



LARSEN & TOUBRO

# Being Resilient

CSR Annual Report **2020-21**





एकीकृत सामाजिक विकास परियोजना  
स्वयं सहायता समूह दामतापर्वत प्रशिक्षण

समूह प्रबन्धन  
प्रशिक्षण

स्वयं सहायता में  
नेतृत्व विकास

समूह नवदय  
निपरिण प्रशिक्षण

वित्तीय साक्षरता  
प्रशिक्षण

साक्ष नियोजन  
प्रशिक्षण/अण नियोजन

स्थान:



प्रतोय संस्था - लारन एण्ड ट्रोयो  
आयोजक - आर्पण सेवा संस्थान



**“If you can’t fly, then run. If you can’t run, then walk. If you can’t walk, then crawl. But whatever you do, you have to keep moving forward.”**

MARTIN LUTHER KING JR.

## **FY 2020-21 came with challenges that were unprecedented across the country.**

Like others, the outbreak of the COVID-19 pandemic and the resultant lockdown tested the resilience of L&T as well as its CSR initiatives unlike any other situation.

As the Company, along with its stakeholders, put in their minds and hearts into finding a way around it, the challenges helped bring forth L&T's tenacity and capability of finding

opportunity in adversity. As a result of people's trust in the Company and its sustainable CSR strategy, L&T not only endured the challenges of the pandemic, but also reached out to 1.21 million beneficiaries in 2020-21 as compared to 1.37million beneficiaries in 2019-20, with a higher CSR budget (2.062% of profits) than legally mandated.

**1.37<sup>mn</sup>  
Beneficiaries**

**2.062%  
of profits**

# CSR Strategy during the Pandemic

After the initial shock and uncertainty, L&T, along with its NGO partners, re-worked its CSR strategy to implement their initial response. The strategic inputs included assurance of support to on-going projects, quick reviews and analysis of impact, encouraging innovative solutions and focussing on the targeted objectives despite restrictions. L&T availed of both internal and external resources to resolve issues like accessing digital platforms for communication, safety of the community and frontline NGO staff, reaching out to the most vulnerable communities and service providers and partnering with the Government. L&T's CSR team also extended support to the most impacted communities, such as the daily wage earners, migrant families and children.

The Company partnered with the Government and augmented its efforts towards COVID-19 mitigation by providing Personal Protective Equipment (PPE), hospital equipment and medical supplies to Government hospitals.



L&T also reformulated its operational strategy to reach out to the beneficiaries without compromising on safety and COVID-19 norms.

**It reallocated funds worth ₹36 crore and committed a package of resources exclusively for COVID care in the year 2020-21 to all the four key thematic areas of the Company's CSR efforts.**



## Education

L&T's strategy of continuing school education via remote teaching and learning methods using digital platforms helped in providing education to 80% children under various projects. It conducted numerous online summer camps, competitions and other creative events to keep the children engaged in learning.



## Water & Sanitation

L&T's CSR team educated communities about COVID-19 prevention and protection, offered counselling and helped families in need in the villages around its project sites. It also distributed herbal preparations to boost immunity in some areas and supported a few women's groups, helping them to stitch cloth masks to enhance their livelihood. Despite the delay of a quarter, all targets were met as civil work related to water structures and capacity-building activities were carried out, with compliance to the pandemic norms.



## Health

All L&T's Health Centres continued to offer essential healthcare services except day-surgeries during the peak of the pandemic. Community health camps were organised, with strict adherence to COVID-19 norms.



