



Sustainability at L&T



Corporate Governance

At L&T, our core values revolve around the principles and ideals based on equity, transparency, accountability, responsibility, compliance, ethics and trust

Structure



Board of Directors
Executive Directors, Non-Executive Directors, Independent Directors

ECom
Comprises CEO & MD, Executive Directors, Senior Executives

IC Board / Entity Board
Not necessarily legal entities; comprises Executive Directors, Independent Directors (industry experts), Senior Executives

SBG / SBU
Autonomous functioning units, comprising SBG / SBU Company

We have a Board Committee on CSR & Sustainability

Voluntary Adoption

Stakeholder Engagement

Alignment with UNGC, SDG, ILO, BRSR etc.

Supplier Code of Conduct

Employee Code of Conduct

Important Policies

Risk Management	EHS Policy	Protection of Women at Workplace
CSR Policy	Internal Controls	Sustainability Policy
Green Supply Chain Policy	Whistleblower Policy	Quality Policy
Equal Opportunity Policy	Related Party Transactions	HR Policy
'Public Policy Advocacy' Policy	WIP: Diversity Policy	WIP: Anti Bribery & Anti Corruption Policy

Board Structure

Board Composition

- Group Chairman
- Chief Executive Officer and Managing Director
- 7 Executive Directors
- 8 Independent Directors
- 1 Non-Executive Director

Board Committees

Audit Committee

- 3 Independent Directors

Nomination and Remuneration Committee

- 3 Independent Directors
- Group Chairman

The Stakeholders' Relationship Committee

- 1 Independent Director
- 1 Executive Director
- 1 Non-Executive Director

Corporate Social Responsibility Committee

- 1 Independent Director
- 2 Executive Directors

Board Risk Management Committee

- 2 Independent Directors
- 1 Executive Director

The Chairpersons of all the Committees are Independent Directors

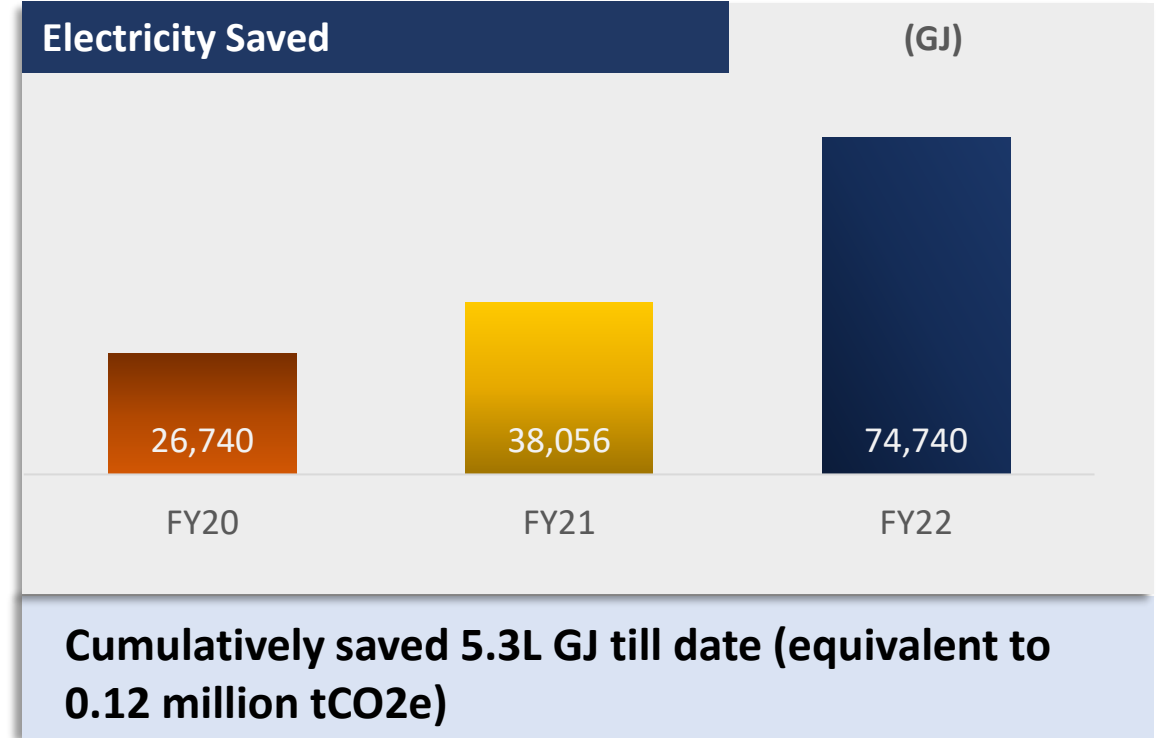
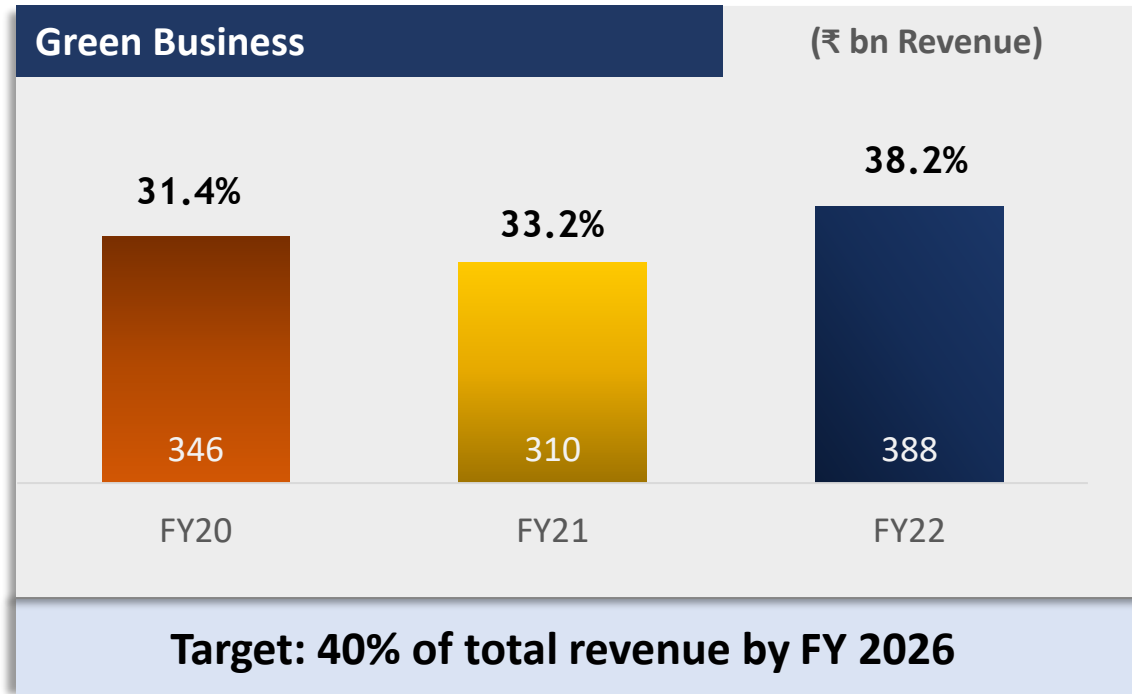
SUSTAINABILITY VISION

