



Under our
Canopy





At L&T, we believe in Building India's Social Infrastructure through the development of healthy, resilient and sustainable communities. The Company has been running Community Development Projects around our facilities and our project sites and also extending them to water-stressed rural areas of the country. In order to create sustainable communities, we ensure meticulous planning, focussed on long-term social, economic and environmental challenges. All our programmes are developed in partnership with the community to ensure they cater to specific needs and the ownership remains with community members. L&T empowers the communities, provides them with appropriate skills and invests to give them confidence to grow. Our aim is to make a meaningful change in the lives we touch!

L&T has positively impacted lives of over 1.2 Million individuals through community development programmes covering Health, Education, Skill Development, and Water & Sanitation in 2015-16.





Corporate Social Responsibility Policy and Board Committee

The company has re-aligned its interventions in the social space in line with the revised Companies Act 2013. The Company constituted its Board 'Corporate Social Responsibility Committee' in 2014 and revised the existing Corporate Social Responsibility Policy. We also evaluated our existing initiatives and developed a new CSR theme, 'Building India's Social Infrastructure' through a large scale interactive process with inputs from employees, NGO partners and community interactions. The CSR theme drives our programmes with an objective of pursuing holistic and integrated social development programmes at identified locations. The CSR Committee accorded its approval for the programmes in line with the provisions of the Act.

The CSR Committee is responsible for the activities to be undertaken by the Company; recommend the amount of expenditure and regularly monitor implementation of the Corporate Social Responsibility Policy. As on March 31, 2016, the CSR Committee comprised of 1 Independent Director and 2 Executive Directors.

Building India's Social Infrastructure

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

Programme Beneficiaries	
Focus Areas	2015-16
 Water & Sanitation	305,930
 Health	678,760
 Education	237,633
 Skill Development	44,771
Total Beneficiaries	1,267,094

Integrated Community Development Programme

This programme was conceptualised and launched in 2014-15 to enable the water-stressed rural communities to become self-reliant and meet their drinking water requirements, maintain sanitation, have access to improved healthcare, education and promote agriculture. The programme is being implemented in phases with varying focus areas,

A study of the Water Stress Index (WSI) of districts across India was conducted to identify water-stressed communities. Five watershed areas in Bhim and Kumbalgarh blocks, Rajasthan, Pathardi block, Maharashtra and Chettipalayam and Papampatti blocks, Tamil Nadu were shortlisted for L&T's programme intervention on the basis of Water Stress Index (WSI), access to drinking water, current status of sanitation facilities and human development indicators. In consultation with domain experts, 32 villages who were not beneficiaries of any previous interventions were selected.

The most important feature of this programme is the in-depth involvement of community members at every stage, building community ownership and knowledge. The entire programme began with gaining community consent and trust through regular village meetings, involvement in deciding location of various water structures and mobilization of *shram daan* or labour against remuneration to build these structures.

Community level organisations like Village Development Committee (VDC), Self Help Groups (SHGs) and Users groups were created for long term maintenance of the project. It was an endeavour to ensure a high level of participation of women in the programme, and hence this was incorporated as a key programme indicator. We ensured that at least 30-50% of participants in all Village Development Committees (VDC) and watershed project interventions were women.



Social Intervention Propellers

Corporate Social Responsibility (CSR Team)

This dedicated team, driving social interventions across the L&T Group, deploys the most effective levers of change to bring about long-term solutions for critical social problems.