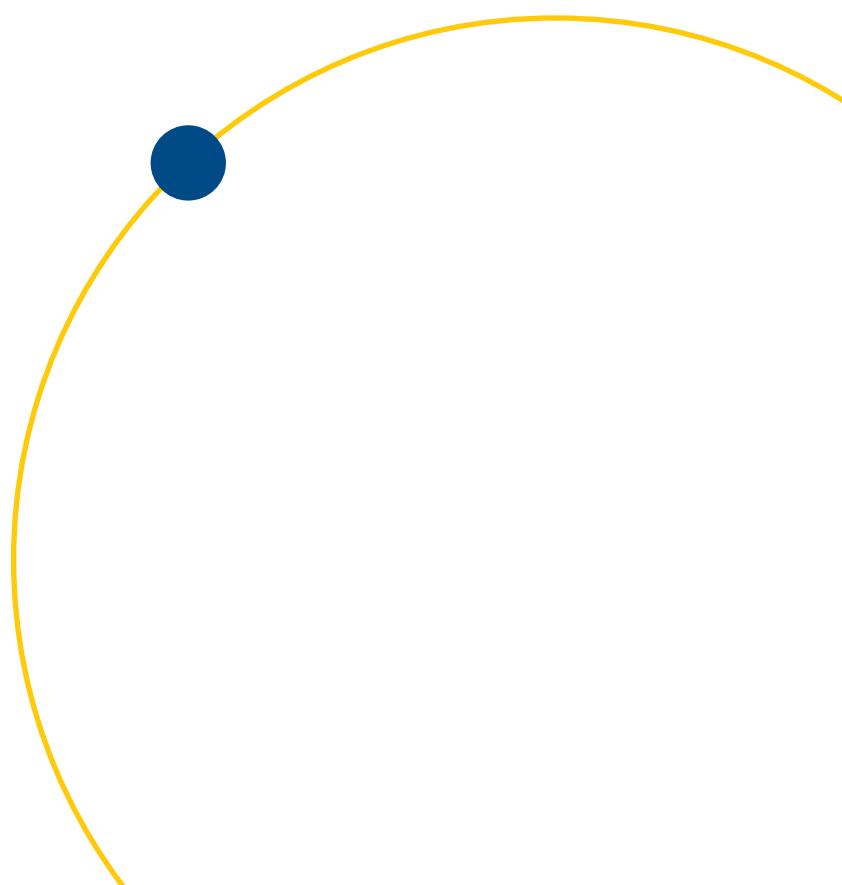
## Skill-Building

L&T's skill training courses were re-packaged to include both online and offline modules. Utmost care and precautions were taken during on-campus training. Many women's groups were trained to stitch masks and earn livelihood during the peak of the first wave.



## Volunteering

L&T's employee volunteers (L&Teers) adapted their working style to include digital media and online platforms – teaching children and reading stories using mobile phones and remotely guiding students in science experiments, art and crafts. Some volunteers donated food, ration and mobile phones to people in need during the lockdown.



# Factors that built resilience

## Reliability

L&T supported NGO partners to withstand the crisis through constant assurance and monitoring, ensuring delivery of services to the community.

## Flexibility

L&T's system responded quickly to the changing situation by allowing reallocation, re-strategising and re-prioritising CSR interventions and funds. The diversity of interventions and efforts helped L&T to reach large number of the communities in need.

## Resourcefulness

Due to its flexibility in approach and self-reorganising capability, L&T was able to shift non-executable activities and plan alternatives swiftly in order to achieve the given objectives. It built trust within team members and the network of NGO partners as community institutions and governance systems grappled with challenges.

## Response

L&T's ability to rapidly gather relevant data and information from stakeholders and recognise emerging issues helped in responding to immediate needs of communities and building long-term capacity of public healthcare systems.

## Inclusive Participation

L&T involved all stakeholders in the re-strategising process and during the implementation of changes in the planned activities.

## Recovery

L&T's CSR initiatives are now functioning in full capacity after shifting gears to adjust to the new normal. L&T continues to deliver resources where most required.

**As a result of good CSR performance in the past, L&T was able to overcome COVID-propelled disruptions and bounce back effectively. The commitment of NGO partners, L&T's corporate reputation and quick responses from the management were crucial to the effective response to the year-long challenge. The values, hence, generated by L&T's CSR initiatives are long-term and sustainable.**

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2020/2021



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# CSR footprint

## Nationwide Presence



### ★ Registered Offices

**Campus:** covering facilities for manufacturing, modular fabrication, shipbuilding and centres for design engineering, software development and technology.