For a better world!

L&T shall pursue eco-friendly growth, promoting a culture of sustainability and innovation, and thereby contribute towards a better world.



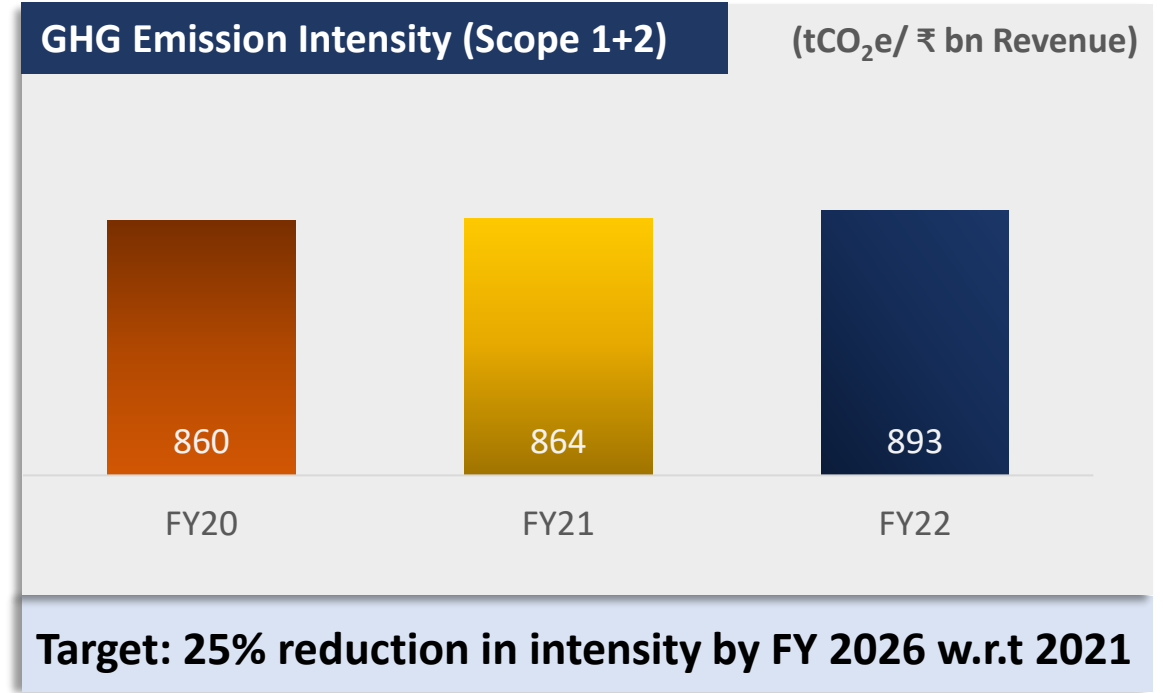
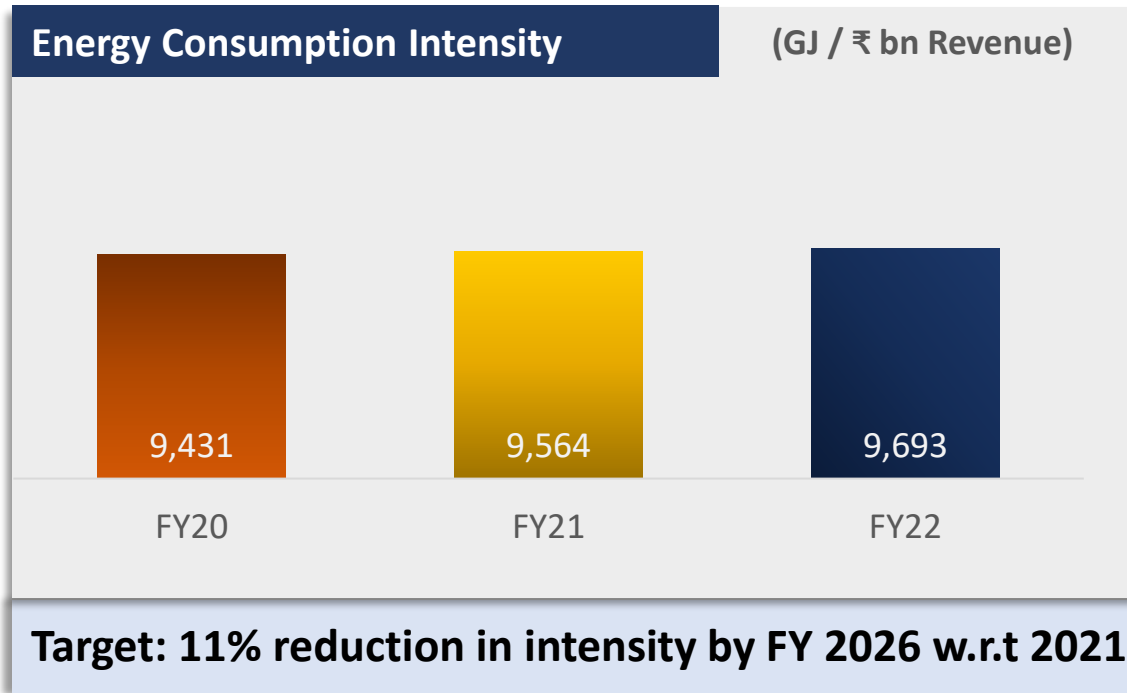
Sustainability Update - Climate



We have committed to become 'Carbon Neutral by 2040'

