



**Sustaining Impact,
Transforming Lives.**

L&T CSR ANNUAL REPORT 2019-20

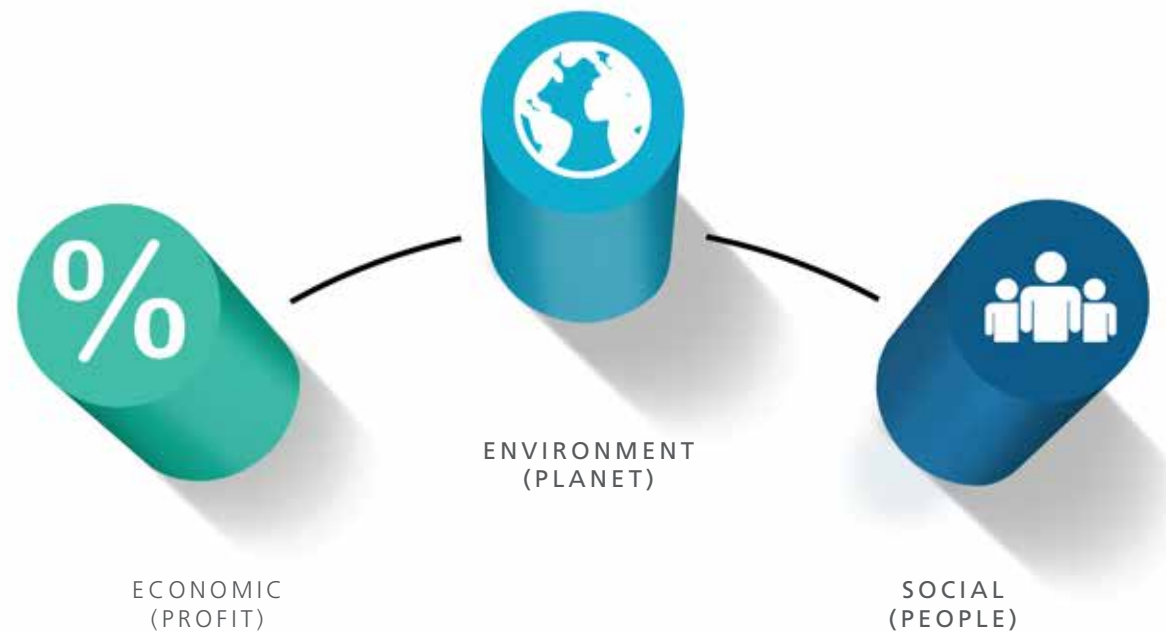
CREATING
SUSTAINABLE
IMPACTS

“The future
depends on
what you do
today”

~ Mahatma Gandhi



The three pillars of sustainability



The three pillars of sustainability - economic (profit), environment (planet), and social (people) – have been the key drivers of L&T's Corporate Social Responsibility for the year 2019-20. The strategies and interventions were focussed on the economic, environmental, and social growth of the communities in and around their business units. Using a balanced and integrated approach, the Company aimed at providing holistic development that is socially inclusive and empowers the community to meet their own needs.

It matters to the Company that the resources they develop, physical, as well as in the form of knowledge, capacities, and skills, not only remain intact but are maintained by the community, especially after their exit from a particular area. As such, L&T's efforts were directed towards ensuring people's participation, leadership development, growth in knowledge and skills and developing well-defined community-led systems. These empowered the communities to sustain the impacts created by the programmes and build upon them in future as well.

- For the Integrated Community Development Programme under Water and Sanitation, the Company has created sustainability indices in project villages and built capacity of communities to help lead all activities with collaborative decision making in future.
- To sustain their efforts in Education, they have focussed on improving infrastructure in resource-poor schools, built capacity of teachers, made STEM subjects easy through digital learning, and included community in taking ownership of their children's education and overall development.
- Under Health, the Health Centres continued to provide a range of quality services at affordable costs that take care of people's physical and mental well-being in a holistic manner.
- In Skill Development, the Construction Skills Training Institutions (CSTIs) and various training programmes have enabled thousands of youth, girls, women and the differently-abled find semi-skilled jobs in the construction industry or become self-employed and self-reliant.

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CSR Policy

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

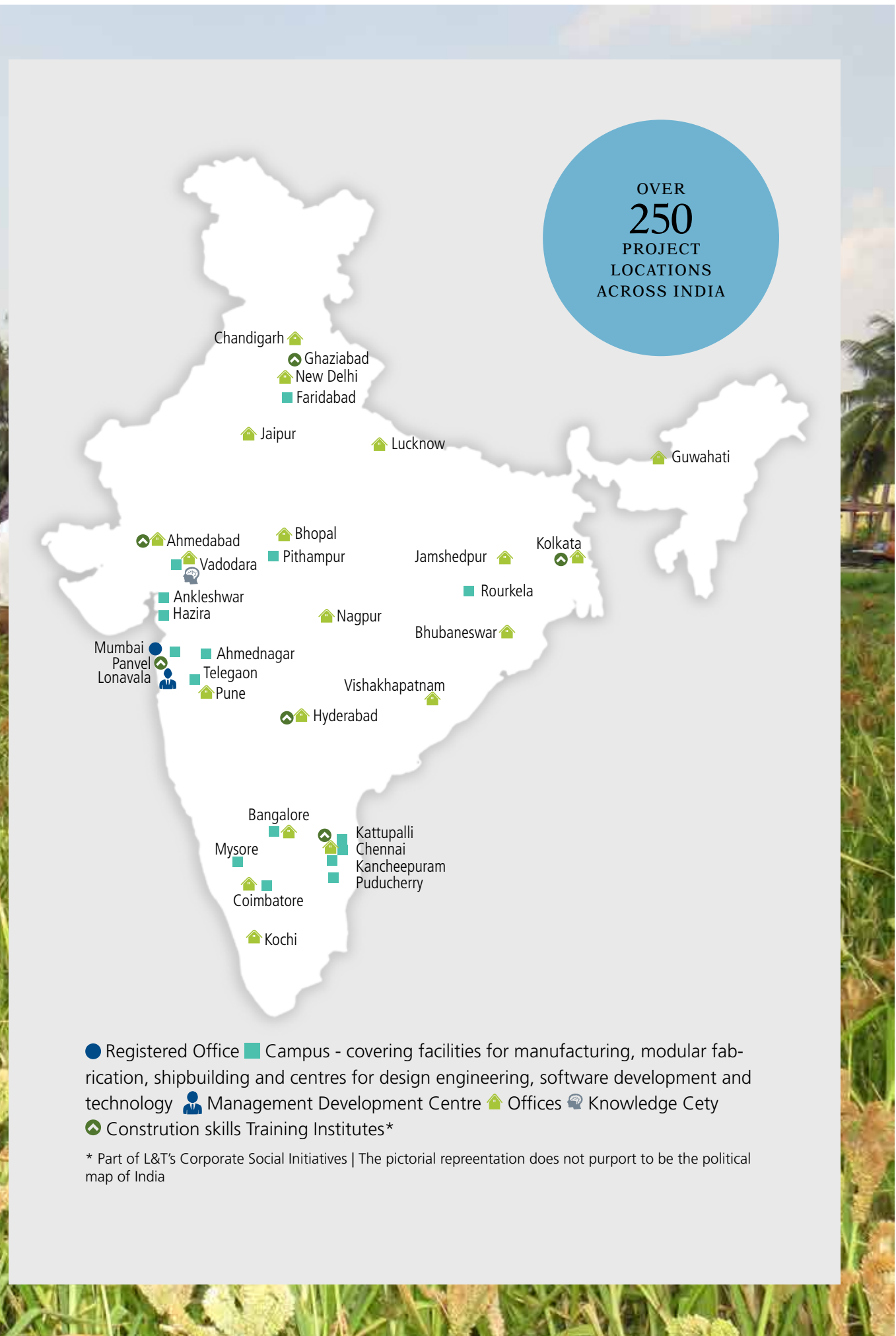
Our aim and effort is to contribute to a better quality of life, mitigate social inequities, and help individuals in identified communities to achieve their true potential.

20th November, 2014


A M NAIK
Group Executive Chairman



LARSEN & TOUBRO





Rejuvenation of Senguttali Pond, Pappampatty, Tamil Nadu

Water and Sanitation

Strengthening Health and Livelihood through Sustainable Access to Water

India is currently facing the worst water crisis in its history. A National Institution for Transforming India (NITI) report states that 70% of India's surface and groundwater is contaminated. With unchecked use of groundwater by agriculture and heavy industries, most aquifers, especially in northern and eastern India, are running dry. According to the Fifth Minor Irrigation Survey, the country's groundwater has declined by 61% between the years 2007 and 2017.

The scarcity of water directly or indirectly affects millions of people across the country. As aquifers run dry, most farmers practicing irrigation are forced to dig deeper adding to their costs or move to cities for other sources of livelihoods.

With changing climate and contaminated water sources adding to the scarcity, India faces multiple challenges of safeguarding public health, regulating escalating budgets, improving long-term food security, and sustaining livelihoods.

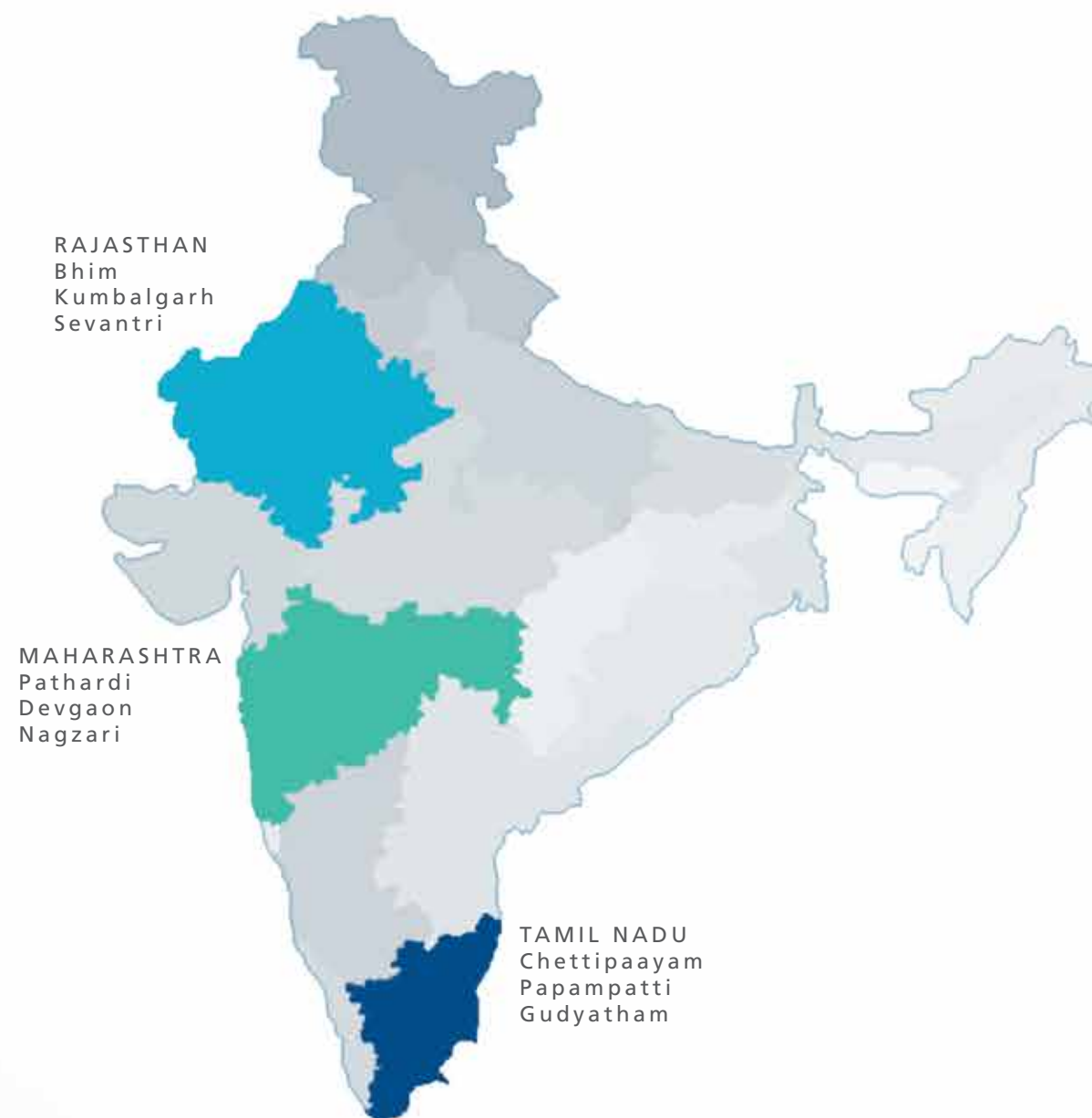
L&T works in water-stressed regions to make water accessible for drinking, sanitation, and agriculture. Through robust community-led processes, they have made water available through groundwater recharge and water-saving agricultural techniques, created sanitation facilities, increased agricultural income and transformed lives. By strengthening people's institutions, L&T has ensured that the impact created by their programme is sustained and taken forward directly by the communities themselves.

THE BIG PICTURE

61%
COUNTRY'S
DECLINED
GROUNDWATER
LEVEL

Source: Fifth Minor Irrigation Survey, 1918

Integrated Community Development Programs in India



Our Response

Integrated Community Development Program

The Integrated Community Development Programme (ICDP) started four years ago with the aim of making water available in five water-stressed blocks of Rajasthan, Maharashtra and Tamil Nadu. L&T's community-led processes address water scarcity by focussing on providing water for drinking as priority, followed by sanitation and agriculture. With availability of water, communities that faced water starvation for decades are now able to do multi-cropping using natural methods and have more fodder for livestock leading to better financial returns, economic security and higher aspirations. Along with access to water, as per developmental needs, these communities were also provided healthcare facilities, education and trainings for income-generating skills.

This year, due to the success of the programme, L&T extended their support to three more blocks. They also focussed on strengthening people's institutions, creating sustainability indices and a well-defined system of community-led monitoring to help the communities sustain the positive outcomes post their exit from these regions.

WE PROVIDED WATER AND
SANITATION FACILITIES TO

1,31,230
INDIVIDUALS AND STRENGTHENED
COMMUNITY INSTITUTIONS IN 9
WATER STRESSED LOCATIONS IN
INDIA.










Creating People's Institutions for Sustaining Interventions

To ensure long-term sustainability of the interventions post their exit from the region and to maintain common resources developed during the project period, various people's institutions were created and strengthened. Institutions like Village Development Committees (VDCs) having 50% women representation, Farmers' Groups and SHGs assumed the responsibility of maintaining structures and common resources and regulating their use such as maintaining pasture land for only cattle is to ensure equity in resource use. The groups have also contributed to a common fund that is managed by them in a democratic way.