Ladies Clubs

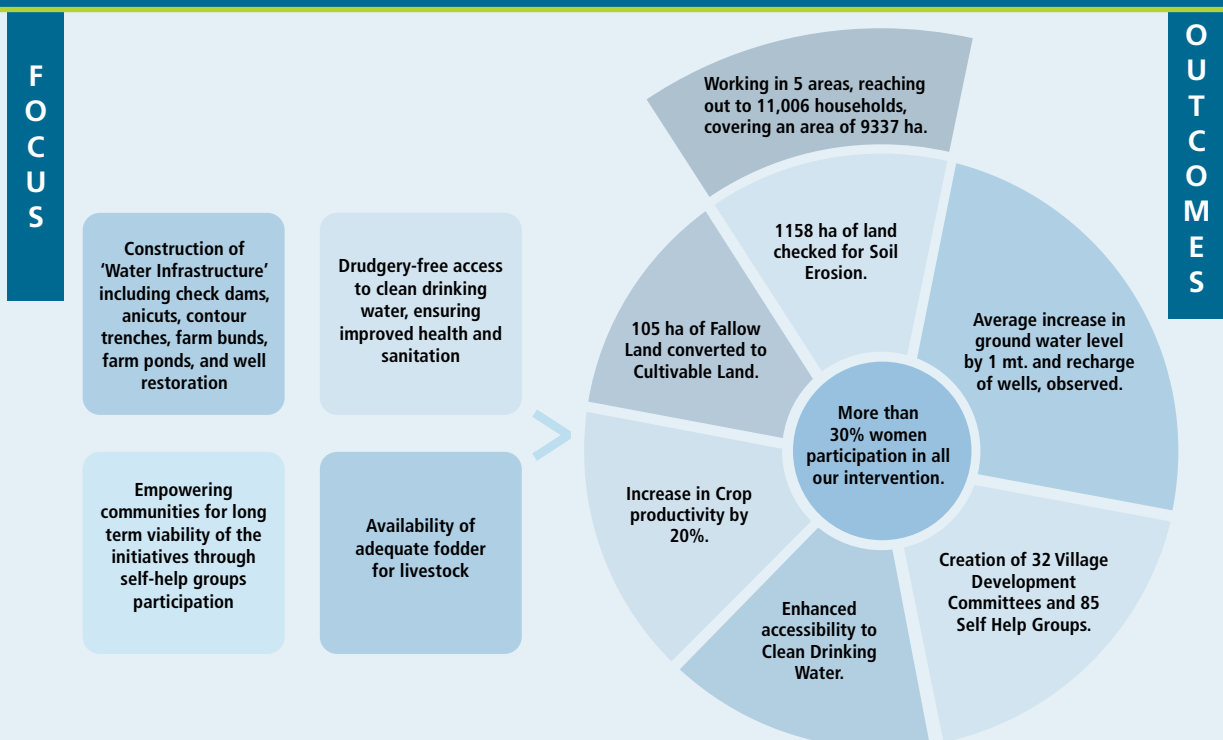
A unique intervention, the Ladies Clubs comprise employee's wives who initiate and implement developmental programmes in the communities near our campuses.

Larsen & Toubro Public Charitable Trust

Complementing the CSR team's activities, the Larsen & Toubro Public Charitable Trust undertakes a wide spectrum of community development work.

Highlights

Integrated Community Development Program in States of Maharashtra, Rajasthan and Tamil Nadu, has had a significant impact



This year, a detailed programme for watershed development was designed with the overall objective of making water available for drinking, sanitation and agriculture, the emphasis is on creating sustainable water harvesting structures and mobilizing the community for the same. The effects of these interventions are already becoming evident across many of the intervention villages.

Significant processes have been put in place to measure progress over the entire duration of the 4-year programme. L&T is working on mechanisms for community feedback and participation that will ensure that the focus of L&T's CSR programme continues to remain on community ownership of its programme outcomes, thus ensuring sustainable impact.



CASE STUDY

Water – Now Closer, Cleaner



Before: Haraj village before L&T's intervention



After: Water at the village doorstep after L&T's intervention

Only a few months ago, the women in Vanader village, Kumbhalgarh district, Rajasthan walked several kilometres, several times a day, to fetch water in vessels carried on their heads, to meet the minimal water requirements of their families. In another village not so far away, Haraj women risked their lives daily, climbing up and down a very steep stairway leading to the depths of an old village well. Water potability too was a concern, posing several health hazards.

Today, both villages have water storage and potable water supply systems built by L&T. At Vanadar, a water-storage tank was constructed by the Company. The water supply lines were laid from the tank to five stand posts, each supplying clean drinking water to 20 families utilising the contribution of ₹ 18000 raised by the community.

The tank draws water from the water source and each stand post has a tap catering to a cluster of families. The water is treated before supply. At Haraj, a similar system was commissioned with a storage tank drawing water from the old well. Women no longer have to risk their lives daily.

In both the villages, women have been instrumental in the execution of the system. Women's self-help groups are trained to maintain these water treatment and management systems, including regular cleaning of the tanks.

Education

L&T's aims at improving children's access to quality education and motivating children to attend schools. Our initiatives cover: Support to pre-schools (*Balwadis*), infrastructure development for schools, providing educational material, introduction of innovative teaching and learning methods for mathematics and languages and capacity development of relevant stakeholders.

Our Science on Wheels van provides hands on opportunities to children to perform science experiments and gain associated learning. The *Balwadi/Anganwadi* programme facilitates school readiness and enrolment for children in several underprivileged communities. Urban and rural community learning centres have been set up to provide after-school academic support to children to help them cope with their curriculum and prevent drop-outs.

The overall personality development of children is emphasized through programmes to generate awareness on social issues, extracurricular activities and workshops on life skills.