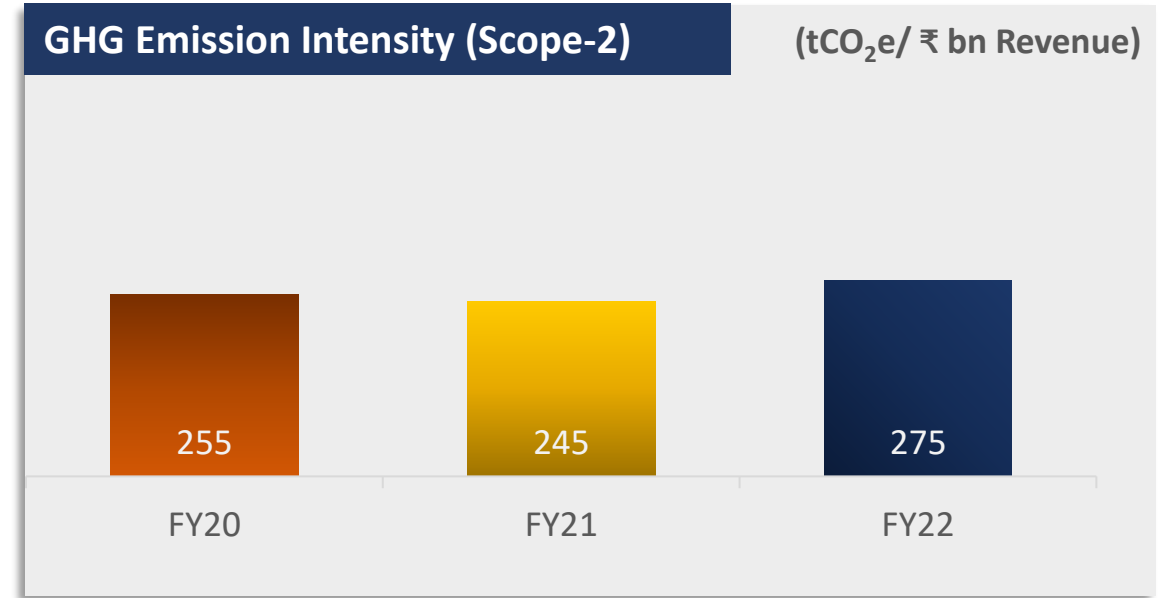
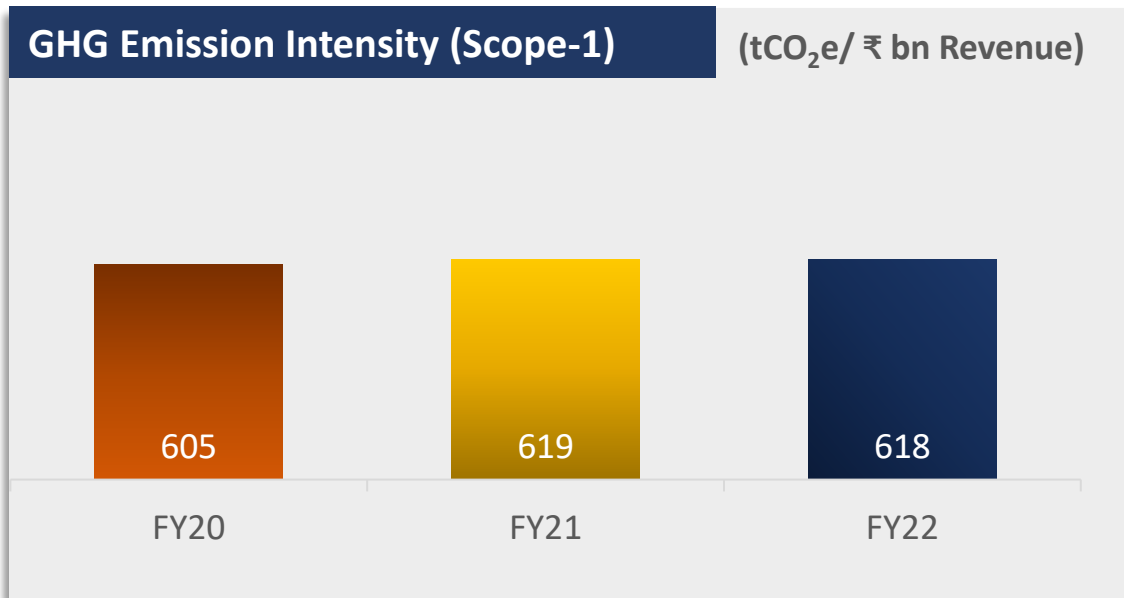
Closed first SLL of 107 million USD with SMBC based on climate targets