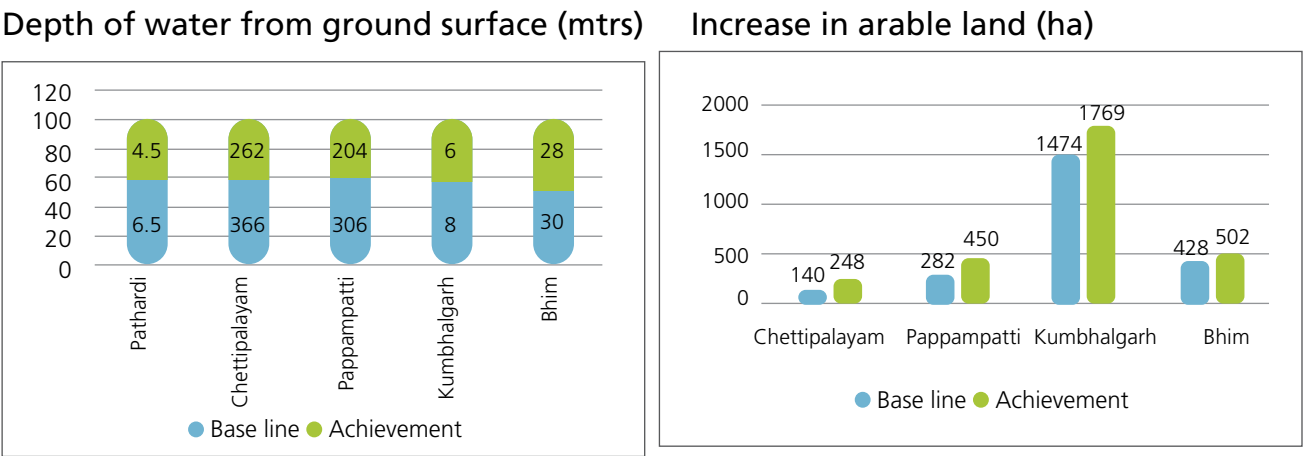
ICDP partner NGOs and L&T also designed a format to monitor the level of sustainability attained by different villages in the project area. L&T, in collaboration with Seva Sansthan, conducted a field training to help understand the process of data collection and arriving at a sustainability index that indicated the maturity and readiness of the local committees to sustain project efforts after the exit. The index was computed on the basis of levels and degrees of factors such as functioning and governance of local institutions, participation and empowerment of members, linkages with stakeholders, established processes for regulating use of resources and transparency in financial management.

As an exit strategy, further capacity building is planned depending on the level of sustainability attained by the villages.

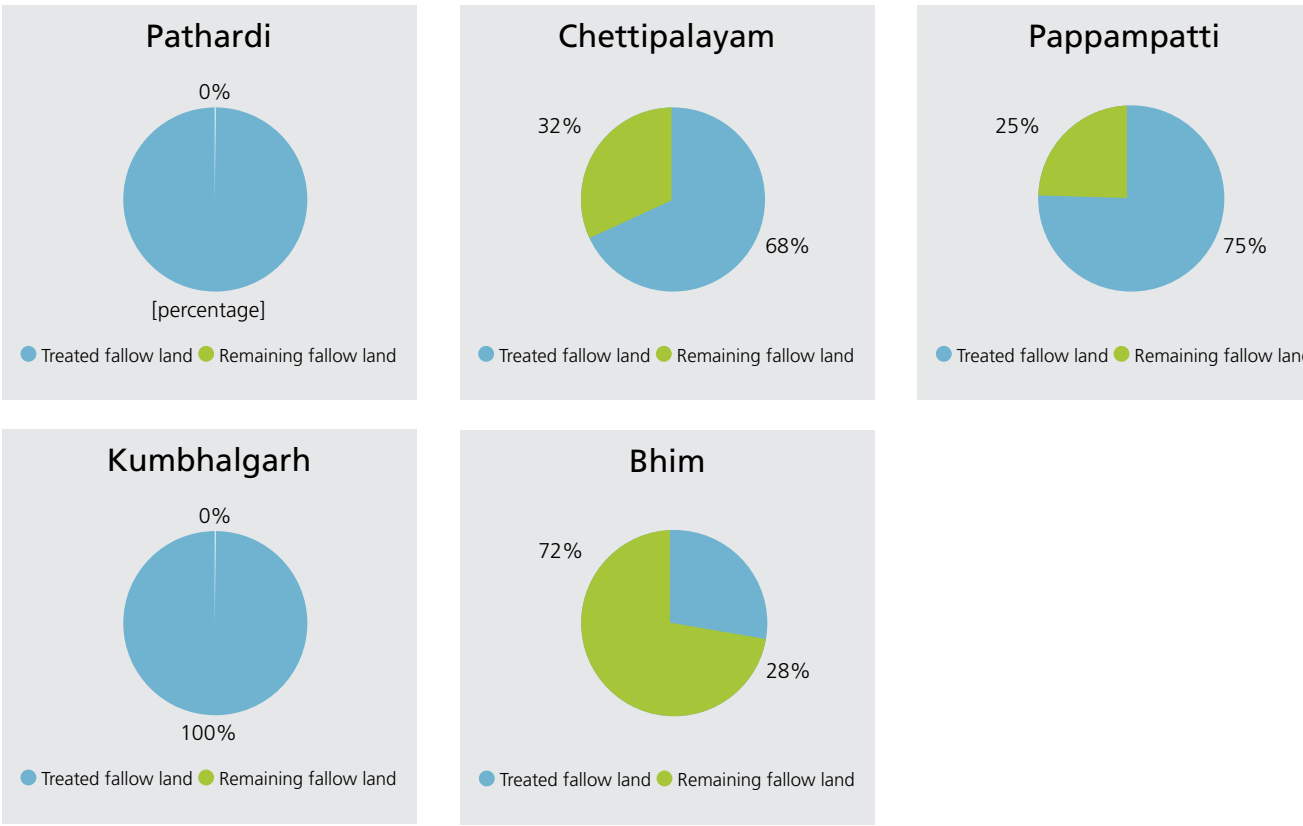
Highlights of the current Integrated Community Development Programme as follows:

	Coverage	
	Households covered	38,420
	Area of land under the project	24,819 hectares
	Water availability	
	Increase in water storage capacity	5%
	Increase in water table	3.14 meters
	% of households with drinking water	95%
	Agriculture	
	Number of seed banks in villages	21
	Number of crop demonstrations	134
	Area protected from direct run-off	318 hectares
	Increase in the area under cultivation / Irrigation	89%
	Fallow land converted to agricultural land	4023 hectares
	Area under horticulture (in Ha)	986 hectares
	Health and Nutrition	
	Number of kitchen gardens	2248
	Number of children in Balwadis supported	232
	Livestock livelihood	
	Number of veterinary camps	57
	Pasture land area under protection	118 hectares
	Sanitation	
	Number of toilets constructed	2741
	Households using and maintaining toilets regularly	100%
	Number of children included in campaign on sanitation	2,298
	Number of schools with new or repaired toilets	19
	Number of schools with roof rainwater harvesting structures for drinking water facility for students	2
	Institution building	
	Number of self-help groups (SHGs) formed	403
	SHG savings fund created for interloaning	22,99,000
	Number of farmers groups formed	149
	Capacity building	
	Number of farmers attended farm-field trainings	3940
	Training on subjects	
	Improved kharif and rabi cropping	
	Horticulture WADI development	
	Zero-budget natural farming	
	Best practices on grains, pulse, vegetable nursery and fruit orchards	
	Water Budgeting	
	Facilitating Village Development Committee	

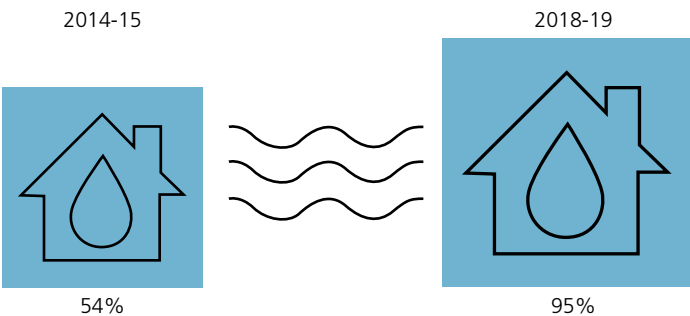
IMPACT INDICATORS FOR ICDP



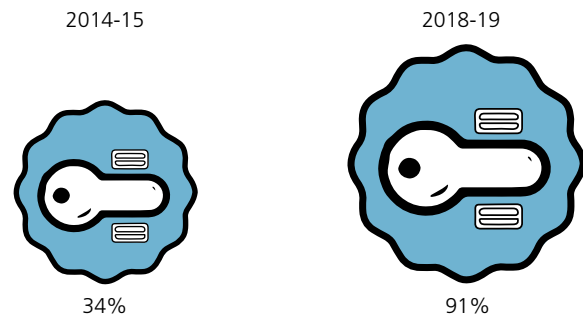
Fallow land brought under cultivation (ha)



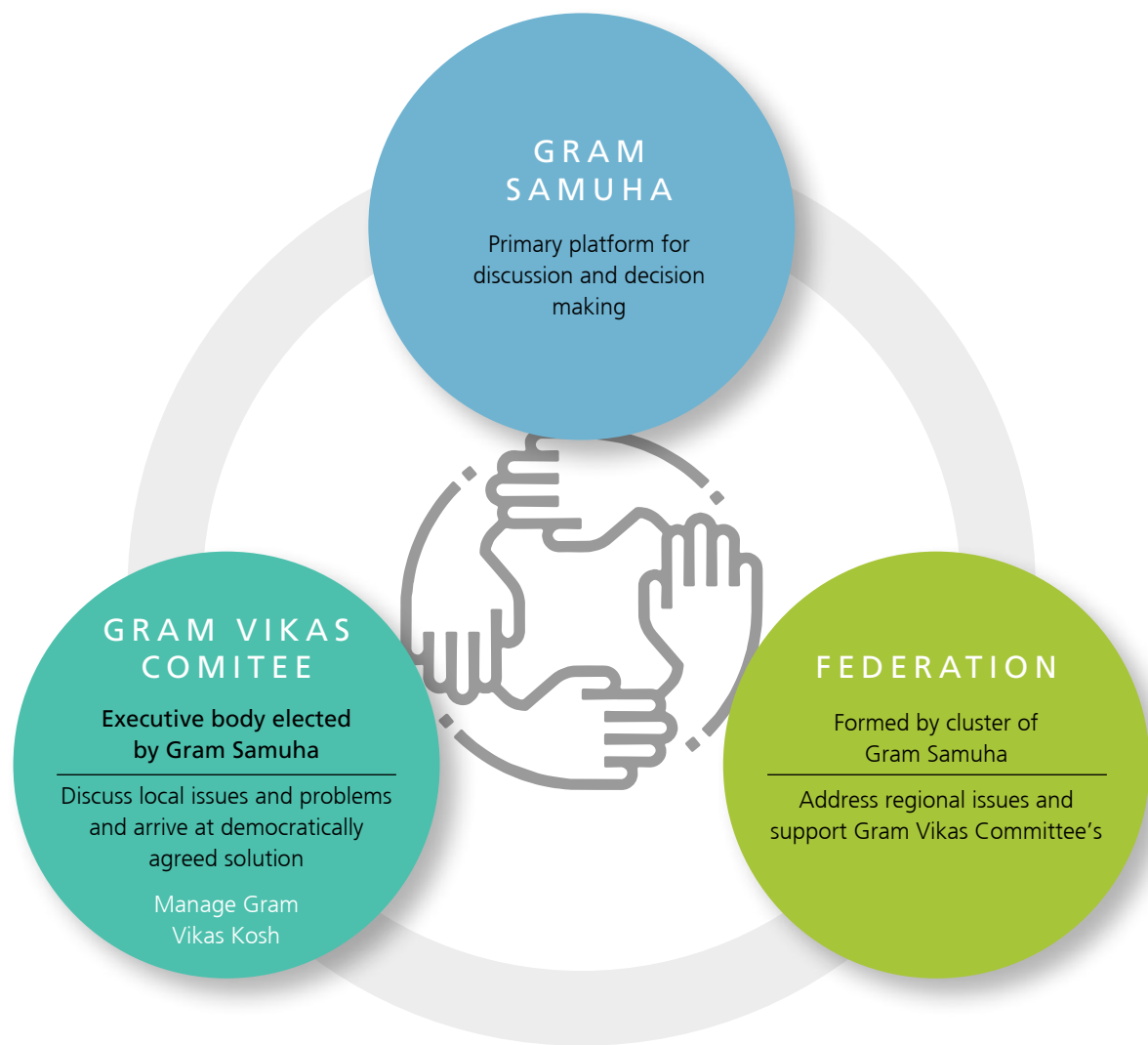
Percentage of Households with access to Water



Percentage of Households with Toilets



Power to people: Enhancing governance through people's institutions



Community cohesion helps to ensure village-level sustainability and financial autonomy

In Kumbhalgarh, Rajasthan, partner NGO, Seva Mandir, created and strengthened the three-tiered village institutions which are now ready to take-up and maintain the developmental interventions started by L&T's project on their own.

A Gram Samuh or a village collective was formed as a primary platform for discussions and decision-making. The Gram Samuh then democratically

elected an executive body, Gram Vikas Committee (GVC), which addressed local issues and problems through mutually agreed solutions. Each GVC also managed a central fund known as the Gram Vikas Kosh (GVK) which was built through people's contribution. Various Gram Samuhs in a cluster together formed Federations that addressed regional issues and also supported all the GVCs. This structure ensured community cohesion, village-

level sustainability as well as financial autonomy.

At present, there are 21 GVCs in the region that were combined to form two Federations. These Federations are now empowered to use local governance effectively to resolve large-scale common issues such as education for girls, facilities for safe deliveries, and improving the quality of government facilities.



Training workshop-Leaders of Gram Vikas Committee, Kumbhalgarh

Capacity building happens through workshops and trainings on:
Responsibilities of Gram Vikas Committee
Fund management
Sensitization towards gender issues
Monitoring of services like Balwadis, Aanganwadis, health counsellors, pashusakhis,etc.
Management of community resources such as water tanks, pasture lands, etc.
Regular monitoring of Government facilities and services
Availability and benefits of Government schemes and their convergence

Community takes ownership through voluntary work

1,560 people of 14 Gram Vikas Committee volunteered for the maintenance of pasturelands, drinking water systems, deepening of wells, road construction and cleaning of their villages. The total amount collected through contribution to the village fund for the work was approximately INR 3,74,100. In Rod ka Guda village in Rajasthan, 25 people came together to repair the kutch mud road leading to the Balwadi. This not only ensured better access to the Balwadi but also allowed vehicular mobility for distribution of nutritious food to the Center.



Getting together to protect common resources

In NichliBhagal (Antaliya) village, Rajasthan, some local landowners had encroached upon the path used by other villagers to get to their fields. When the issue was brought up in the community meeting, the Gram Vikas Committee members decided to not only clear the encroachment, but also broaden the path by 6 feet to allow for tractors and bullock carts to pass. The committee collected the entire cost of the work (INR 6,600) from the encroachers themselves.



Improving Water Availability

To help improve groundwater levels and retain soil moisture, water harvesting structures like check dams, anicuts, contour trenches, farm bunds and farm ponds were constructed with contribution from the community. These simple structures ensured availability of household-use water for two-three extra months. An evaluation of the interventions has shown an increase in groundwater levels by two meters in project areas of Rajasthan and Maharashtra, which in turn helped in building resilience against climate fluctuations by reducing dependence on rainfall.

Reaping rich harvests: Mithu Singh converts barren land into an orchard

Mithu Singh, 60 years, owns three bigha of land in Kookra, Rajasthan which he uses for cultivation. The land next to his was barren. An anicut was built there to recharge the well on his field. Now, despite poor rainfall, the land has lush green vegetation.

Over the last three years, Mithu Singh's yield has gone up from 20kgs to 100kgs due to watershed management, seeds and trainings provided under the project. He was also given horticulture seeds such as Indian plum, pomegranate and lemon free of cost. Mithu Singh spends a lot of time looking after the plants which is set to bear fruits in the coming year.