In schools, through interventions, we provide safe and hygienic learning spaces for children by constructing classrooms, playgrounds and toilets. Apart from this, we provide educational kits, school uniforms, set up computer labs, organise summer camps and upgrade the school library to motivate children to attend the classes and reduce the drop out rate.

L&T supported 201 schools and reached out over 200,000 children through various interventions.

Infusing Joy into Learning

Learning can be a joyful experience. The 'My Playground, My World' initiative of L&T Transportation Infrastructure business provided recreational facilities to schools, infusing delight into the learning process.





Getting Organized to Serve Better!



L&Teers pour passion into teaching.

A community volunteering initiative can be more meaningful and effective for both volunteers and beneficiaries, if simple and user friendly processes are in place, in addition to volunteer's passion and commitment. L&T employee volunteers - or 'L&T-eers' across our locations have always been giving back enthusiastically to society over the years. Here is one example of how the L&Teering movement, which began in 2014, is being strengthened by introducing key steps in a volunteer teaching programme for children in low-income communities.

At the onset of the new academic year in 2015, an assessment revealed that even a seventh standard child couldn't read simple English words. The L&T-eers realised that the children needed to sit in small groups based on their English learning levels – and not on their school standards. With guidance from a senior educationist, 25 L&T-eers learned various teaching methods and activities to engage with 90 children.

The end-of-year assessment revealed that a third of these children had made some progress, despite an English-deprived environment.

In 2016, in addition to the assessment, 35 L&T-eers designed simple lesson plans with learning targets and creative teaching aids to help them become more effective teachers. Two L&T-eers manage one small group of children. This ensures continuity in the child's learning. Each study centre has two group leaders who ensure that volunteers are available consistently and teaching materials reach the centre before every class.

Displaying personal commitment and leadership, the L&T-eers are driven by a purpose. As one L&Teer put it, "I believe the home a child steps out from in the morning to go to school should not determine the quality of education he/she receives." Being organized helps them to contribute better and stay motivated.

This year, 2743 employees opted to be L&T Volunteers.

Health

Our initiatives involve conducting diagnostic and health camps for women and children, as well as camps for reproductive health & immunization, malnutrition and anaemia mitigation, school and community health, eyes, blood donation and health awareness. We have developed interventions for HIV/AIDS affected including awareness camps in the community and health care facilities. Anti-Retroviral Therapy (ART), counseling and tests, are conducted in Mumbai at the L&T health centre.

Currently, L&T has seven health centres at key campuses located at Mumbai, Ahmednagar, Surat, Kansbahal, Coimbatore, Chennai and Vadodara. These health centres operate mobile medical vans to reach out to the nearby communities. Our health centres in Thane (Mumbai), Vadodara and Chennai have artificial kidney dialysis facilities for underprivileged communities.

Healthcare initiatives for women and children have brought about health seeking behaviour among 0.25 million individuals in the year.



L&T volunteers bring smiles to faces of cancer-affected children and their families from St. Jude India ChildCare Centres through fun activities regularly. Time spent with the families is invaluable for L&Ters.

Skill Development

L&T has set up dedicated Construction Skill Training Institutes (CSTIs) aimed at developing a skilled workforce in the country. Rural and urban youth are trained at 8 CSTIs operational at Kanchipuram and Pulicat in Tamil Nadu, Panvel in Maharashtra, Pilkhuwa in Delhi, Jadcherla in Telangana, Cuttack in Orissa, Attibelle in Karnataka, Chacharwadi in Gujarat and Kona in West Bengal. Each of the CSTIs conduct training in basic trades like Formwork Carpentry, Masonry, Bar Bending & Steel fixing, Construction Electrical, Rural Electrification, Solar electrical, Quality Control, Pipe welding, Electrical Wiremen, Tilling and Plumbing. We also have dedicated skill-based training for women including Tailoring, Beautician, Nursing and Food Processing, providing means for self-reliance. Our efforts towards enhancing skills and knowledge contribute to our Indirect Economic Impact and help women and youth secure jobs.

Formwork Carpentry

Masonry

Bar Bending & Steel Fixing

Construction Electrical

Rural Electrification

Solar Electrical

Quality Control

Pipe Welding

Electrical Wiremen

Tilling And Plumbing

Tailoring

Beautician

Nursing

Food Processing

L&T has reached 44,771 rural and urban youth and women from underprivileged communities teaching them employable skills to earn their livelihood.