Sustainability Update - Climate



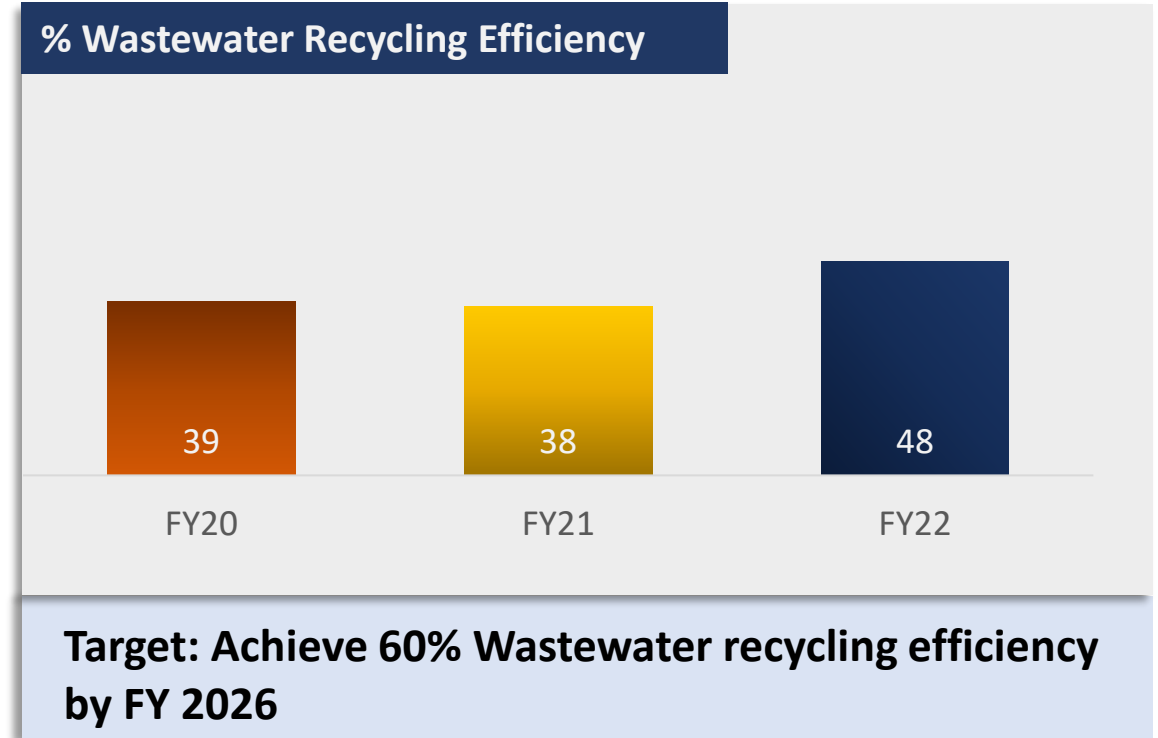
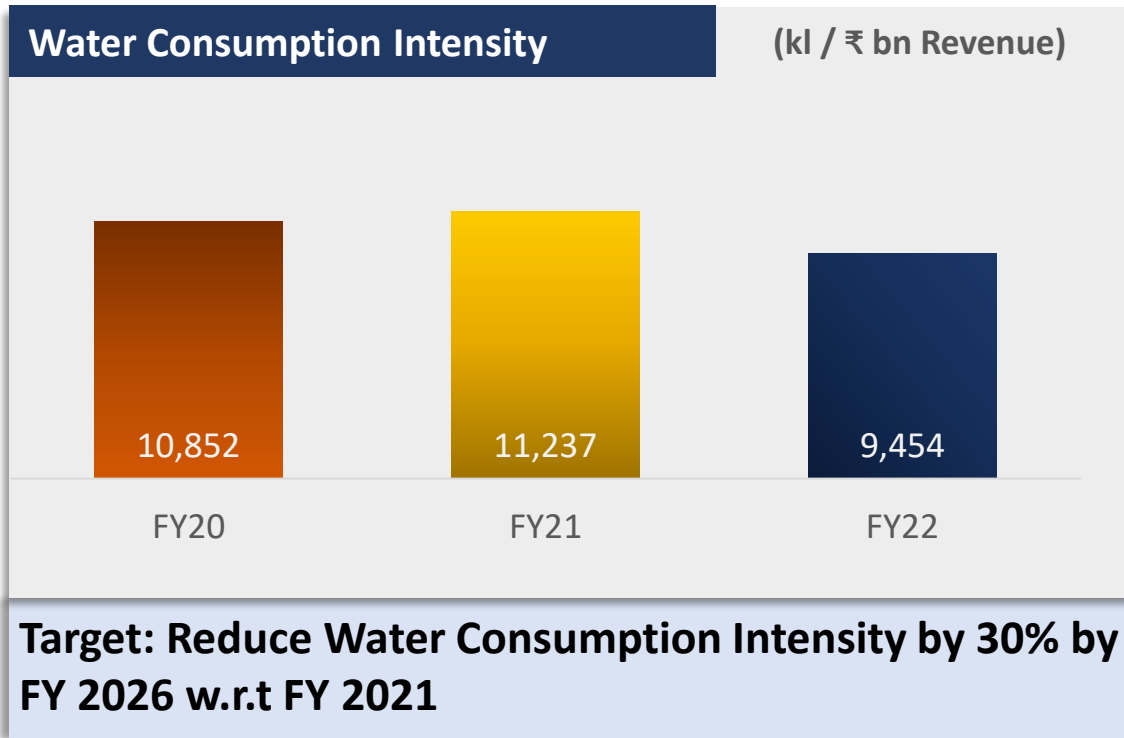
**Increase in Energy Consumption Intensity & GHG Emission intensity in FY 2022 due to:
Ramping up of construction activity post easing of Covid restriction**