From water scarcity to water abundance: Improving household income and lives

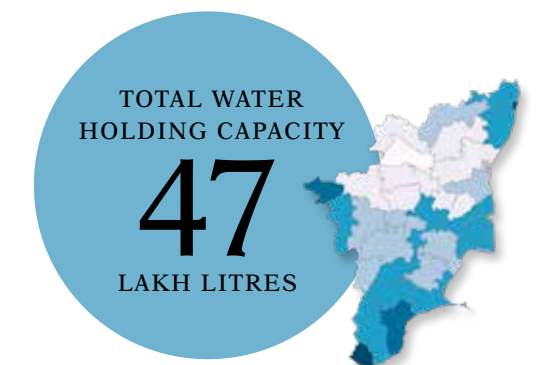


Farm pond full of water in Orattukuppai, Okkilipalayam Village



Water harvesting in a percolation pond in Okkilipalayam village

In Chettipalayam watershed area, south Coimbatore, Tamil Nadu people used to fetch drinking water from the panchayat municipality which was under severe constraint due to water scarcity. Under ICDP, water harvesting structures like check dams, farm ponds and channels were constructed which significantly improved the water storage capacity in existing and newly developed water bodies. In 2019-20, with 97% rainfall in the region, all water bodies were running full with a total water holding capacity of 47 lakh litres!



These interventions have impacted the communities in multiple ways. People have now started using water from their own wells which earlier would remain dry most time of the year. Availability of water has also changed the cropping pattern from one crop to three or four crops per season with an increase in crop yield ranging from 15% to 50%. Area under horticultural crops has also increased by an additional 10 hectares. The changes and increase in yield have resulted in an overall 20 to 50% improvement in household income.



Check dam in Village Orattukuppai at Chettipalayam

Making Villages Free of Open Defecation

L&T's ongoing initiatives in rural sanitation were given a boost by the Government of India's Swachh Bharat Abhiyan. They not only created awareness on hygienic sanitary practices among communities, but also constructed toilets and made water available for sanitation.

Trainings were also provided to local masons on toilet design, practical layout for toilet construction, quality of work during construction, material and labour requirements and responsibilities of village groups during construction. The trainings helped build the capacity of the local masons and also ensured a source of livelihood. Community-based monitoring committees oversaw that villages were free of open defecation in every sense of the term.

MORE THAN
2000
WELL-DESIGNED TOILETS-CUM-BATHING SPACES WERE BUILT USING LABOUR CONTRIBUTION (SHRAMDAAN) AND LOCALLY-SOURCED MATERIALS



Being 'Open Defecation Free' through community participation and ownership

When L&T first started work in Rajasthan in 2014-15, only 10% of the households had toilets. L&T supported construction of toilets in 40% of the households that were poor. Seeing the work, other community members came forward to build their own toilets and soon the whole village had toilets making it open defecation free. L&T plans to achieve the same in Maharashtra and Tamil Nadu by the end of next year.

OPEN DEFECTION FREE BENEFITING
13 VILLAGES | **43** HAMLETS | **2103** HOUSEHOLDS

Keeping Schools Clean and Hygienic

Many schools in project areas were found not to have adequate water and sanitation facilities. At L&T, they felt that it was not enough to create sanitation facilities only at homes when children spent a substantial amount of time in schools. It was also imperative that the behavioural changes regarding sanitation and hygiene inculcated at home should continue in schools.

The Company, therefore, provided adequate Water, Sanitation and Hygiene (WASH) infrastructure in schools, spread awareness among students about WASH and trained them on the use of toilets and keeping their school environment clean and hygienic through campaigns and other interactive activities.

40
SCHOOL TOILETS WERE CONSTRUCTED IN TAMIL NADU AND RAJASTHAN AND DEMONSTRATIONS FOR ROOF WATER HARVESTING WERE HELD IN TWO SCHOOLS IN TAMIL NADU – CALL OUT



Various activities like Rally, Drawing competition, Awareness program were implemented in the school. More than 3000 students participated in the WASH campaign

Saving Water for Strengthening Livelihoods



Along with water conservation, farmers were trained on improved methods of agriculture and practices for saving water. Community members also devised methods to enhance arability of land while watershed management, provisions for seeds and trainings and exposure visits helped in making farming viable and productive.

Women's Self Help Groups (SHGs) were strengthened and members trained on kitchen gardening, retaining nutritional value of food while cooking and creating recipes that used millets.

Women not only managed common resources like water, but also used the money raised through the SHGs to start small businesses that helped increase their family's income.

Workshops were held on Participatory Hydrological Monitoring for groundwater estimation and water budgeting to ensure optimum, equitable and efficient use of water. Farmers were trained in monitoring the use of water to ensure water use efficiency and preventing exploitation of common resources by few groups or individuals in the village.

- Growing less water-intensive crops
 - Multi-cropping
 - Horticulture
- Zero-budget natural farming
- Systematic Rice Intensification aimed at increasing the yield of rice

- Participatory varietal selection for groundnut and red gram for cultivating better variety of crops
- Revival of indigenous knowledge on managing livestock



- Best practices on growing grains, pulses, vegetable nurseries and fruit orchards
- Sustainable agricultural practices like guli method, an agronomic practices of wide spacing, early transplanting of seedling and inter-cultivation to create more aerated soil to increase production
- Techniques like drip irrigation, micro irrigation and organic inputs for soil enhancement, improving plant growth and disease and pest management using locally available materials
- Ethno-veterinary care

Leaving city life behind: Sawai Singh goes back to farming



Even though Sawai Singh, 37 years, had land in Gadharel, Rajasthan, he could not cultivate it due to the lack of water. As such, he lived in nearby cities where he worked as a daily-wage earner earning around INR 1 lakh in a year. In 2016, Sawai Singh attended several trainings conducted by L&T's project partner, Arpan Seva Sansthan, on sustainable agricultural practices and horticulture.

Post the training, Sawai Singh grew ladyfinger, chilly and tomato which he sold for INR 1.5 lakhs. Today, Sawai Singh earns INR 2.5 lakhs per year. He and his family have now resettled in their village and do not want to go back to the city or do labour work to earn their living.



From housewife to an entrepreneur: Asha becomes dairy cooperative coordinator

Asha Bahusaheb Shelke, 41 years, joined a SHG in her village Khangaon, Maharashtra two and half years ago so that she could start saving money for emergencies. Asha, along with her husband, worked on their farm and also owned a small kirana store which they ran from their house. In 2016, Asha took a zero-interest loan of INR 10,000 from the SHG to buy more inventories for her store that helped increase her monthly income from INR 1,800 to 2,500-3,000 per month.

Asha was approached by the ICDP team to work as a community coordinator for the village dairy cooperative. She received a one-day training on her responsibilities that included collecting milk from households, checking fat content and quality of the milk at the Centre and packaging it and sending it to Ahmednagar.

Asha performs all her duties in a span of two hours every morning. She also earns around INR 1,000 per month as a community coordinator which helps add to the family income as well.

"I showed interest in becoming a coordinator as I wanted to do something for myself. I thought that this might help improve the situation in the village as well. I get up at 6am every day, finish my responsibilities of being a community coordinator for dairy farming and only then run the shop."



Improving family's nutrition and health: Kalaiselvi grows her own vegetables



Kalaiselvi, 28 years, lives with her husband and two children in Singalpadvillage, Tamil Nadu. Her husband is a daily wager and a member of the Farmers' Group created by partner NGO DHAN Foundation. Kalaiselvi is one of the 1500 families from Gudiyatham block who are supported for cultivating perennial nutritious trees (moringa, papaya, curry leaves, etc.), traditional varieties of vegetables and medicinal plants.

Kalaiselvi received seeds for her kitchen garden that she sowed in two cents of land near their house. In 45 days, her vegetable garden yielded radish, okra and chilly while vegetables like bitter gourd, snake gourd, bottle gourd and ridge gourd grew within 60 days. Kalaiselvi's family could not only consume nutritious food for six months a year, but were also able to sell vegetables to their neighbours and earn extra income.

"It saves us money because there is no need to buy extra vegetables from the market. These are organically grown vegetables and are healthy and tasty. It gives pleasure to the entire family to use the vegetables we reap", says Kalaiselvi.

Beyond sustainability: L&T responds to community needs

L&T has been working on ICDP in selected water-stressed districts since 2014-15 with many of their project areas like Bhim and Kumbhagarh in Rajasthan, Papampatti and Chettipalyam in Tamil Nadu and Pathardi in Maharashtra achieving water sufficiency for drinking, sanitation and agriculture. During the last phase, some of the communities started voicing their concerns regarding other social issues like education, women's and children's health. Going beyond the programme mandate and responding to their needs, L&T further extended support to address these issues of the community.

Education Initiative in Existing ICDP locations

L&T had initiated an intervention in education in Pathardi, Maharashtra post a baseline survey that showed an increasing number of out-of-school children in the age group of 11-18 years. To prevent school dropouts, the programme decided to provide learning support to children from economically vulnerable background and also after-school bridge classes to improve the learning levels of these children.



Collaborative Group Work Learning

Ganesh learns to dream



Ganesh, 15 years, comes from a large and extremely poor family. His parents are not educated and depend on daily-wage work for their livelihood. They earn only INR 2,000-3,000 per month which is barely enough for their survival.

Even though he was in Class 9, Ganesh was very shy, reserved and a slow learner. Due to his low confidence and fears, he had no friends and did not speak in class at all. Gradually he stopped attending school regularly as he did not understand what was taught but was unable to ask for help. Being the eldest male child of the family and not performing well, Ganesh was at a high risk of dropping out of school.

To address Ganesh's issue, many house visits were conducted to understand the family background and to counsel his parents as well. Post these meetings, Ganesh felt safe to share his feelings which increased his confidence and motivated him to study further. Special study sessions were held to make him understand basic concepts. Gradually,

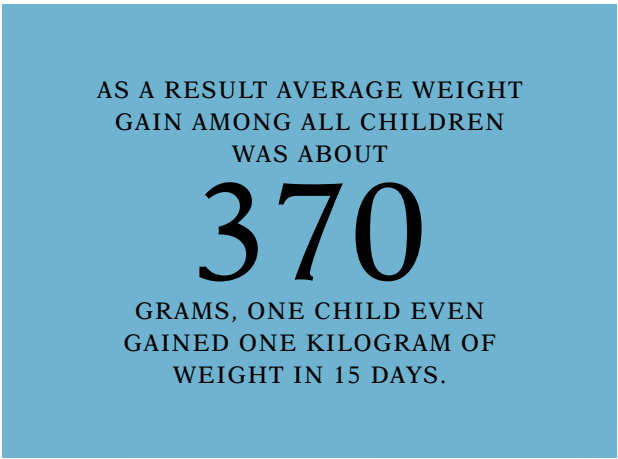
a change began to be seen in Ganesh. He started attending school and after-school classes regularly, became more social and also began to understand what was being taught in classes. His personality slowly began to bloom.

His teachers feel that with proper counselling and guidance, his thought process changed and he found it easier to understand Maths and English. He now comes to class ten minutes early and works hard at his studies. His grades have improved from 1 to 20 and he can even grasp concepts like square root with ease.

66 "I have learned many things in the after-school classes. I like the way we are taught which makes me feel like going to school. The project staff visits me regularly and helps me solve my problems. I also have a dream now."

Addressing Malnutrition in Women and Children

Post the success of ICDP in Kumbhalgarh, L&T addressed the issues of malnutrition among women and children through SHGs as women had become active stakeholders in decision making. A project was initiated with the objective of reducing malnutrition among women and children, improving knowledge and health seeking behaviours and upgrading the existing health infrastructure in the project area. The four intervention areas of the project are shown in the following figure.



Stopping acute malnutrition in children

The Community-based Management of Acute Malnutrition (CMAM) approach enables community workers to identify and initiate treatment for children with acute malnutrition before they become seriously ill. CMAM camps are designed to reduce the incidence of malnutrition and improve children's health. These camps, conducted by specially trained nurses, involve timely detection of

Severe Acute Malnutrition (SAM) children in the community and providing treatment of children (without medical complications) with ready-to-use therapeutic foods or other nutrient-rich foods at home. Women counsellors identify malnourished children and are responsible to bring children to the camps and following up every 15 days. This year, 16 CMAM camps were organised in 10 villages where a total of 375 children (173 boys and 202 girls) were screened and treated.

Future Direction

In their successful project areas, communities have shown interest in working towards creating better education, health and skill building facilities that can improve the overall quality of life. L&T also plans to replicate the successful strategies and best practices in other water stressed districts in India based on their experiences and learnings in the last four years.



Education

Strengthening Health and Livelihood through Sustainable Access to Water

Education, since ancient times, has been recognised as one of the fundamental factors for individual and societal development. It is acknowledged by experts that providing sustained high quality education can help developing countries like India achieve long term economic growth and reduce poverty levels.

Over the years, the Government of India has introduced many programmes to promote and improve primary and higher education. In 2018-19, 3.3% of the total budget expenditure was allocated to education, the highest ever in India. The

Right to Education (RTE, 2009) Act and successive governments' thrust on education have helped improve its accessibility with 97.2% of students now attending primary school (Annual Status of Education Report, 2018). However, providing quality education that leads to good learning outcomes remains a daunting task. Challenges like poor infrastructure, skewed teacher-student ratio, non-availability of trained and motivated teachers, and emphasis on rote learning continue to affect the learning levels of students, especially girls.

L&T believes that a robust and sustainable foundation created during early childhood development and primary education can transform millions of lives. As such, the education programme focuses on capacity building of teachers, improving teaching-learning methods, augmenting physical infrastructure, and strengthening community-based monitoring systems that can sustain the quality of education needed to make every child self-reliant.

THE BIG
PICTURE

97.2%

STUDENTS
ATTENDING
PRIMARY SCHOOL
IN INDIA

Source: Annual Status of Education Report, 2018

Our Response

Adding Quality to Education

L&T has been working with children from the marginalised sections of the society, especially in inaccessible urban slum pockets, remote rural and tribal villages, and regions around the organisation’s units across the country. L&T uses a multi-pronged approach to strengthen the education system in its project areas. It aims at enhancing infrastructure in resource-poor schools and aanganwadis, introducing relevant curriculums, improving teaching-learning methods and encouraging community participation. Through this approach, L&T ensures that children have increased access to education, creates safe and better learning spaces in communities and homes so that more children stay enrolled in schools and provides them with quality education that helps children tap into their true potential.

This year, their efforts have been focussed on strengthening physical infrastructure, training and capacity building of teachers, providing them with teaching-learning aids such as computer, tabs and hands-on kitsand organizing after-school classes to help improve the learning levels of children who are lagging behind. L&T has also put greater emphasis on making STEM subjects (Science, Technology, Engineering, and Mathematics) fun and easy to learn so that more children can take up related careers in future.

THROUGH THE INTERVENTIONS,
L&T HAS DIRECTLY IMPACTED

252,309

309 LIVES BY MAKING EDUCATION
RELEVANT FOR EACH AND EVERY
CHILD.



Digitisation of schools, Nane ZP school, Maval, Defence Talegaon



Provision of better Infrastructure, DAV School, Kansbahal, MMH



Distribution of Educational Aid at Government Primary School, Amakuda, Patna Sadar, Patna, Bihar, B&F IC



Medical Camp at ZP School-Kumili Vizianagaram-Vizag- Defence

Altering education by transforming schools



Coimbatore schools get a makeover

The infrastructure and learning levels in resource poor schools in Coimbatore, Tamil Nadu are just as abysmal as those in state’s rural areas. Most schools lack basic facilities and means and motivation to either teach or learn. Under its School Transformation Programme, L&T adopted six such schools in order to transform them wholly. The programme was strengthened further this year, directly impacting the quality of education and learning levels of 3000 students.

The schools’ ‘make-over’ focussed on three aspects – strengthening the physical infrastructure and creating better teaching-learning environment; pedagogical interventions to help improve the learning levels of the children and motivating school teachers through trainings; and activating School Management Committees (SMC) to encourage community participation in the education process. These interventions were planned post a micro-level need assessment study to understand the specific needs of each school.