Transforming Lives – 1Step at a Time

L&T Infotech's aptly-named 1Step CSR programme invests efforts in community support and skill development. A major initiative of 1Step this year was organising two free skill development courses in association with the Chamber of Small Industry Association (COSIA) for underprivileged educated youth viz. Computer Hardware & Networking and Accounts Assistance & Tally Operating.

Successful trainees obtained jobs in the COSIA-developed network of small scale industries. L&T Infotech contributed towards setting up a Training Lab with the relevant software for both courses, and our employee volunteers conducted a session on interview preparation.

84 students underwent the course and many found work afterwards.

In rural Satara, most of the women from the lower socio-economic strata did not work due to illiteracy, lack of opportunity, family restrictions and social conditions. Realising that the women were skillful in papad-making at home, 1Step invested in setting up machinery and a dryer for commercial papad production. Now, the output is up by 50%, and consistent quality is ensured.

The women were trained to sell papads, and health camps and awareness programmes were conducted to impart knowledge on healthy food and living habits. All our efforts have led to a sustained source of income for the women.

The project has transformed the lives of 41 women and 212 direct beneficiaries of the production unit and allied services.

Aligning to Sustainable Development Goals

At L&T, we believe in the values behind Sustainable Development Goals and they represent an unprecedented opportunity for business to contribute towards putting the world on a sustainable path. Our practices are aligned to Sustainable Development Goals in the following ways:



Goal 1: End poverty in all its forms, everywhere

- Vocational and life-skills training
- Income generation for underprivileged youth, and differently-abled



Goal 2. End hunger, achieve food security and improved nutrition and promote sustainable agriculture

- Nutritional support in pre-primary & primary schools



Goal 3. Ensure healthy lives and promote wellbeing for all at all ages

- Welfare teams at the workplace
- Providing access to maternal, paediatric and general healthcare
- Regular health check-ups in schools and pre-schools
- Pre- and post-natal care
- Health education
- Access to family planning methods
- Integration with national health programmes



Goal 4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

- Improving quality of education
- Promoting girl child education
- Nurturing talent
- School infrastructure development and providing learning aids, enhancing curriculum and impacting classroom learning



Goal 9. Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

- Creating resilient infrastructure and sustainable industrialization for our clients, through our product offerings – Green Products and Services Portfolio
- Encourage automation and focus on applying for patents / Intellectual Property Rights (IPR) to encourage innovation
- 'Make in India' initiatives, instead of importing, to create employment opportunities



Goal 10. Reduce inequality within and among countries

Equal Opportunity Employer Policies and practices for empowering employees irrespective of age, gender, disability, race and religion



Goal 11. Make cities and human settlements inclusive, safe, resilient and sustainable

- L&T creates comprehensive smart technology solutions for critical infrastructure, covering airports, power plants, metro rails and IT parks
- L&T offers specialized turnkey GIS-based network management solutions for city surveillance, traffic monitoring and analysis
- Integrated Community Development Programme for water stressed rural settlements



Goal 12. Ensure sustainable consumption and production patterns

- L&T proactively sets measurable targets through Sustainability Roadmap, since 2009
- Material conservation, energy efficiency and sustainable production practices are key material aspects



Goal 5. Achieve gender equality and empower all women and girls

- Skill development and vocational training programme
- Formation of women self help groups
- Creating livelihood opportunities for women



Goal 6. Ensure availability and sustainable management of water and sanitation for all

- Integrated Community Development Programmes – Water & Sanitation projects through watershed development in rural areas
- Supporting Swachh Bharat Abhiyan
- Creating water bodies for communities



Goal 7. Ensure access to affordable, reliable, sustainable and modern energy for all

- Increasing renewable energy use within campuses and project sites
- Executing off-grid solar power projects for communities
- Green Products and Services Portfolio for customers



Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

- Empowering the workforce through learning, development and welfare initiatives
- Construction Skills Training Institutes – skilling youth



Goal 13. Take urgent action to combat climate change and its impacts

- Climate Change Mitigation Initiatives: promoting use of renewable energy, green buildings and energy efficiency
- Aligning efforts with National Action Plan on Climate Change (NAPCC), Government of India



Goal 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development

- Risk Review of business process to ensure that no negative impacts are created



Goal 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

- This year, we have planted more than 295,000 saplings across locations and over 150,000 fully-grown trees are being nurtured across major campuses.
- In house guidelines on scientific tree plantation and maintenance
- Felicitation of guests with a Tree Plantation Certificate, instead of a welcome floral bouquet



Goal 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

Not applicable



Goal 17. Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development

- Collaboration and partnership with State Governments, NGOs and ITIs
- Skill building programmes in the Middle East.
- Sharing best practices with stakeholders