Sustainability Update - Climate



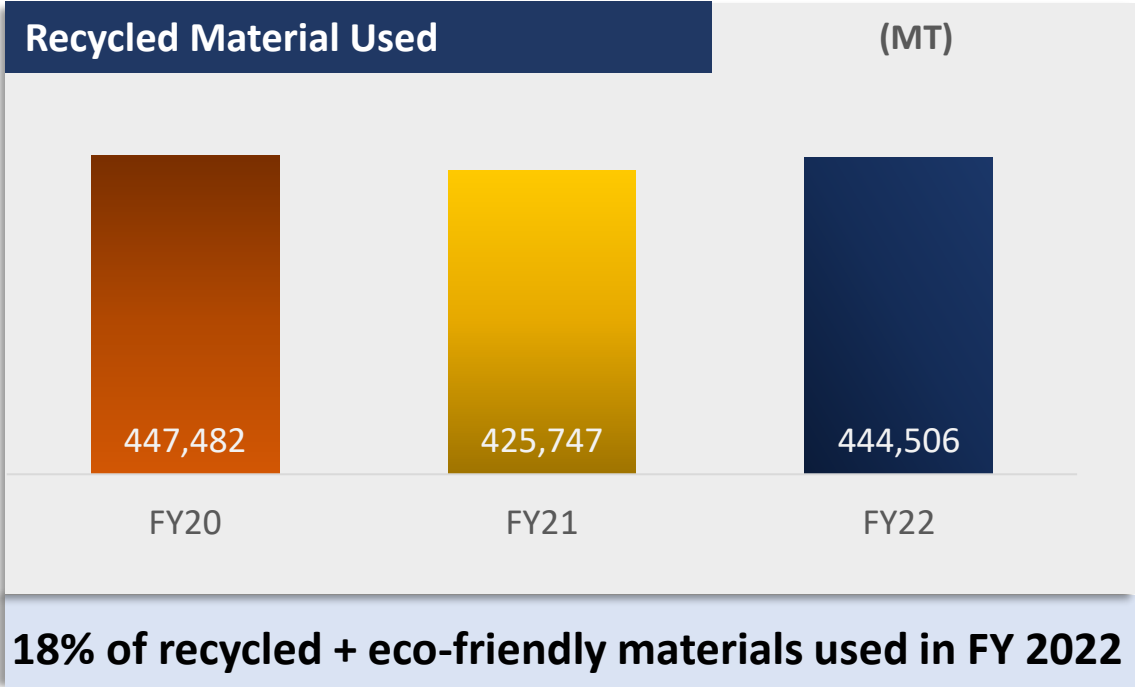
*We have planted about 1.5 million trees in FY 2021-22. Target to plant 1.5-2 million per annum