Improving pedagogy and engaging children in the learning process included:

Beginner and intermediate levels English sessions, Magic English sessions, Maths Lab sessions, distribution of English dictionaries and English storybooks, setting up smart classrooms with audio-visual props and a Maths Lab with numerous Maths models.

Extra-curricular activities for overall development included:

Sessions on personality development, career guidance, child rights awareness, health and hygiene sessions, menstrual hygiene management, and solid and liquid waste management, providing sports infrastructure and facilities, organising talent contests, quiz competitions, life-skills education, and planting saplings.



Stakeholders were involved in the education process through:

Teachers' training, SMC meetings and parents-teachers' meetings.

Community Ownership of Education:

To encourage students to continue their education with support from family and community as well as to sustain L&T's efforts in future, meetings were held with members of School Management Committees (SMCs) and parents to take on the responsibility of monitoring school infrastructure and also creating a good learning environment at home.

Reconstructing Infrastructure to Aid Learning

One of the key reasons for absenteeism and children dropping out of education is the lack of safe, healthy and good learning environment in schools. This is especially true for resource poor schools where lack of basic infrastructure like classrooms, toilets and drinking water, etc. deter children, especially pubescent girls from attending school. Under its School Adoption Programme, L&T helped augment school infrastructure, provided classroom furniture, equipped schools with laboratories and libraries, refurbished classrooms and playgrounds, repaired buildings and compound walls, build toilet blocks, drinking water stations, kitchens and sports ground in resource-poor Government schools.

Creating Walls that Speak:

'Buildings as Learning Aid' (BaLA) is an initiative based on the idea that dull lacklustre school walls can be converted into bright, colourful and creative teaching medium for pre-primary and primary students. L&T's intervention in augmenting school infrastructure emphasises on improving the quality of education by developing child-friendly, fun-based learning within its physical environment. These walls make schools an exciting place for learning as well as teaching and create conducive self-learning opportunities for children by making learning material easily accessible at all times.



Focussing on Early Development of Children

Proper nutrition and cognitive learning are two of the most important factors of early childhood development, the lack of which can hamper growth and education in future. L&T worked towards strengthening its early childhood development programme by providing supplementary nutritious food in tribal balwadis, building the capacity of

balwadi teachers and supplying relevant toys to aanganwadis that helps in the development of cognitive skills among children.

By helping improve the quality of balwadis and aanganwadis in urban slums and rural areas, L&T ensured that children enter mainstream education system easily and stay enrolled in primary schools.

Providing Material Support

To address material barriers that students from under-privileged communities face, school related supplies such as uniforms, text books, note books and sports kits were provided in Government and unaided low-income schools in rural and tribal villages.

Volunteering for Holistic Learning

L&T employee-volunteers or 'L&Teers' worked

closely with NGO partners to introduce innovative learning methodologies in schools especially for challenging subjects like Mathematics, Science and English. They also engaged in other activities to enrich the learning experiences of students such as organizing summer camps, field trips and sports activities, conducting certified computer courses and extra-curricular activities for secondary school students and training teachers on pedagogy that can bring about holistic development in children.

Improving Learning Outcomes

Learning outcomes of children are clearly different in high and low-income schools, leading to massive inequality in education. To address these fundamental issues, L&T focussed on teachers' training programmes and after-school community study centres for children who are lagging behind.

• **Capacity building:** Teachers in Government or low-income schools often lack motivation to bring about a change in pedagogy. They are also not trained regularly on new and improved methods of teaching and learning. L&T conducted teachers' training programmes which in turn enhanced the quality of education being imparted to students.

• **After-school community study centres:** These centres offer support to children who are either first generation learners, belong to socio-economically weaker sections or lagging behind by providing them with supplementary education. Efforts were directed toward designing curriculums for easy learning aligned with the school curriculums. Each student's learning levels were evaluated at the start of the programme and regularly monitored till all students had attained a desired learning level. Trained teachers provided extra tutoring to help students cope with their school curriculum, thereby reducing dropout rates. Extra classes were also held for dropout students to help them during their board exams.



From disinterest to empathy: Phoolchand becomes a better student



“When we came to Mumbai from our village in Kanpur , we wanted our son Phoolchand to join a school and tuition classes. Back in the village, he used to play all the time and never cared about education. So, when we came to know about after-school classes at Angel Express Foundation (AXF), we forced him join it and now we are so glad that we took that decision”, says Bablu Verma, Phoolchand's father who works as Vegetable Seller in the city.

When Phoolchand, 7 years, came to AXF, he could neither read nor write or even do simple arithmetic. He used to pick fights with others all the time creating a ruckus all around him. With AXF's support, Phoolchand now reads very well, makes small sentences and solves maths problems on his own. However, along with improvement in studies, there has been a tremendous shift in his character as well. Phoolchand is more calm now and conscious of his behaviour. He has also become more empathetic and tries to learn new things every day. And all this within just a year!



A 3rd Std. student T. Anu Keerthana, assists her mother in all household chores. She is also not encouraged to study due to her gender. Anu's father earns meagre income as a driver and they live in Thuvaipathy village near Anaikatti, Coimbatore deep inside a forest cut off from mainstream society.

Anu was average in her studies and very weak in English. She used to cry when the teacher asked questions in English. In the baseline assessment done by L&T, she scored only four marks out of

sixty. The Magic English Programme supported by L&T created a joyful learning environment for Anu to learn and improve her English. The content and learning method highly motivated Anu as she actively participated in all the four modules, enjoyed listening and singing with actions. Due to her involvement, she could complete Beginner's level-1 & 2 in a period of just 10 months. Anu is now able to read simple words and sentences in English. She also improved in her overall studies and now wishes to continue her education.



Overall Development of Children

Keeping in mind their holistic development, children from Trust-run resource poor schools and study centres were trained on various life skills such as confidence building, personality development, family life education, and extra-curricular activities like dance, sports and drawing, etc. Educational and recreational visits to science centre, planetarium, museums etc. were organised to encourage learning beyond the walls. Specialised health camps were organised for early detection and treatment of anaemia and other childhood diseases. Sessions on health and hygiene were also conducted to promote preventive care and healthy sanitation practices.

Exploring horizons: School children participate in Mumbai's Kala Ghoda Festival

L&T collaborated with National Centre of Performing Arts' (NCPA) Nritya Parichay Programme to promote Indian culture and inculcate life skills through folk dances for students of Green Lawns High School and Datta Samant Madhyamik Vidyalay, Mumbai.

To explore horizons beyond academics and for the overall development of the students, they are encouraged to participate in various events. One such event was the much-awaited Kala Ghoda Festival held every year in the month of February, where 11 students from Green Lawns High School performed Manjira Nartan, a Manipuri dance form in front of a large audience.



Use of digital classrooms and availability of e-learning platforms in urban and/or private schools point to the increasing gap in learning among children from rural or low-income communities. L&T believes that inclusion of technology in education needs to happen from the grassroots level so that these children stay at par with evolving times and needs. To facilitate access to e-learning technology, L&T provided rural schools with computer labs and digital classrooms.

Digital Classroom: Innovative teaching and learning for hearing-impaired students

The Digital Classroom project was started in the city with partner NGO Ashray Akrti after successful implementation of similar projects in



various other cities. The project aimed to impart education content to 150 hearing-impaired children through computer-based visuals for improved comprehension and understanding.

NGO Ashray Akrti is an institute for imparting education and training to 'Hearing impaired students' from poor community. Before Digital class room was introduced students at Ashray Akrti, education was imparted through Sign Language by teachers with help of hand - made models / displays, which was not 100 % satisfactory in catering to the need of students to understand subjects like science, maths and social studies. Further, it was also a challenge for the institution to find teachers, who can impart teaching through sign language and for parents to make children understand the subjects at home.

The students, studying in Classes 1 to 10, were provided digital boards and requisite software comprising of state syllabus curriculums for all the classes. The innovative teaching methodology not only enabled the children understand better, but it also helped teachers utilise digital technology in teaching new concepts.

According to the teachers of Akshay Akrti school for the hearing-impaired in Hyderabad, more students are now willing to attend digital classes and responding well in subject comprehension.



"The 'Engineering Futures' programme is a blessing for the budding minds of children who cannot afford to get education in private schools. I observe better classroom participation and increasing interest in studies since its initiation. The technology-based pedagogy is welcoming and thoughtful. Students can understand the visual context easily and it helps them grasp the concepts faster. Now students are eager to do projects, activities and model making." ~ Ms. Keyuri, Teacher, D.K. Bhattarkar Primary Government School in Hazira



The use of technology has permeated almost all aspects of life today, from social media to increasing use of GPS systems and smart phones. Studies have confirmed that majority of future jobs as well as numerous current jobs will be created under the category of STEM, largely dealing with Science, Technology, Engineering and Mathematics. In a world that is swiftly evolving and shifting towards technology than ever before, skills in STEM can create great economic impact for a country. Taking cognisance of this, the Government of India is promoting various initiatives like Make in India, Skill India and Digital India to encourage manufacturing, skill development and technology use in the country. As such, STEM needs to become an integral part of education, especially for students from resource-poor or Government schools where learning levels are low and children feel intimidated by these subjects.

L&T introduced its STEM Education Project in 103 select Upper Primary Government schools in five states this year with the aim to provide students with opportunities to explore STEM-related concepts, encourage critical thinking, increase science literacy and enable next generation of innovators. L&T hopes that STEM education will help them develop a passion for the subjects which will enable them to pursue a job in this field in future.



Hands on training using kits and Project based learning

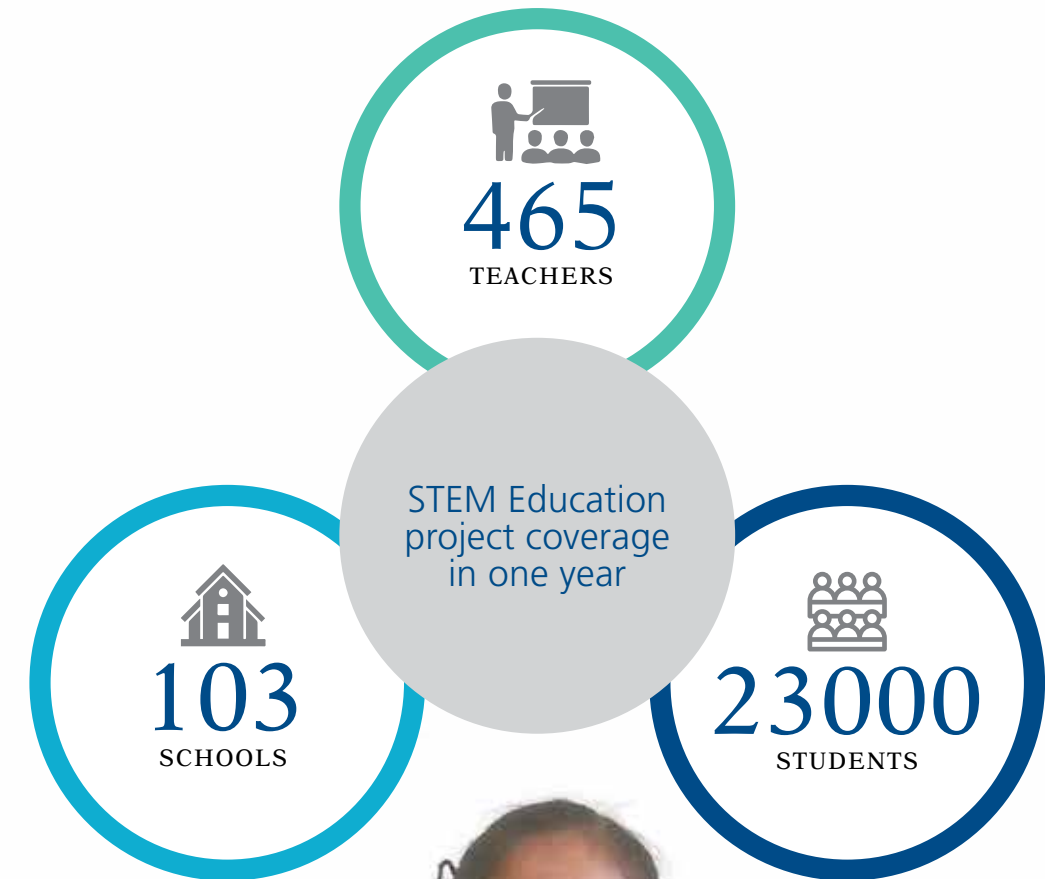
The 'Engineering Futures' programme under STEM Education Project utilizes technology to transform under-resourced Government schools into dynamic places of teaching and learning that focuses on improving classroom practices through the use of technology, projects, and interactive teaching-learning material. Teachers were trained in collaborative and dynamic teaching methods in order to replace rote learning with experiential learning. The STEM content was mapped with the syllabus and teachers transacted the same in the classroom. Students were given opportunity to work with STEM models and experiments that provide hands-on and minds-on lessons. Making Maths and Science both fun and interesting helped the students do much more than just learn and also apply related concepts to daily life.

Exposure visits to the local Science Centres were organised for both students and teachers. Students were encouraged to participate in inter-school Science exhibitions and competitions. Innovation contests were also held for teachers to encourage them to be innovative, creative and practical in teaching Science and Maths concepts that in turn helped improve students' performance in the subjects.

For sustainability, SMC meetings were held to create awareness of the 'Engineering Futures' programme and take ownership of monitoring its infrastructure and project activities. Parents were also made aware about the need for both boys and girls to participate in the STEM activities in school and to bridge the gender gap in STEM related careers in future.



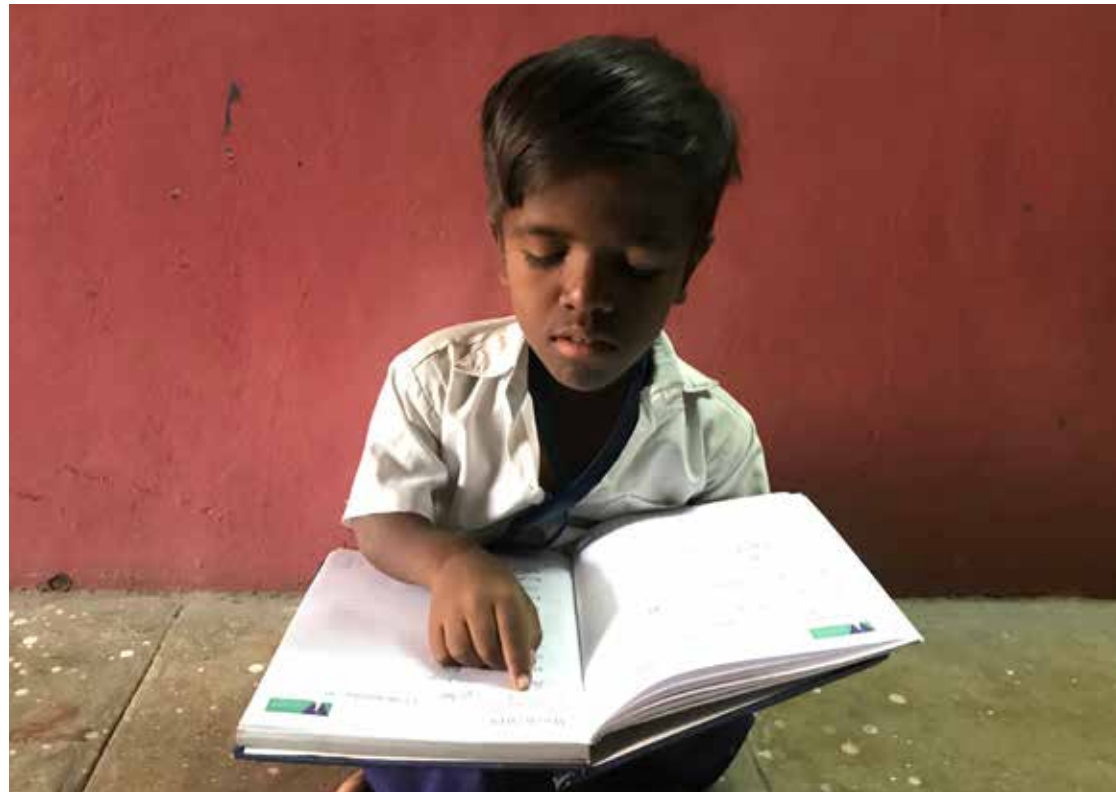
L&T HOPES THAT STEM EDUCATION WILL HELP THEM DEVELOP A PASSION FOR THE SUBJECTS WHICH WILL ENABLE THEM TO PURSUE A JOB IN THIS FIELD IN FUTURE.



