their services to the last mile, filling the void of healthcare services to the needy.

We acknowledge the dedicated efforts of our employee volunteers, our L&T-eers, who have helped make a difference to the disadvantaged communities at various locations.

Our beneficiaries join us in giving thanks to all those who have set them free from want and placed them firmly on the road to self-reliance. As we continue our journey of enriching lives, we trust we will be able to rely upon the enduring support of our partners.



Our CSR team – 2018-19

L&T has a dedicated CSR team at the corporate level, committed to maximising the company's social impact. This team acts under the guidance and framework approved by the CSR Board Committee. The CSR team comprises senior management representatives with decades of experience in the field, ably supported by an enthusiastic set of thinkers and implementers across the rank and file. Together, they devise, execute and monitor CSR programmes – implemented on their own and with the help of implementation partners – NGOs committed to individual causes and teams based at L&T's campuses and businesses. This report, while showcasing

L&T's CSR programmes and their output in FY 18-19, also reflects the behind-the-scenes efforts made by the CSR team, in Mumbai and campuses/businesses all over India.

Gautam Kar

Head, Corp Infrastructure
& Admin Services,
Powai Campus

K. J. Kamat

Exec VP - CSR, Medical,
Health & Welfare Services

Narendra Bellare

Head,
Corporate Sustainability

Mabel Abraham

DGM,
Corporate Social
Responsibility

Swati Pongurlekar

AGM,
Corporate Social
Responsibility

Neeraj Prasad

Manager,
Corporate Social
Responsibility

Deepinder Janeja

Manager,
Corporate Social
Responsibility

Mitali Naik

Manager,
Corporate Social
Responsibility

Ankita Bose

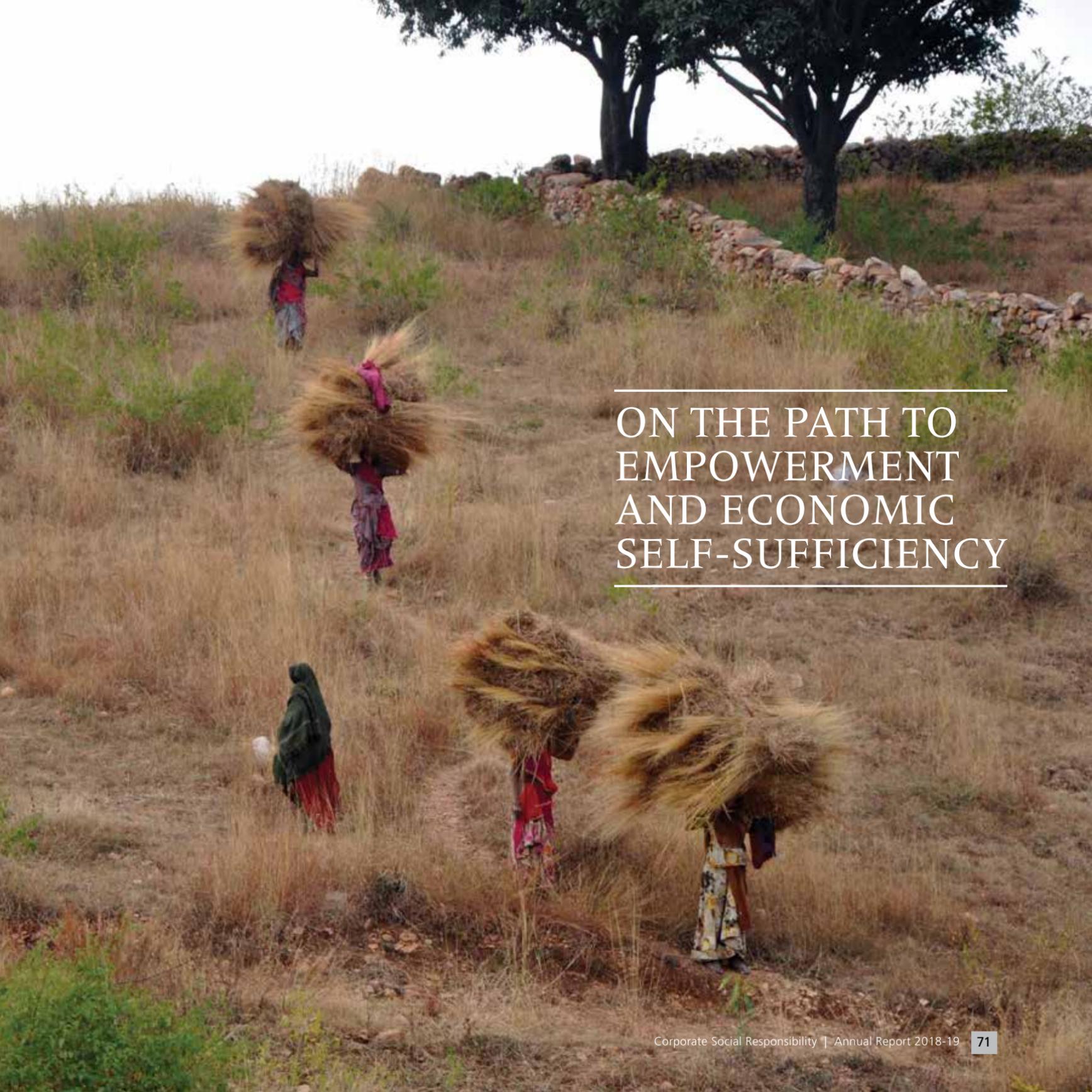
Officer,
Corporate Social
Responsibility

Sagar Kelaskar

Associate,
Corporate Social
Responsibility

We acknowledge the contributions of L&T's CSR coordinators

Electrical and Automation (E&A)	Mr. Anand Kurien
Heavy Engineering	Ms. Tejal Shah, Mr. Prasad Patil
Power	Mr. S. K. Mishra
Domestic Marketing Network	Mr. J. S. Gill
Metallurgical & Material Handling	Mr. G. Srinivas
Heavy Civil Infrastructure	Mr. Alope Kumar Bandopadhyay
Power Transmission & Distribution	Mr. P. T. Selvam
Buildings & Factories Dr. S Rajkumar,	Mr. Wilson Rajasiga V.
Smart World & Communication	Ms. Vijayalaxmi L.
Construction Divisional Corporate	Mr. Rajeev Bhatnagar, Mr. Rajshekhar Pandey, Ms. Subha Anand, Mr. Prashant V.
Water & Effluent Treatment	Ms. S Mohana Latha
Ship-building	Mr. Viswanathan N
Transportation Infrastructure	Ms. Poonam Chandok, Mr. Rahul Nazareth



ON THE PATH TO
EMPOWERMENT
AND ECONOMIC
SELF-SUFFICIENCY



Regd. Office: L&T House, Ballard Estate, Mumbai - 400 001, India .
CIN: L99999MH1946PLC004768