Todate, we have planted 6.2 million trees*

Sustainability Update - Water

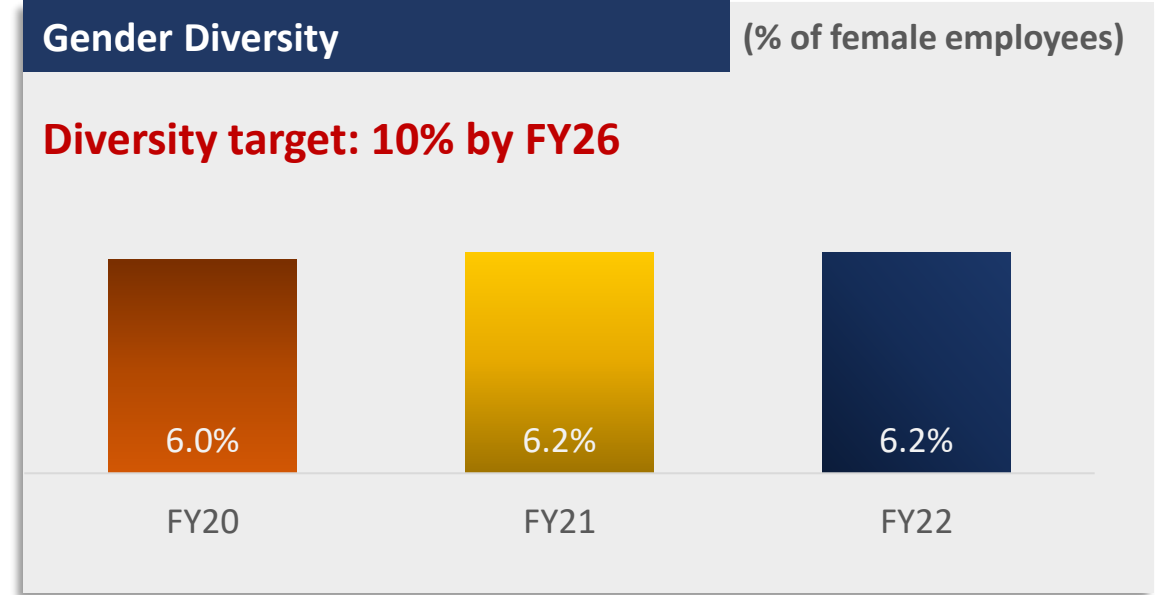
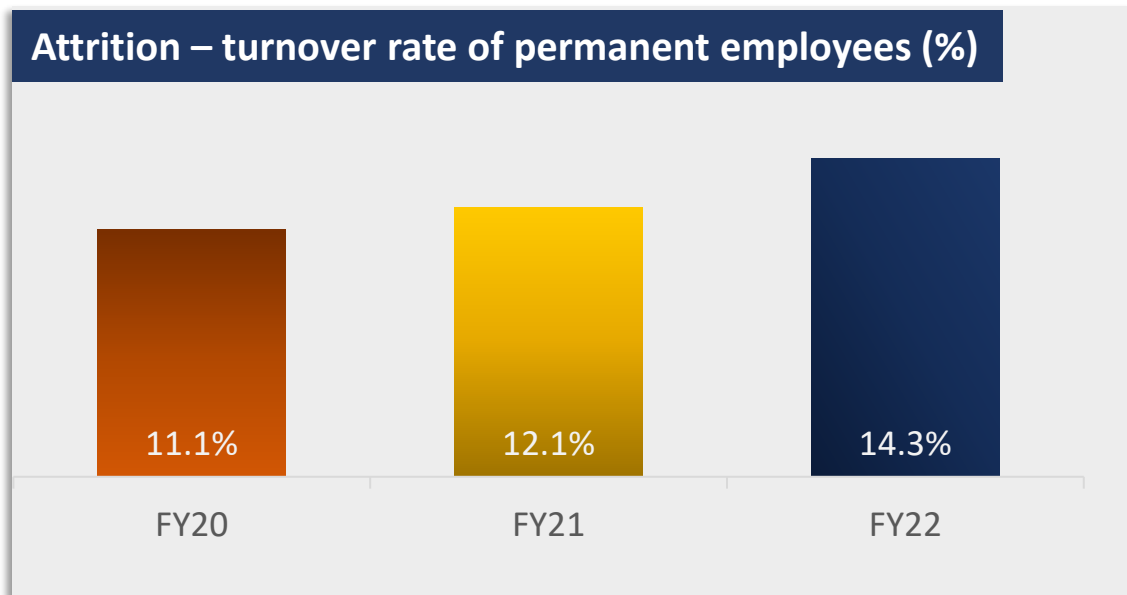