STEM model making



Enabling dreams:
Gulrez becomes a mentor-leader



“The ‘Engineering Futures’ programme is bringing me closer to my dream of becoming an engineer one day. The involvement of models while teaching is also improving my critical thinking and I believe this approach will help me achieve my dream”, says Gulrez, 11 years old, who is studying in Class 7 in Dr.Hedgewar Primary School, Vadodara, Gujarat.

This school is one of the 25 intervention schools under the STEM project in Vadodara. Gulrez’s father works in a manufacturing company and his mother is a homemaker. Even though Gulrez was born with the physical condition of dwarfism, physical limitations never hampered his enthusiasm and confidence to learn or interact with others.

Gulrez has been fully involved in all the activities under this project especially since the project-based learning helped him improve his weaknesses in STEM subjects. He attends Science and Maths classes every day as he likes the new change in the teaching styles. He enjoys being a mentor to the class and to his study partner under the ‘Sharing-Pairing’ activity. He believes that the project has brought many changes to the students’ academic and social life and has boosted his self-confidence and likeability among his peers and teachers.

“I got very motivated to become a leader of my class. Before the project, my classmates and I couldn’t solve our problems or ask questions regarding Maths and Science. Now the class is divided into four groups and each group is headed by a mentor who is responsible for the group. This allows the students to freely share and solve their problems among each other”, he says.



Looking at the sun:
Challenging misconceptions about solar eclipse



OVER
10,000
MIDDLE SCHOOL STUDENTS
ALONG WITH TEACHERS AND
SCHOOL HEADS FACILITATED
THE ACTIVITIES WITH THE
TEAM OF NGOS

A solar eclipse is a wonderful occasion for promoting science, scientific temper and enjoying hands on experiments. ‘Suryotsav’, an event to challenge misconceptions about solar eclipses, was organised on 26th December, 2019 in STEM project schools in Rajasthan, Tamil Nadu and Pondicherry. Teams of teachers and students were trained as resource persons to lead and organise the event in schools and students were explained the concepts through nano solar system, demonstrating images with lenses and viewing the eclipse with artificial sun.

Misconceptions or superstitions such as not eating, not going out during the eclipse, and eclipse being bad omen if viewed, were discussed. Students were then taken outdoors to observe the solar eclipse through films and telescope. Many people from the community joined the students to view the eclipse breaking the myth further in the community.

Future Direction

L&T wishes to be part of the dreams of students and teachers who continue to set bigger goals. They look forward to bringing technology focused education in the schools in the coming years. In future, the Company will continue to focus on strengthening school infrastructure and supporting basic necessities, and at the same time expand STEM Education Project to Upper Primary schools in many more geographies around L&T campuses to make students future ready for the digital world.



Health

Affordable Healthcare for All

The World Health Organisation's (WHO) Constitution recognises the "highest attainable standards of health as a fundamental right of every human being". The right to health is not just about easy access to healthcare and building health infrastructures. It includes all factors that lead to social, mental, and physical well-being of all individuals without any discrimination. A non-healthy population directly impacts economic development through increased production losses and economic burden of illnesses. Indirectly, it leads to a loss in human potential as well as livelihood when a non-healthy children population achieves maturity.

In India, despite decades of policy initiatives, healthcare is still skewed towards the urban and well-earning sections of the society. The public healthcare system, largely accessed by the poor and vulnerable population both in urban and rural areas, remains ineffective. As a result, the healthcare requirements of the poor and marginalised are not adequately met and increasing expenses continue to push them further into poverty.

L&T's health programme is implemented keeping in mind that people have a right to access quality healthcare without compromising their current and future economic security. By building infrastructure in remote locations and providing free or subsidized physical and mental healthcare services, they ensure that people can not only sustain out-of-pocket expenses but also lead healthier lives.

Our Response

Making Healthcare Accessible and Affordable

The healthcare programme is one of the oldest running programmes at L&T CSR. They have been organising health and welfare activities for the underprivileged communities across their establishments in India with an understanding that quality healthcare without exorbitant charges is a basic human need. The permanent health centres and numerous health camps provide free or subsidized quality medical care for people in both urban and remote areas, so that people can not only sustain a healthy life, but also remain financial secure and stable.

L&T focussed on strengthening Government health programmes including family welfare, maternal and children’s health, HIV-AIDS, tuberculosis, blindness prevention and control, diabetes detection and treatment and reproductive health services. They also provided services related to lifestyle diseases like hypertension and cardiac issues.



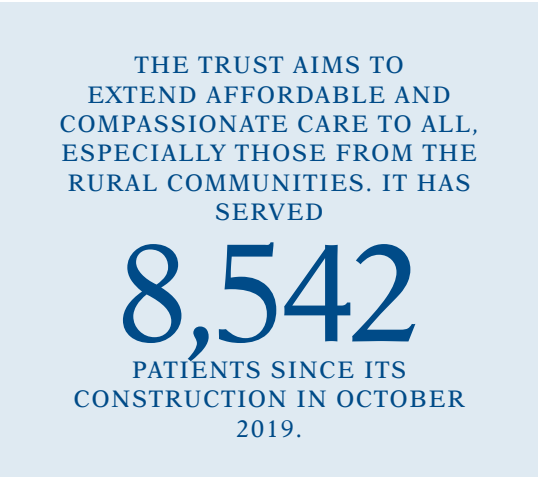
Improving quality of care: L&T builds a multi-speciality hospital

Sankara Charitable Hospital at Kancheepuram, Tamil Nadu was set up in 2009 to provide medical services to the poor and vulnerable communities in and around the city. Its committed and comprehensive healthcare at subsidized rates has made the Hospital a much sought after destination for patients across Tamil Nadu and other states as well. The Hospital also provides emergency and critical care for cardiac patients and dialysis facilities for patients with kidney disorders.

However, the Hospital had been operating from a make-shift facility which was overloaded and had severe space constraints. To accommodate the growing number of patients and ensure quality of health care provided, the Trust approached L&T for infrastructural support. L&T converted this old partially built structure belonging to the Trust into a multi-specialty Hospital admeasuring 42,000 sqft. L&T’s team was actively involved in the design and planning support as there were many challenges in redesigning of the space. The Hospital was built to conform to NABH standards with suitable infrastructure and equipment provided for Out patient and In-Patient services across all major specialties.

The multi-speciality Hospital now offers: 20 patients’ rooms, two Operation Theatres with modern facilities, ICU and NICU, maternal and child welfare, a fully equipped Dialysis Centre, laboratory, a blood storage system, digital x-ray and pharmacy.

The trust aims to extend affordable and compassionate care to all, especially those from the rural communities. It has served 8,542 patients since its construction in October 2019.



Sankara Hospital- New Building



Sankara Hospital- Old Building -make shift facility



Waiting hall in OPD in the new building

Spreading Health and Well-being through Health Centres

Since the setting up of its first health centre in 1967 at Andheri, Mumbai, L&T now has spread its services to include twelve fully operational community health centres in Gujarat, Tamil Nadu and Maharashtra. In addition, they have kidney dialysis clinics for the underprivileged at six cities including Mumbai, Thane, Titwala, Vadodara, Surat and Chennai. A team of around 90 well-qualified medical and rehabilitation consultants and three professionally staffed, well-equipped multi-speciality centres in Andheri to provide the following services:

- **Physical health:** Tertiary healthcare services were provided including family planning surgeries, day care general surgeries, endoscopy and dental procedures. The centres also provided eye check-ups, mother and child healthcare, physiotherapy and occupational therapy, infertility treatment, hearing and speech services and a skin clinic focusing on leprosy treatment and communicable diseases.
- **Psychological health:** Psychiatric OPDs, family counselling and a Child Guidance Clinic helped address mental health and other stress related issues within any section of the community.

Taking Healthcare to Your Doorstep

L&T owns and operates 14 mobile clinics which take healthcare services deep into urban slums, rural and tribal areas. Medical camps are periodically held in schools and surrounding communities to provide medical check-ups for those families who can't otherwise afford or access healthcare and also extend the benefits of modern health technology to the marginalized communities. The professional healthcare specialists also educate and inform people about healthy practices and counsel them as required.

- **Mobile health vans** were sent to communities in and around Mumbai including slums and tribal blocks near Thane and Ahmednagar.
- A Medical Health Check-up Camp was conducted at Butibori in Nagpur, Maharashtra by Nagpur Area Office in collaboration with Swami Vivekanand

Medical Mission Hospital (SVMM). 266 village people availed the medical check-up and patients requiring further treatment were referred to SVMM Hospital, Khapri at Nagpur.

- During specialised health camps, a special panel of doctors provided a range of check-ups and investigations including anaemia diagnosis and treatment, basic and rubella vaccinations, skin ailments, geriatric care, eye care, dental procedures and paediatric and gynaecological services.
- They have also developed specialised health promotion programmes for children and adolescents in Government remand and corrective homes and homes for neglected children that focused on hygiene, reproductive and sexual health.
- Cancer detection camps were targeted at women by promoting preventive education and early diagnosis of cervical and breast cancer.



Early cancer detection: Organising screening camps

L&T collaborated with Indian Cancer Society to conduct Cancer Awareness and Screening Camps for women and men in and around L&T construction sites in Mumbai, Aurangabad and Tamil Nadu. The awareness programmes were followed by screening camps which included oral cancer screening for men and general cancer screening camps (cervical, oral and breast) for women.

40 screening camps covering approximately 2,500 beneficiaries were successfully completed under this project.



Living without fear: Specialised free clinics for women and men



L&T also collaborated with NGO Cancer Brigade to help train 60 volunteers or Key Resource Persons (KRPs) in Kannur, Kerala. These KRPs further helped spread awareness about cancer among the community through various street plays.

108 Specialised Free Clinics were conducted for women who reported having symptoms based on Breast Self-Examination.

18 village-level Specialized Camps were also conducted that included Mobile Tele-Medicine Units having facilities for Mammogram, USG and X-ray.



HIV and AIDS Management Programme

L&T has a comprehensive programme for HIV/AIDS management with its diagnostic and counselling facilities at Andheri, Mumbai. The state-of-the-art Anti-Retroviral Treatment (ART) Centre conducts

awareness camps and provides diagnostic, medical and counselling services in association with National AIDS Control Organisation (NACO).

TB Related Services

L&T runs an exclusive and comprehensive TB clinic in Koldongri, a suburb of Mumbai in partnership with Municipal Corporation of Greater Mumbai (MCGM) where individualised OPD treatment, check-

ups, diagnostics along with Gene Expert testing, medicines and nutrition support, home visits and counselling are offered to those in need.

IN 2019-20, 1449 SUSPECTED PATIENTS WERE REGISTERED AT THE CLINIC WITH 263 PATIENTS PUT ON DOTS TREATMENT AND PROVIDED COUNSELLING. A CURE EFFICACY RATE OF 85-90% WAS OBSERVED WHILE PROVIDING CAT I, II AND IV TREATMENTS TO THE PATIENTS. 500 CASES OF MULTI DRUG RESISTANT TUBERCULOSIS WERE ALSO REGISTERED WITH THE CLINIC.



Partnering in health: Integrating TB and ART

In 2005, L&T set up a modern integrated centre for TB and ART at the exclusive TB Centre at Koldongri, Maharashtra.

After studying the healthcare needs that were unmet by Municipal Hospitals, L&T initially focused on providing equipment such as X-ray machines to the Centre and enlisting the services of trained chest physicians and counsellors. Recognising the connection between TB and HIV-AIDS, L&T mandated new interventions that tested TB patients for HIV-AIDs and provided integrated counselling and Anti-Retroviral Therapy (ART).

Dialysis centres

L&T purchased 32 kidney dialysis machines and services at these centres are provided at highly subsidized rates. In theThane dialysis centre, a total of 4915 dialysis sessions were conducted this year.

Blood donation camps

Numerous camps were organised on the eve of Mr. Holck Larsen’s birth anniversary and during the ‘Safety’ month of January at various locations. Around 30,643 units of blood were donated by L&T volunteers this year.



Providing Infrastructural Support

Augmentation and renovation support was provided to Government run health centres and hospitals or charitable trusts to help them continue to aid comprehensive and quality services to the underprivileged patients they cater to.

Health Awareness Programmes

Many awareness programmes were held for community and school children on various health topics such as hygiene and sanitation, HIV/AIDS and cancer awareness, mother and child healthcare and first aid and CPR among others.



Treating ‘Club Feet’: A young mother finds the right treatment at the Health Centre

A young mother from a poor family approached L&T’s Health Centre at Andheri as her four-month-old son was born with a physical condition that made both his feet curve inwards. She had previously consulted doctors at her native place without much success and then learnt about the Centre through word-of-mouth.

At the Centre, the child was diagnosed with a mild

form of Congenital Talipes Equino-Varus or ‘Club Foot’, a condition that affects roughly one in a thousand children. A child having the condition typically presents with a ‘bean-shaped’ deformity involving either one or both the feet.

The doctor at the Centre treated the child using a sequential casting technique where the deformed feet gradually correct themselves over the next few weeks. The child is now made to wear a special splint over his legs as per protocol and full correction is expected in due course.



Providing special care: Isha dances toward her dreams



Isha was brought to Janni Dham, a special care home for HIV+ orphaned kids, when she was five years old. At Janni Dham, she was nurtured and provided with medical needs and education. Here she grew up into a loving human being who looked at all other members of the shelter home as her family. However, she lacked motivation to study and could not clear the Class 10 board exams. Her failure put her in a state of perpetual worry as she felt she was good for nothing. The only thing that excited her was attending daily dance classes under L&T's project 'UDAAN'.

Under project UDAAN, children at shelter homes were provided info-entertainment and extra-curricular skill building activities as well as remedial and counselling classes. With the

support of a counsellor, it was found that Isha was an exceptional dancer and a quick learner. She was enrolled for personal dance classes under this project which boosted her confidence and regained her trust. She realised that she loved dancing and could make this her career. Now, she trains other girls and encourages them to participate in various dance events. She practices with all her soul and enthralls everyone with her performances.

Soon, Isha realized that completing her studies was equally important to help her in her career. At the age of 16, she re-appeared for her board exams and cleared it with good grades. With small victories in life, Isha is now ready to take big steps towards her dream of dancing.



Facilitating daily living skills: Sagar learns to button his shirt

Sagar*, 6 years, had a history of delayed motor and speech milestones development. At his age, he was unable to write or concentrate while writing and could not wear clothes or take bath on his own. Sagar was referred to L&T's Occupational Therapy OPD for evaluation and treatment by experts at L&T's Child Guidance and Speech Therapy Clinic at Andheri, Mumbai, who observed that Sagar was struggling with writing and had not developed age appropriate daily living skills.