We have committed to become 'Water Neutral by 2035'

Sustainability Update - Recycling



Sustainability Update - Human Capital

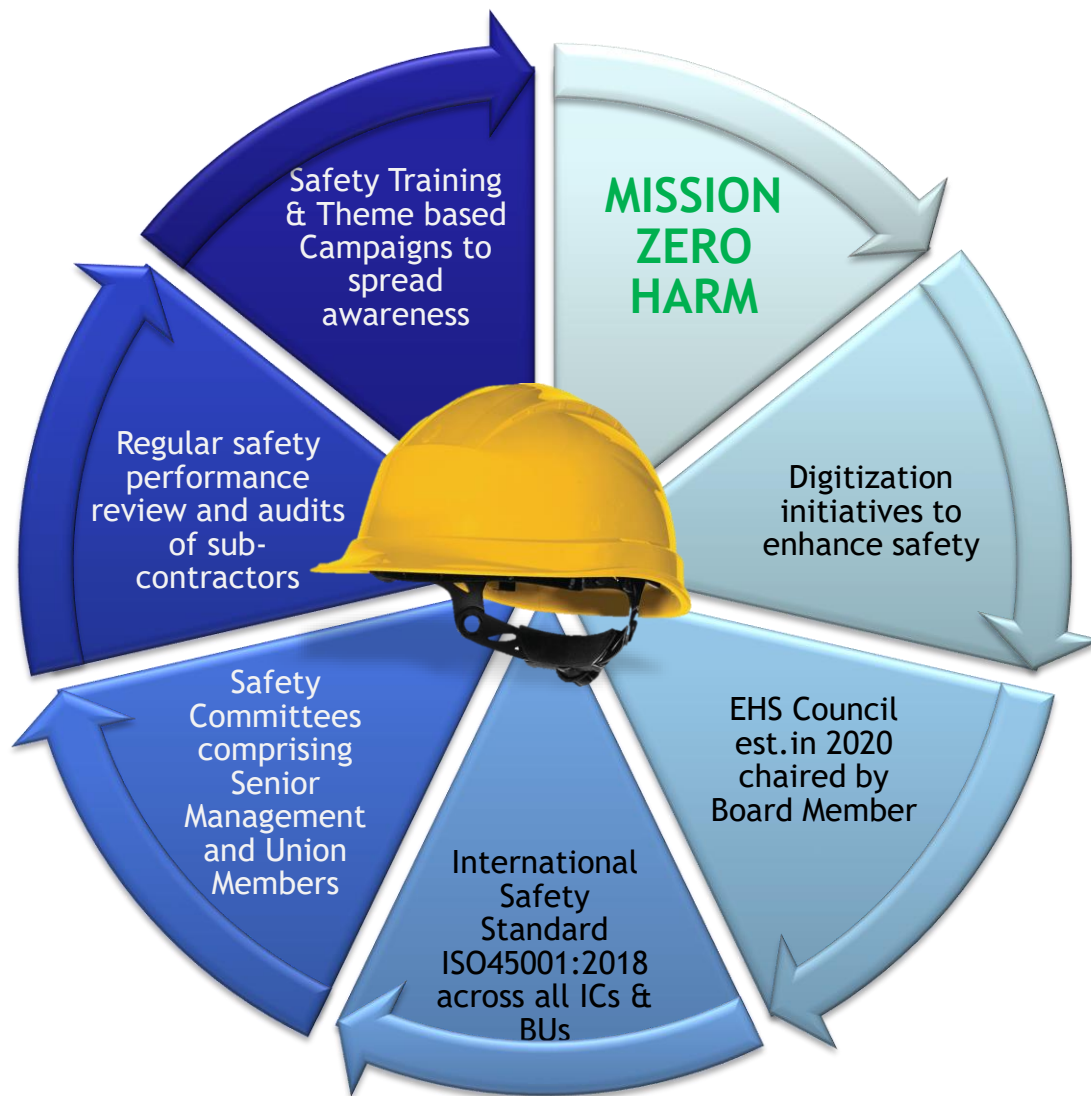


- 24% of Graduate and Post Graduate Engineer trainees hired in 2021 are women
- Launched special initiative “WINSPIRE” to induct, engage and develop more women
 - 7-Step Leadership Pipeline Programme

Lakshya 2022-26 Targets

Aspects	UOM	Actual		Target
		FY21 (Base Year)	FY22	FY26
CO2e impact - Post abatement	Mn tonne	0.75	0.81	1.11
Emission intensity target	tCO2e/ Bn INR	864	893	543
Net water consumption (excl. conservation, recharge methods)	Mn Kl	9.7	9.4	13.3
Water consumption intensity	KL/ Bn INR	11,237	9,454	7,500
Green Business	% of revenue	33.2	38.2	40
% of Renewable Energy	% of total electricity mix	10%	10%	50%

Sustainability Update (OHS)



Occupational Health & Safety

Statistics	FY20	FY21	FY22
Severity rate	204.29	143.6	140.2
Frequency rate	0.11	0.10	0.11
Fatality	41	25	25

**Severity Rate: Number of man-days lost per million man-hours worked*

*** Frequency Rate: Number of reportable accidents per million man-hours worked*

Corporate Social Responsibility (CSR)

Aim to improve quality of life, mitigate social inequities & help individuals realise their true potential in targeted communities

Thrust areas

Water and Sanitation

Education

Health

Skills Building

Interventions

Making water available for drinking sanitation and agriculture by constructing water structures and toilets and build people's institutions for sustaining the interventions.

Provide civil, digital and other infrastructure in government schools, strengthening pre-school balwadis and community learning centres and improve quality of education with special focus on STEM subjects.

Provide free or subsidised & quality medical care to patients in urban and remote areas through health centres or camps.

Construction skills training courses and other skill-building activities to provide less educated youth with job-earning skills and opportunities

1.13 million lives total

Lives impacted (FY22)