A comprehensive evaluation of Sagar's condition included understanding and documenting medical and developmental history and a detailed testing. The assessment concluded that his sensory motor-perception skills were affected. His treatment plan targeted at improving his motor skills to normalise muscle tone and improve sensory processing skills. Sagar's mother was also trained on certain indoor

and outdoor exercises and therapeutic activities that could be provided to Sagar at home and other community settings like schools.

Depending on Sagar's progress, more treatment targets were added including development of visual perception and handwriting skills along with backward-forward chaining to teach age appropriate daily living skills. Sagar loved his OT sessions since they were play-based, driven by the child's inner motivation. The OT sessions incorporated many high interest reinforcers to keep him moving towards his goals.

Sagar can now focus while writing and also dress-undress on his own. His mother is happy with his progress as he has been able to meet most of the year's targets.

*name changed



Future Direction

Improving the user data management, providing services based on the future needs of the community and improving the current services will be L&T's focus in the coming years.



Skill Building

**Skilling and enabling youth
to be employable**

With its high youth population, India has the potential to become the largest workforce provider to the world. However, according to a 2017 NITI Aayog report, of the total unemployed population, 49% are young job-seekers while only 40% of the youth have the potential or skills to be employed. This indicates that a large number of the youth, especially educated ones, are either unemployed, under-employed, or seeking employment. Even though there is an increasing need for skilled workers by the industries, the gap between demand and supply continues to grow.

L&T believes that from socio-economic and demographic perspectives, skill-building is critical for reducing poverty, and enhancing employability and economic growth. They provide construction skills training in various trades enabling young dropouts, boys and girls, get skilled jobs in the construction industry. They also create training and placement opportunities for women and the specially-abled to help them and their families become economically secure.

Our Response

Making Youth Self-reliant

Since decades, skill development has been a key focus area for L&T's CSR. By training the youth in construction skills, their initiative aims to create human resources that can improve the country's business competitiveness and growth. They provide vocational training and other skill building workshops to school dropouts and youth with less education, especially from the rural areas, in a manner that aids their own growth and helps them learn new skills. They also provide them with employment opportunities that help them become self-reliant and economically secure.

60,886

RURAL AND URBAN YOUTH, ALONG WITH WOMEN AND PHYSICALLY-CHALLENGED PERSONS FROM UNDERPRIVILEGED COMMUNITIES WERE TRAINED IN VARIOUS SKILLS TO IMPROVE THEIR EMPLOYABILITY AND BE ECONOMICALLY INDEPENDENT.



Even though hands-on training and L&T certification at the end of the course make these young trainees job ready, the Company also provides them with placement support at various construction projects post their training.

All CSTI trainees are nurtured with discipline, values and safety habits apart from technical skills that help them earn good income and create successful careers in construction. Many trainees have found appropriate jobs in India and abroad helping them earn high income and being truly self-sufficient.

Highlights of CSTIs in 19-20

CSTI	Applicants registered	Students trained	Youth employed
Panvel	1641	899	642
Cuttack	1990	1691	720
Attibele	1302	1202	1101
Chhacharwadi	1872	944	602
Jadcharela	1342	1221	648
Kanchipuram	1499	1239	962
Pilkhua	986	968	674
SBT Hyderabad	600	600	510
Serampore	1270	1270	1250
Total	12502	10034	7109

Digitising Training at Construction Skills Training Institutes



WITH DIGITISATION OF THE CSTI'S TRAINING MODULES, DIGITAL STUDY MATERIAL, MICRO LEARNING MODULES ON MOBILE APP, ATTENDANCE VIA BIOMETRIC AND MOBILE APP, AUGMENTED REALITY(AR)/VIRTUAL REALITY(VR) TRAINING MODULE IMBIBING SAFETY AND QUALITY STANDARDS, AND PERIODIC ONLINE ASSESSMENTS HAVE ALSO BEEN INITIATED

L&T's Construction Skills Training Institutes (CSTIs) provide free-of-cost training on construction skills like bar bending, formwork carpentry, masonry, scaffolding, welding and electrical wiring, EHS steward, solar PV technicians, etc. to rural and urban youth. With increasing emphasis on technology and innovations, new courses that are in sync with smart city projects such as networking, metro communication and smart meter PM solution training, optical fibre cable, Intelligent Traffic Management System (ITMS) and CCTV installation and maintenance have also been introduced.

Eligible candidates from underprivileged communities in remote locations are enrolled during Career Fairs that are held quarterly in district places in various states such as Sahebganj in Jharkhand, Behraich in UP, Begusarai in Bihar and so on. The enrolment also takes place through referrals from NGOs, pamphlets and posters . The enrolled candidates are provided a three-month skills training in construction trades with free hostel facilities. Safety, quality and soft skills training are integral to all the training modules.

Skilling today for a better tomorrow: Uttam's job changes his family's economic situation



"L&T Skill Training course changed my life", says Uttam Mahato, 21 years, who was unable to find any job despite completing his ITI education after a lot of financial struggle. His father, a farm labourer earned only INR 6,000 per month which was not enough for the family to even meet basic needs.

Uttam, subsequently, came to know about CSTI through one of his friends and approached the institution in Bengaluru. After a screening test, he was registered for formwork training. It focussed on imparting multi-skill training with greater competency

and flexibility to help trainees like him improve their technical calibre, develop a sense of excellence by inculcating skills cooperation, critical reflection and motivation. Uttam not only secured grade 'A' in the final test but also acquired necessary qualification at the Construction Skills Development Council of India assessment.

He now works as a technician with a monthly salary of INR 13,500 and is able to support his family by sending part of his income back home.

Gaining employment: Amirul dares to dream



Amirul Hossain, 22 years, had big dreams but did not know how to achieve them. Coming from an extremely poor family in Coochbehar district, West Bengal, he used to while away his time roaming around with his friends. One day, he heard about the mobilization drive of L&T in his village and soon appeared for a selection test. He was enrolled for the Assistant Bar Bender and Fixer course at L&T's CSTI in Serampore. Post

completion of training, Amirul got employed at an L&T project site which paid him a monthly amount of INR 10,000. With that he was able to secure his as well as his family's finances.

Amirul has now moved to another project in Maharashtra that pays him more than INR 13,000 per month helping him save more and move a step closer to fulfilling some of his dreams.



Nursing Assisatnt Skills Training Session

L&T trains young girls from tribal communities: First generation learners become nurses



Even though tribal societies are largely egalitarian, young girls still lag far behind in most aspects of life like education, health, employment and economic empowerment.

To economically empower them, L&T's CSR unit at Hazira, Gujarat selected and enrolled 20 girls from tribal communities for a one-year course in Nursing Aid. These girls were selected post multiple rounds of interviews to check their willingness and desire to pursue the course and move to a city for their career.

The girls, who were shy and lacking confidence at the start of the course, have now emerged as individual power houses. They are not only confident and ambitions but also have excellent communication skills and technological know how. They have been groomed with the ethics, values and sensitivity that will help them perform their duties well.

L&T has partnered with the renowned Nirmal Hospital in Surat for placing these students once the course is completed. As first generation learners these girls have undergone tremendous transformation by not only being empowered themselves but providing their families with a better and sustainable future as well.

Becoming an entrepreneur: Rita supports her family during crisis

Rita Rai, 38years, successfully completed a course in stitching conducted by USHA Stitching School in Bhowanipore, Kolkata. Even though she had no prior knowledge of machine stitching, her remarkable skills post her training allowed her to move from stitching simple cloth bags for our 'Garbage Free India' campaign to taking up orders for fancier products like petticoats, cushion covers, handbags, pouches, etc.

Her husband, who used to work in an office earning a salary of INR 10,000 lost his job which thrust her into the role of the sole breadwinner for her family. Her skills now enable her to earn at least INR 10,000 per month. She is grateful for the timely course that she did, which now helps her support her family in times of need.



Women learn IT skills



At Jaipur, in collaboration with NIIT Foundation, IT skills training were provided to women from underprivileged communities in order to make them self-sufficient and earning members of the family.

20 participants out of 40 trained have been placed in companies and schools, whereas placement of the remaining participants was under-way .

Other initiatives

- L&T collaborated with 27 Industrial Training Institutes across the country to provide industry-oriented training in construction such as Welding, Construction Electrician, Formwork and Masonry.

- L&T's 'Project Neev' initiative enriched the lives of the differently-abled by offering specially-designed training programmes that enabled them to be gainfully employed and financially independent.

- Women, young girls and physically-challenged individuals in and around various L&T sites were

trained in various employable skills as per their interests and aptitude such as tailoring, embroidery, beautician, food processing, home management, computer skills, basic education and basic health.

Future Direction

The CSTIs endeavour is to improve their teaching methodology by introducing e-learning and digital interface to make the trainees future ready in the ever-growing digital world.

Location-wise Impact

Sr. No.	Location	Education	Health	Water & Sanitation	Skill Building	Total Lives impacted
1	Ahmednagar	8034	10964	0	126	19124
2	Mahape	0	0	0	0	0
3	Mysore	7532	0	0	0	7532
4	Coimbatore	7099	0	0	0	7099
5	Lucknow	13	0	0	0	13
6	Pune STC	0	0	0	82	82
7	Vadodara STC	0	0	0	111	111
8	Hazira	37930	13969	0	1767	53666
9	Ranoli	3080	8800	0	0	11880
10	Vizag	27857	10293	2500	2436	43086
11	Talegaon	1710	0	0	0	1710
12	Banagalore	1830	0	0	0	1830
13	Vadodara	2016	0	0	20	2036
14	Faridabad	21850	0	0	0	21850
15	Chennai HQ	10273	7270	0	88	17631
16	Kansbahal	1407	0	0	0	1407
17	Mumbai- HO	28967	186178	99512	0	314657
18	Prayas Trust	19011	17136	0	5583	41730
19	CSTI		0	0	10033	10033
20	Domestic Marketing Network	19960	39705	0	35042	94707
21	Project Sites & other locations	53740	34665	29218	5598	123221
	Sub- Total	252309	328980	131230	60886	773405
	LTPCT	111068	41730	758	23354	176910
	TOTAL	363377	370710	131988	84240	950315



Digitisation of schools, Nane ZP school, Maval, Defence Talegaon



Distribution of Educational Aid at Government Primary School, Amakuda, Patna Sadar, Patna, Bihar, B&F IC



Flood Relief Vadodara, HEIC



Infrastructure support at Government School, Bairagarh Chichali, DMN-Bhopal



Madhyamik Shiksha Project, Vadodara, Power IC



Medical Camp at ZP School-Kumili Vizianagaram-Vizag-Defence



Non-Formal Education Classes for children from rag picker families. Delhi, HQ



Project Umang- Learn with Fun at Hazira, HEIC



Provision of better Infrstruicture, DAV School, Kansbahal, MMH



Afforestation initiatives around Vellalore lake, Coimbatore, DMN



Blood Donation- Defence - Vizag



Defence- Vizag- Interschool science exhibition



Speaking Walls project, Nigade Z.P. School, Defence IC Talegaon



STEM Model making Competition at Sardar School, Ahmednagar, EAIC



Tree Plantation Drive, Chennai, DMN



Volunteering that Impacts

Our social superheroes

Our social superheroes make a difference!

Be it employees or their partners, L&T has a strong and long history of encouraging and facilitating volunteering programmes that in turn power community development initiatives.

L&T's growing army of employee volunteers or L&Teers have been dedicating their spare time to initiatives as diverse as teaching in community schools to writing examination papers for the visually challenged.

The women employees of L&T, along with partners of male employees, form the Prayas Trust, an organisation that works for the upliftment of

underprivileged communities around L&T facilities across the country. Apart from supporting initiatives in the four key thrust areas of L&T's CSR programme, these young-at-heart women 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. Daan Utsav, a unique L&T initiative, gives all employees the opportunity to share their time, money, clothes or household items with those who need them the most.

The following pages showcase how employees of L&T and their partners have made a difference in the lives of underprivileged individuals and communities across the country.

WORKING TO GIVE BACK TO SOCIETY

VOLUNTEERS AT L&T HAVE ALWAYS PLAYED A CRUCIAL ROLE IN KEEPING ALIVE THE COMPANY'S TRADITION OF 'GIVING BACK TO SOCIETY'. L&T'S STRUCTURED EMPLOYEE VOLUNTEERING PROGRAMME, L&TEERING, ENCOURAGES AND ENABLES EMPLOYEES TO PARTICIPATE IN COMMUNITY DEVELOPMENT ACTIVITIES AND BE CHANGE AGENTS IN THE SOCIETY. THIS YEAR, 7,122 EMPLOYEES VOLUNTEERED 51,422 SERVICE HOURS AFTER WORK TO BE OF SERVICE TO COMMUNITIES.

7,122
EMPLOYEES VOLUNTEERED

51,422
SERVICE HOURS

Skill-based volunteering

"I used this as an opportunity to not only apply my sales skills, but also to familiarise myself with new skills to support the NGO's social media strategy. Overall, a positive experience." - L&T Volunteer

Employees of L&T's Mumbai, Hazira, Vadodara, Talegaon, Bangalore, Delhi and Faridabad units having various expertise and interests came together to support several NGOs through remote volunteering. The initiative was conducted in partnership with Toolbox India Foundation where L&Teers spent 680 hours in building capacities of 11 NGOs. The topics covered included developing fund-raising strategies, MIS trackers, social media strategies and human resource plans. The projects were based on organisational needs of the NGOs that work with under-served communities across India.

Building a bright future, one youth at a time



"I have learnt to communicate better. I feel the change in me. I thank L&T for bringing this change in me!" – young aspirant

In a unique employee volunteering initiative, L&Teers of Mumbai collaborated with NGO Bright Future India (BFI) to engage with youth from marginalized communities and help build their employability. The youth are trained on

various vocational skills by the NGO. Nearly 80 L&Teers worked with 76 young aspirants to help improve their interviewing skills and make them job-ready. L&Teers conducted multiple one-on-one mock interviews with them, shared critical tips on resume building, interview responses and behaviour, and mentored aspirants on building their confidence. Post the initiative, several youths got placement across various sectors such as food chain companies, banks and logistics while a few have been employed by BFI as their "Change Leaders".

Encouraging talents in children

The 37th Children's Meet was organised by NGO partner Our Children and supported by L&T. The Children's Meet, an annual event held each year on 1st May, provides a platform to children to showcase their latent talents and engage them in creative activities. The Meet gives them an opportunity to interact with other children and display their work of art. Around 2,000 children from 30 Child Welfare Institutions in and around Mumbai attended the Meet and approximately 500 children participated in a theme-based dance competition on "games forgotten over a period of time".

A unique feature of this event is that it is organised by the children, for the children and even the Chief Guests are invited from among the children.

L&Teers, in collaboration with the NGO, helped making this event a success by taking up various responsibilities such as registering guest, handling accounts, and crowd and transportation management, etc.

Fun learning for children



"They made us aware of the importance of recycling and making the best out of waste. I made three piggy banks, one for myself and two for my parents" ~ Sunita, a 13 years old student from , JWP Mera Sahara Centre, a remedial learning centre for school drop outs, Delhi.

In the past, Delhi L&Teers have engaged with children in fun learning activities with the focus on honing children's curiosity for learning and nurturing their talents. This year, besides teaching subjects like English, Maths and Science, L&Teers organized sporting events and creative activities and also created awareness on various environmental issues.

They also taught children to make piggy banks and paper bags using waste materials like plastic bottles and old newspapers.

Volunteers from L&T's Jharsuguda, Odisha project site at a children's home playing games and serving a nutritious meal.

Chennai L&Teers helping differently-abled children paint the walls of their school.

Hazira, Gujarat L&Teers created a kitchen garden at a residential home for tribal children and build awareness of growing kitchen garden and importance of nutrition using theatre.

Chennai L&Teers organised an 'International Day for Older Persons' celebration for 800 senior citizens across homes for the elderly destitute.



L&Teers at Chennai created teaching-learning materials for Anganawadi teachers in rural Tamil Nadu.



Nearly 100 L&Teers from Chennai regularly visit institutions for orphans, visually impaired, senior citizens, leprosy and cancer patients and engaged with them through various entertainment and educational activities.



150 volunteers from L&T's Chennai unit painted walls and blackboards in three schools for special children, painted four under-resourced government schools. By cleaning and making the environment brighter, the volunteers supported in creating a more conducive teaching-learning environment for both teachers and students.



Thirty L&Teers from Mumbai visited Snehasadan, an NGO providing shelter for the homeless children. They spent time at the boy's shelter playing fun-filled, interactive activities and games like cup stack-attack, balance the balloon, volleyball, football and badminton. In addition, L&T also gave towels as a token gift to all the children.

Aiding the differently-abled

Mumbai L&Teers once again rose to assist the visually-challenged in realising their right to education and career. Volunteers dedicated 350 hours in recording and editing 25 books and as scribes writing various exams for them.



Crafting gifts

"I was very delighted to know that all the creativity we had put into making these gift boxes brought smiles on the faces of so many children. In this world, there is nothing so beautiful as a happy child."
– L&T volunteer

Chennai L&Teers joyfully supported gaming events for children with hearing and speech impairments.

And Delhi L&Teers took time out on craft activities for children with Down Syndrome.

L&Teers in Chennai enthusiastically created and painted gift boxes for children attending rural government schools. The gift boxes were distributed to the children as prizes for participating in various school events organized by Team Everest, a local NGO. Most volunteers participating in this initiative were Graduate Engineer Trainees, the youngest members of the L&T family.

L&Tites run an extra mile at Tata Mumbai Marathon (TMM) 2020



At TMM this year, the L&T contingent of 100 participants ran 5.9 kms chanting slogans in support of NGOs Family Planning Association of India (FPAI) and Bright Future India (BFI). Moreover, all L&Tites running the Half Marathon (21.9 kms) and those running on their personal funds wore L&T corporate colours making the contingent even bigger.

The TMM is integral to L&T and running for fitness while supporting a cause has gained momentum over the years. Every year, L&T supports NGOs working on health and education by raising funds for them. For TMM 2020, the funds raised for FPAI was utilised on maternal and child healthcare, whereas, BFI sponsored 500 youth aspirants by providing them with an educational kit that included a module kit, a student's backpack, a pair of uniform and stationeries. A total amount of INR 20,98,800/- was raised during the Marathon while an additional INR 6,27,229/- was raised through individual pledges.



Every Diwali, L&T CSR teams organise NGO Melas to encourage entrepreneurship among the self-employed individuals supported by various NGOs. Several home-made or small-scale industry products are exhibited and sold at the Melas. This year, 12 NGOs participated in the Mela at L&T Mumbai.

L&Teers were also not far behind in entrepreneurship! They made and sold paper lanterns at the Mela and the funds raised was used to purchase teaching aids for Community Learning Centres supported by L&T in Powai.

A similar 'Arts and Crafts Mela' was held at Chennai HQ for the 8th consecutive years, where the stalls exhibited and sold a range of products such as jute bags, paintings, key chains, sarees and leaf plates, etc.

Through the Melas, INR 3.41 Lakhs was raised which was used to support 25 NGOs, 12 NGOs from Mumbai, Ahmednagar, Talasari in Maharashtra and 13 NGOs in Chennai, Kancheepuram and Tiruvallur District in Tamil Nadu.



Nearly 200 L&Teers planted 700 saplings as part of an afforestation drive near Vellalore Lake, Coimbatore

To promote environmental awareness, L&Teers participated in various activities such as making and planting seed balls, tree plantation, cleanliness and sanitation drives. Around 25,000 tree saplings were planted in various parts of the country. World Environment Day on 5th June was celebrated in many schools and communities where the volunteers created awareness about environmental damage due to the use of plastic and encouraged them to stop their use.

Annual Painting Competition



Winners of the painting competition



Mumbai L&Teers participated in the 11th edition of Sushma Mukhija Painting Competition held annually on 31st January to commemorate the memory of Late Mrs. Sushma Mukhija, wife of Mr. R.N. Mukhija, ex-Senior Vice President and Board Member of L&T. This year, a total of 554 children from Class 2 to 7 of Green Lawns English High School, Powai, Mumbai participated in the competition.

Being a friend in need



In August 2019, L&T conducted a flood relief donation drive for the flood affected areas in Sangli, Maharashtra. The distribution of relief material was facilitated by Action for Women and Rural Development (AWARD), a local NGO, in five villages under two talukas, Palus and Walwa.

With the help of the village Gram Panchayat and local Youth Club, AWARD identified 650 families in these villages who were affected the most by the floods. Additionally, ASHA workers sensitized girls and women about menstrual health after the flood. Sanitary napkins provided by L&T were distributed in schools and homes. L&T also donated medicines, toiletries, cleaning materials, bed sheets and mats as part of the flood relief drive.

Daan Utsav: Celebrating the spirit of giving at L&T

L&T employees are an integral part of the social consciousness that is at the heart of the Company's work. Daan Utsav, an annual festival of giving, is unique to L&T and celebrated with much joy and

splendour. During this festival, employees give generously and with open hearts, from financial aid, clothes, toys, utensils and Diwali gifts to time, effort and affection in organising trips to various NGOs and institutions.



Wish Tree

This year, NGO partner Goonj, conducted sessions on "Mindful Giving" across various L&T venues in Mumbai.

Employees of Powai and Andheri L&T campuses contributed INR 1.14 lakhs for a Wish Tree that helped fulfil the wishes of children from shelter homes and low-income communities.

A total of eight NGOs participated for the Wish Tree including Childhelp Foundation, CURE International India Trust, Dignity Foundation, HelpAge India, Little Sisters of the Poor, Dr. M.L. Dhawale Trust, Tarasha and Voice.

Food distribution and collection drive



A special 'Sandwich Making' event was organized by L&Teers at Andheri, Mumbai, where sandwiches made by them were distributed among the children at Brahmanwadi slum area at Andheri in collaboration with NGO Robinhood Army.

Over 100 boxes of clothes, stationery, toys and grains were collected by employees across various campuses and offices in Mumbai. These were donated to Goonj, an NGO that distributes usable clothes among those in need while recycling the unusable ones for creating various upcycled products.

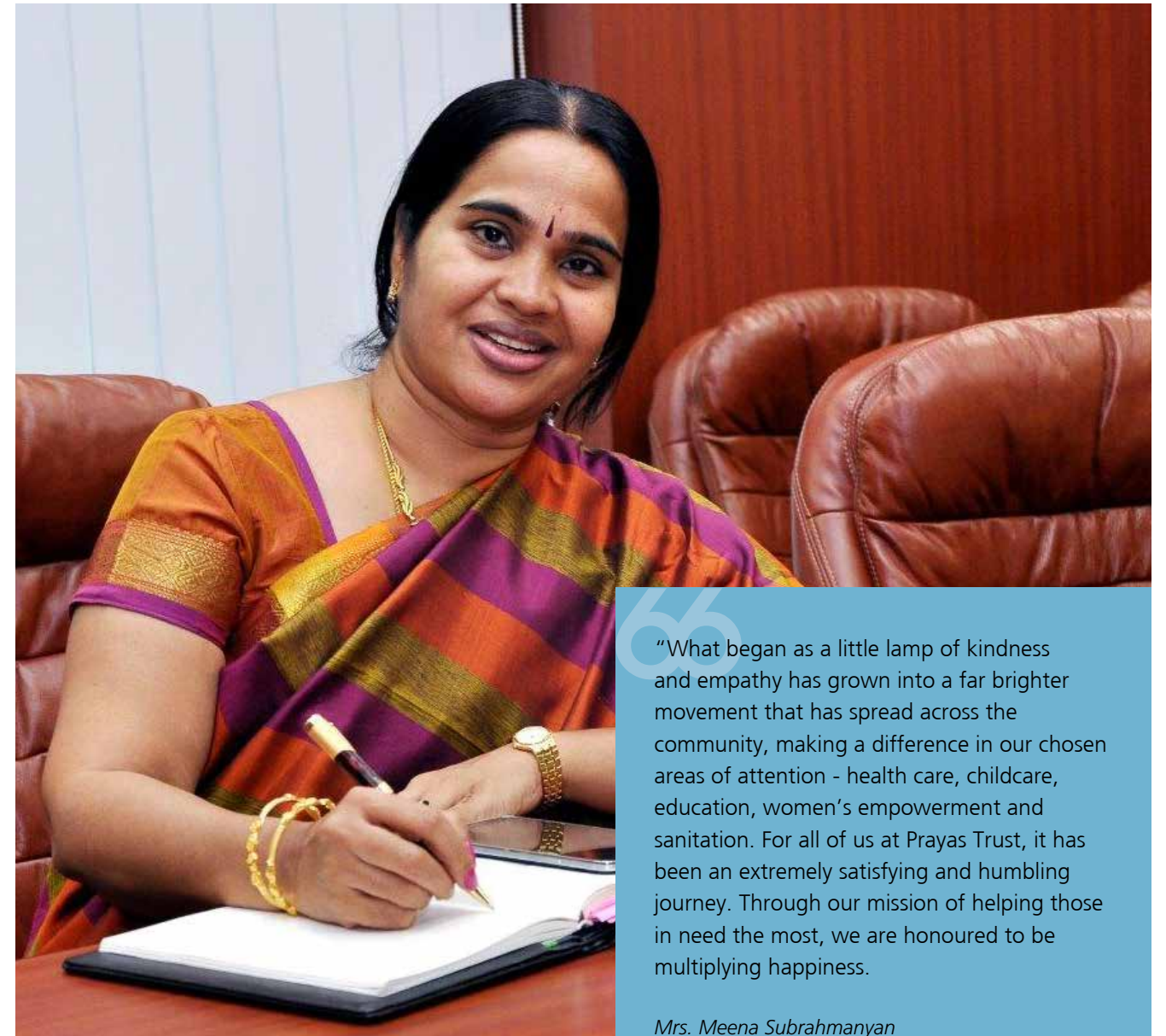


Coimbatore L&Teers also raised INR 94,090 through a fund-raiser and gave utility and sports materials to Sharanalayam Charity Home, a home for 250 marginalized and destitute children. They also spent time interacting with the children and playing games which brought a smile on the face of every child.

Discover more about these initiatives at csr@larsentoubro.com

Prayas Trust

Women power drives L&T's CSR initiatives!



"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 need the most, we are honoured to be multiplying happiness.

Mrs. Meena Subrahmanyam
President, Prayas Trust

The brainchild of Group Chairman, Mr. A. M. Naik, Prayas Trust was formed and run by all women employees and spouses of male employees of L&T. Since the past 20 years, the members of the Trust have been driving activities under L&T's CSR theme, 'Building India's Social Infrastructure' and providing community services to the socio-economically weaker sections of society around L&T facilities across the country.

Prayas Trust helps run medical facilities, conducts vocational training courses for adolescent girls,

creates income-generating opportunities for women, and supports the differently-abled through vocational training. Several members volunteer regularly with orphanages and institutions for the elderly and the destitute.

Prayas Trust also provides unique opportunities for their members to exhibit their skills and expertise for the benefit of these communities and plays a significant role in creating a sense of pride and belonging as members of the L&T family.

PRAYAS TRUST- MEMBERSHIP

Sr.no	Location	Strenth
1	Prays Trust – Chennai	317
2	Darshan Trust –Vadodara	493
3	Prayas Trust - Tejasvi , Coimbataore	256
4	Prayas Trust - Unnati, Bangalore	252
5	Prayas Trust – Faridabad	221
6	Prayas Trust - Visakhapatnam	214
7	Prayas Trust Kalpavruksh –Borivalli	203
8	Prayas Trust – Ahmednagar	197
9	Prayas Trust - Kancheepuram	185
10	Prayas Trust West Bengal	160
11	Prayas Trust Kansbahal	144
12	Prayas Trust - Bangalore (ECC)	133
13	Prayas Trust - Surabhi, Bangalore	132
14	Prayas Trust, Hazira	125
15	Prayas Trust - Prerna, Nagpur	99
16	Prayas Trust - Ananya, Chennai	75
17	Prayas Trust - Spandana, Hyderabad (DMN)	75
18	Prayas Trust - Aastha, Mysore	65
19	Prayas Trust - Sparsh, Bangalore (Construction & Mining Machinery)	58
20	Prayas Trust - Kiah, Talegaon	54
21	Prayas Trust - Shakthi, Bangalore Area Office (DMN)	47
22	Prayas Trust - Akansha, Pune (DMN)	45
23	Prayas Trust - Chandigarh	31
24	Prayas Trust - Umang, Bhopal	22

PRAYAS TRUST – CHENNAI



Making Education Innovative: Introducing Smart Classes in Government School

“There has been a huge change in students as well as teachers. Students are able to grasp concepts very quickly due to visual and audio support. And

this has helped reduce the workload of teachers”, says Mrs. Arasi, Headmistress, Pandur Government Higher Secondary School.

Using innovative and tech-friendly approach is helping students at the Government school in Pandur, Tamil Nadu, learn faster and better concept formation and concept elaboration, while improving reading skills and academic achievements. Earlier teachers were burdened with the task of preparing charts and diagrams. But now, with computer-aided graphics and videos, they are able to explain the same diagrams in an effective manner.

This digital initiative has significantly changed the classroom environment. Students are eager to come to class and participate. Even retention levels have increased, pushing all students to engage in healthy competition. Students are assessed through tests and classroom activities. Based on the test scores, each student is evaluated on the level of education they need.

PRAYAS TRUST – VISHAKHAPATNAM



Skill Building: Chandrakala supports her family

LL&T has two training centres for tailoring in Vishakhapatnam for underprivileged women who

are keen to learn a vocation and support their families financially.

Chandrakala, 32 years, belongs to a very poor family. She was one of the women who were trained at the centre free of cost. She used her skills to start a home-based business by taking orders for stitching clothes. She now earns around INR 8,000 per month which has helped improve her family's financial situation greatly.

Special school for the specially-abled: Growing strength to strength

The Hidden Sprouts Special School caters to the physically challenged and specially-abled children and is an adopted school of Prayas Trust. The school started with only 20 children and now has grown to include 189 children and 35 staff members. Of these, Prayas Trust supports 20 children and 4 staff members.

PRAYAS TRUST - DELHI



Providing safe spaces: Komal becomes a confident student

Komal, 13 years, came to Nithari village in Noida (NCR) after her father died of cancer as they had to

sell their house for his treatment. Her mother took up a job as a cook while her elder brother dropped out of school to do any small work her got. Komal was left alone at home to look after her younger brothers.

During an annual survey to assess the number of migrant children not attending school, the teachers of partner NGO JWP Mera Sahara found them unattended in an unsafe environment. Komal and her brothers were then admitted to Mera Sahara's Centre. Komal was a very shy and traumatized child unwilling to express anything when she first came to the Centre. In two years' time, however, she has gained immense confidence and now actively participates in all activities that the school organizes like Annual Day Celebrations, Republic Day, Independence Day, etc.



Providing safe spaces: Responding to violence

Rajesh, 15 years, joined the Mera Sahara Centre two years ago along with his younger brother. After school, he worked in a small grocery shop till late at

night to supplement the family's income. Rajesh's father is alcoholic and prone to violent and abusive behaviour, especially towards his mother. He works as a rickshaw puller and does not earn regularly.