162,525

260,295

690,967

14.587

Target 1.5 million by FY26

CSR drivers

Corporate team

Campus & sites

Healthcare Centres

Volunteers

Prayas trust

LTPCT

Awards and Recognition



Ranked 3rd among 'World's Top 200 Environmental Firms' by ENR on Green Business for the year 2020-21



Received **CorpStage ESG Awards** at ESG World Summit & GRIT Awards, Singapore, July 2022



Our HCI IC received prestigious **International Green Apple Environment Award 2021, UK** in Bronze Category for Mumbai Coastal Road Project in 'Habitat and Biodiversity Conservation' category. It was presented **in the House of Parliament, London**














Silver Shield Award for Reporting on Sustainable Development Goals - **ICAI Sustainability Reporting Awards 2020-21**



Mr. S. N. Subrahmanyam, CEO & MD, L&T is a founding member of **Climate Finance Leadership Initiative (CFLI)** of Bloomberg. L&T is one among 9 founding member companies in India

Enhancing disclosures & reporting

Early mover on reporting: Since 2007-08 we have been reporting sustainability performance as per international standards/ protocols

Till FY22		FY23 and onwards (with new additions)	
AccountAbility: AA 1000 Assurance of report		ISSB Standards	
Integrated Reporting		Strengthening CDP disclosures (Carbon + Water) – disclosed in FY22	
UNGC Principles (part of IR)		Strengthening DJSI disclosures – disclosed in FY22	
SDG Principles (part of IR)		TCFD disclosures	
SEBI – BRR/ BRSR disclosures		TNFD disclosures*	
GRI Standards			

GRI: Global reporting Initiatives, **IR:** Integrated Report, **UNGC:** United Nations Global Compact, **SEBI:** Security & Exchange Board (India), **BRR:** Business Responsibility Report, **BRSR:** Business Responsibility & Sustainability Report, **SASB:** Sustainability Accounting Standards Board, **CDP:** Carbon Disclosure Project, **DJSI:** Dow Jones Sustainability Index, **TCFD:** Taskforce on Climate related Financial Disclosures, **TNFD:** Taskforce on Nature Related Financial Disclosures

*We are member of TNFD Forum, only Indian company to be there