Mera Sahara conducts community counselling workshops regularly on violence and abuse, an essential part of their Child Rights Programme. Children who participate in these sessions have learnt to recognize domestic violence, report child abuse at home and understand the need for safe spaces and counselling.

Through these sessions, Rajesh has learnt how to deal with his abusive father in a mature and responsible way. He and his brother now prevent their father from beating their mother and do not hesitate to make him stay out of the house if situation gets worse.

PRAYAS TRUST – WEST BENGAL



Educational Support: First generation learners in urban slum

63 first generation learners attended classes for the first time in Topsia region. At the Topsia Centre, these nursery students learnt English rhymes, phonics-English alphabets using flash cards and basic maths. Parents were also engaged through parents-teachers meetings. Monthly health clinics were organised for the school children and community members where doctors and Prayas Trust team members attending to their health issues and provided them with free medicines.

PRAYAS TRUST, BORIVALI, MUMBAI



PRAYAS TRUST, POWAI, MUMBAI



Bringing joy: Supporting children and families

The Prayas Trust, Broivali, Mumbai supported NGO partner Accesslife to help provide shelter, nutrition and transportation to underprivileged children undergoing treatment for cancer. They supported 20 families in need at their Centre by providing free accommodation, nutritional meals, safe local travel to and from the hospital, counselling, recreational and educational support both for the children and their parents during the entire duration of treatment.

Prayas Trust, Powai, Mumbai adopted three tribal schools in Shahapur, Maharashtra where they provided infrastructure support by refurbishing kitchen and school roof and water proofing and painting the schools. They also supported the education of tribal children by providing them with learning materials.

CSR impact at a glance

The amount spent on CSR activities (₹ Lakhs)

2018-19	2019-20
12168	14529.19

CSR Spend analysis

CSR Budget	
2018-19	2019-20
12,147	15,011

Spend Achieved

2018-19	2019-20
12,168	14,529

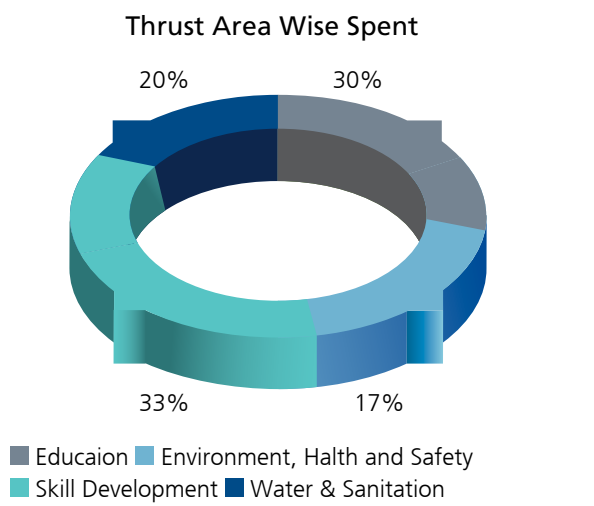
Percentage of average net profit

2018-19	2019-20
2.00	2.01

CSR contributors

Sr. No	Contributors	Education	Health	Skills Building	Water and sanitation	Total Lives impacted
1	Campus, Project sites, and Area Offices	233298	311844	55303	31718	632163
2	Prayas Trusts	19011	17136	5583	—	41730
3	Flagship Projects-HO	—	—	—	99512	99512
TOTAL		252309	328980	60886	131230	773405

CSR Spend/Budget: Thrust area-wise



CSR Beneficiaries 2019-20 - as per thrust areas

Thrust Areas	No. of Beneficiaries	
	2018-19	2019-20
Education	245023	252309
Health	255000	328980
Skill Building	28567	60886
Water and Sanitation	125535	131230
Total	654125	773405

Recognition and Accolades



Award of Appreciation for the highest blood donor, Chennai, 2019



CSR Excellence Award 2019 folder



SKOCH (Gold) Award, Pilkhuwa CSTI

1. 'Award of Appreciation' from Hon'ble Governor of Tamil Nadu, Banwarilal Purohit, for the highest blood donor for 2019

1. CSR Excellence Award 2019 in Water, Sanitation & Hygiene (WASH) for best sustainable sanitation work in Bhim block of Rajsamand

3. Received "Best Corporate Volunteer" Award by United Way for FY 19-20

4. CSTI Pilkhuwa received SKOCH (Gold) Award. Competed with Government skilling programs, sector skill councils, PSUs, & other corporates



Best Corporate Volunteer Award



Beach Cleaning activity by L&Teers at Chennai.

CSR Activity Drivers



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 2019-20

S. 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 program was undertaken	Amount outlay (budget) project or programe wise (Rs In Lakh)	Direct expenditure on projects or programs (Rs In Lakh)	Overhead (Rs In Lakh)	Cumulative expenditure upto other reporting period (Rs In Lakh)	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	Chandigarh, Gujarat (Vadodara, Ahmedabad, Hazira, Ranoli), Jharkhand (Jamshedpur), Karnataka (Mysuru, Bengaluru), Maharashtra (Mumbai, Ahmednagar, Nagpur), New Delhi, Odisha (Rayagada, Kansbahal, Bhubaneswar), Tamil Nadu (Chennai, Coimbatore), West Bengal (Kolkata)	924.248	869.468	41.474	910.942	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 (Bengaluru, Mysuru), Maharashtra (Mumbai, Navi Mumbai, Pune), New Delhi, Odisha (Rayagada), Tamil Nadu (Chennai)	268.969	255.800	12.202	268.002	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(Vizag, Mangalagiri, Vijayawada, Nellore, Anantapur), Bihar (Buxar, Bettiah, Patna, Bihar Sharif, Madhubani, Supaul), Gujarat (Vadodara, Hazira, Ranoli, Ahmedabad, Dhandhusar, Mahesana), Haryana (Faridabad, Mewat, Bhiwani), Jharkhand (Ranchi, Hazaribagh), Karnataka (Mysuru, Bengaluru, Bellary, Bagalkot, Koppala, Haveri), Kerala (Thiruvananthapuram), Madhya Pradesh (Bhopal, Indore, Khandwa, Alirajpur, Seoni, Tikamgarh, Rajgarh, Satna, Chhatarpur, Dewas, Sehore), Maharashtra (Aurangabad, Ahmednagar, Dolvi, Nagpur, Latur, Pue, Tanda, Talegaon), Meghalaya (Shilong), Odisha (Rayagada, Daripali, Cuttack, Brhampura, Nuapada, Jashipur, Mayurbanj, Kalahandi, Kendrapada, Ganjam), Puducherry, Punjab (Moga, Mohali), Rajasthan (Jaipur, Jhunjhunu, Ganganagar, Nagaur, Taranagar, Dungarpur, Pali, Alwar, Karauli, Kushalgarh, Udaipur),Sikkim (Penlong), Tamil Nadu (Kancheepuram, Coimbatore, Chennai, Kottaram), Telangana (Hyderabad, Warangal), Uttar Pradesh (Tanda, Varanasi, Gorakhpur, Bulandshahr), Uttarakhand (Singoli), West Bengal (Kolkata, North 24 Parganas, Minakhan, Indpur, Taltangara, Bankura)	1,853.622	1,703.935	81.278	1,785.212	Direct

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 (Chonda), West Bengal (Kolkata), Telangana (Hyderabad)	236.964	226.070	10.784	236.854	Implementing agency
5	Providing educational aids to children- books, stationary, sports equipment, uniforms, school bags, shoes, woolen clothes, raincoats etc.	Education	Andhra Pradesh (Vizag), Assam (Guwahati), Bihar (Madhepura, Patna), Chandigarh, Gujarat (Vadodara, Ahmedabad, Hazira, Ranoli), Haryana (Faridabad), Karnataka (Bengaluru), Kerala (Kochi), Maharashtra (Mahape, Nagpur), New Delhi, Odisha (Rayagada), Puducherry, Rajasthan (Jaipur), Tamil Nadu (Coimbatore)	264.628	236.521	11.282	247.803	Direct
6	Awareness programmes (health and hygiene, road safety, career guidance, personality development)	Education	Gujarat (Hazira, Ranoli)	14.751	14.068	0.671	14.739	Direct
7	Science Technology Enginerig & Maths	Education	Gujarat (Vadodara, Hazira), Haryana (Faridabad), Maharashtra (Mumbai), Puducherry, Rajasthan (Jaipur), Tamil Nadu (Chennai, Vayalur)	421.991	402.907	19.219	422.126	Implementing agency
8	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	Maharashtra (Mumbai, Thane, Ahmednagar)	648.754	545.711	26.030	571.741	Direct
9	Health Camps (general, eye, dental, vaccinations) and health awareness	Health	Andhra Pradesh (Vizag), Gujarat (Hazira, Ranoli), Haryana (Faridabad), Odisha (Rayagada), Telangana (Ranga Reddy)	75.070	70.109	3.344	73.453	Direct
10	Health Camps (general, eye, dental, vaccinations) and health awareness	Health	Andhra Pradesh (Vizag), Bihar(Bettiah), Chandigarh, Chhattisgarh (Raipur), Gujarat (Ranoli, Hazira), Kerala (Kunnur), Maharashtra (Mumbai, Nagpur), Odisha (Bhubaneswar, Berhampur, Keonjhar, Cuttack, Kendrapada, Boudh, Naupada), Rajasthan (Jaipur, Jodhpur), Tamil Nadu (Chennai), West Bengal (Kolkata)	172.819	160.019	7.633	167.652	Implementing agency
11	Blood donation camps	Health	Andhra Pradesh (Vizag), Chhattisgarh (Raipur), Gujarat (Vadodara), Karnataka (Bengaluru), Kerela (Kochi), Madhya Pradesh (Bhopal), Maharashtra (Pune), New Delhi, Odisha (Bhuwaneshwar), Rajasthan (Jaipur), Tamil Nadu (Chennai, Coimbatore), Telangana (Hyderabad),	11.176	10.028	0.478	10.506	Implementing agency
12	"Infrastructure support to medical centres"	Health	Maharashtra (Nagpur), Gujarat (Hazira), Tamil Nadu (Chennai)	117.159	83.906	4.002	87.908	Direct
13	"Infrastructure support to medical centres"	Health	Tamil Nadu (Kancheepuram, Vellore)	1,101.500	1,052.757	50.217	1,102.973	Implementing agency

14	Construction Skill Training Institute - CSTI	Skill Building	Gujarat (Ahmedabad), Karnataka (Bengaluru), Maharashtra (Panvel), Odisha (Cuttack), Tamil Nadu (Kancheepuram), Telangana (Hyderabad, Jadcherla), Uttar Pradesh (Pilkhuwa), West Bengal (Kolkata)	4,288.654	4,050.656	193.216	4,243.872	Direct
15	Vocational and Computer training for youth	Skill Building	New Delhi, Telangana (Hyderabad), Gujarat (Hazira), Uttar Pradesh (Lucknow)	71.798	68.008	3.244	71.252	Direct
16	Vocational Training	Skill Building	Andhra Pradesh (Vizag), Madhya Pradesh (Bhopal, Malwa), Tamil Nadu (Kancheepuram, Pulicat), West Bengal (Kolkata), Gujarat (Vadodara, Hazira), Uttar Pradesh (Lucknow)	217.849	201.017	9.589	210.606	Direct
17	Vocational Training	Skill Building	Maharashtra (Ahmednagar, Pune)	75.265	71.948	3.432	75.380	Implementing agency
18	Women empowerment through vocational training	Skill Building	Odisha (Rayagada), Gujarat (Vadodara, Ahmedabad), Chandigarh, Madhya Pradesh (Bhopal), Rajasthan (Jaipur), West Bangal (kolkata)	95.441	82.929	3.956	86.885	Direct
19	Skill building for differently abled (Neev)	Skill Building	Andhra Pradesh (Vizag), Kerala (Kochi, Keezhmadu), Maharashtra (Pune, Nagpur, Jalgaon), Rajasthan (Jaipur), Telangana (Hyderabad), Tamil Nadu (Chennai), West Bengal (Kolkata)	112.034	101.142	4.824	105.967	Implementing agency
20	Basic infrastructure support in the community (Water, Health, Sanitation, Solar lights, roads etc.)	Community Development	Andhra Pradesh (Vizag), Gujarat (Hazira, Tapi), Karnataka (Bengaluru), Madhya Pradesh (Indore), Maharashtra (Ahmednagar, Aurangabad, Bhiwandi, Pune, Mumbai), Pondicherry, Tamil Nadu (Chennai, Kancheepuram), Telangana (Medigadda, Hyderabad), West Bengal (Kolkata)	470.008	418.125	19.945	438.070	Direct
21	Integrated Community Development Programme	Water & Sanitation, Health, Education, Skill Building	Maharashtra (Pathardi, Devgaon, Nagzari), Rajasthan (Bhim, Kumbhalgarh, Sewantri), Tamil Nadu (Chetipalayam, Gudyatham, Pappampatti)	3,033.972	2,754.373	132.051	2,886.424	Implementing agency
22	Development of gardens and maintenance of public spaces	Environment	Gujarat (Vadodara), Maharashtra (Mumbai, Nasik, Mahape, Ahmednagar, Talegaon), New Delhi	164.477	153.552	7.324	160.876	Direct
23	Tree plantation and environment protection	Environment	Andhra Pradesh (Vizag), Gujarat (Hazira), Karnataka (Ballari, Bengaluru), Madhya Pradesh (Bhopal, Indore), Odisha (Rayagada, Jharsuguda, Mayurbhanj), Rajasthan (Jaipur), Tamil Nadu (Chennai), Uttar Pradesh (Ghaziabad)	123.978	117.336	5.597	122.933	Direct
24	Awareness programmes - environment, energy conservation,road safety	Environment	Gujarat (Hazira)	95.519	91.309	4.355	95.665	Implementing agency
25	Employee Volunteering	Employee volunteers	Andhra Pradesh (Vizag), Gujarat (Hazira, Ranoli, Vadodara), Jharkhand (Jamshedpur), Karnataka (Mysuru), Maharashtra (Mumbai), New Delhi, Tamil Nadu (Chennai, Coimbatore)	150.214	125.366	5.980	131.346	Direct
			Total	15,010.858	13,867.061	662.126	14,529.188	



With Gratitude

The impact that we were able to create and sustain through our CSR programmes is not just due to the efforts of a team or few people. Our work and successes are a collaborative effort and we have much to be thankful for.

At the very beginning, we wish to convey our gratitude to the CSR Board Committee for their guidance and due diligence which provided a direction to L&T's CSR efforts. Their definition of scope and extent of the outreach, coupled with effective decision-making capabilities, helped us devise a sustainable and effective programme for this year.

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

We wish to 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 also took up administrative responsibilities.

We would like to extend a sincere thanks to the CSR teams in all our Area Offices, campuses and sites where projects were implemented. It's their partnership with local NGOs and continuous monitoring efforts that have helped us achieve our goals.

We acknowledge our partner Prayas Trust, L&T Women's Association, for joining us and volunteering for various programmes. They were generous with their time, skills and spirit in reaching out to the vulnerable communities, providing them with health, education and skills and also supporting our work on environmental conservation.

We wish to thank the staff of our Health Centres who extended their services to the last mile and filled the void of quality healthcare services to the poor.

We also thank the Managers and staff of all our Construction Skills Training Institutes for providing world-class skills training and opportunities for the youth to become employable and self-reliant.

We appreciate the sincere and dedicated efforts of all our employee volunteers at different locations. They are our foot soldiers, who manage activities with the communities, reaching out to the underprivileged at their respective locations.

Last but not the least, we are grateful for the cooperation and support of the communities whose growth we have partnered. We have learnt a lot from them, which, in turn, will help us in our future endeavours.



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