### ⌂ Management Development Centre

### ● Offices

### • Knowledge City

### ▲ Construction Skills Training Institutes\*

# COVID Care Initiatives

Dealing with COVID-19 has added to the many challenges and pressures that the underprivileged communities have to face every day. It has also pushed many people back into poverty. In such difficult times, L&T took the lead to address key issues – such as setting up ICUs to treat COVID-19 patients, equipping Government hospitals with

ventilators, providing PPE kits, gloves and masks to healthcare workers and making food and basic provisions available to those in need. L&T's CSR team actively got involved and assumed responsibility for educating communities about COVID-19 prevention and safety measures in the project areas and provided counselling and referrals wherever required.



# Delivering Basic Essentials to the Most Impacted

The pandemic and the sudden lockdown resulted in the loss of employment for thousands of people in the country.

It was especially harsh for daily wagers and their families, who were left with no money or basic essentials, forcing them to struggle day to day.

As a first response to the unfolding crisis, L&T initiated efforts to ensure supply of food and essentials for children belonging to daily wagers and other vulnerable families across Powai and Turbhe in Mumbai.

For over a decade, L&T, through its CSR initiatives has been reaching out to children in the slums around its Powai (Mumbai) and Mahape (Navi Mumbai) campuses through balwadis and after-school study centres.

These children belong to families with single daily wager – a rickshaw driver, vegetable vendor,



painter, etc. – many of whom lost their livelihood due to the lockdown.

L&T collaborated with NGO partner, Save The Children India (STCI), for relief work in these areas to ensure that such families continue to have basic food and nutrition security.

Through this initiative, ration kits containing dal, rice, wheat, salt, sugar,

**1,400**  
families

oil, tea, turmeric powder, red chilli powder and vegetables like onions and potatoes were provided to approximately 1400 families.

Sanitation kits containing bathing and detergent soaps, disinfectant for cleaning floors, toothpaste, hair oil and sanitary pads were also distributed to them.

The distribution drive was carried out with the utmost care adhering to physical distancing norms to deter the spread of the virus.

# Addressing Hunger



The first phase of the lockdown in March 2020 was followed by multiple reports of daily wagers and migrant workers lacking access to food supplies and/or shelter. Though Mumbai's administration had responded by setting up relief camps and food canteens, the number of people affected

was overwhelming and the risk of many slipping through the cracks was imminent. When Municipal Corporation of Greater Mumbai (MCGM) approached corporates and NGOs for support, entrepreneurs, corporate leaders and interested citizens came together and launched the Mumbai Food Project on 30<sup>th</sup> March 2020. L&T and its NGO partner, Pratham Mumbai Education Initiative Trust, responded quickly to the pressing need by being

among the first supporters of this humanitarian drive.

Temporary food camps and distribution zones were set up across Mumbai serving nearly 8,000 packed meals and kits with essential items every day.

The drive was carried out through Pratham's well-established network and community programmes, with the much needed support from MCGM.

## 8,000

packed meals and kits with essential items distributed everyday.

## Caring for the Caregivers



## 43,150

meals served

In Chennai, L&T responded to the crisis by serving hygienically prepared food to frontline healthcare workers.

Though these workers and hospital staff put in efforts to ensure care for their patients, many of them did not have access to essentials, especially food. To mitigate this crisis, L&T, in collaboration with partner NGO YRG Care,

served 43,150 meals (2,500 meals per day for 17 days) across seven Government hospitals in the city. Another 20,000 meals were distributed in association with Feed My Chennai programme to people in distress (especially migrant workers and the homeless) who were stranded during the lockdown.

# Supporting the Healthcare System

The Government's efforts to prevent the spread of COVID-19 and treat the infected during the peak of the pandemic fell short due to limited and overburdened resources. L&T responded by supporting the healthcare infrastructure and providing preventive gear and medical supplies for frontline health workers. The Company also donated treatment, testing and diagnostic equipment to Government hospitals across the country. The list of supplies is given below.

Personal Protective Equipment	Hospital Equipment	Medical Supplies
Testing Kits <b>155</b> MH, TN, GJ and Centre	Semi-fowler Beds <b>100</b>	Nitrile Gloves, 3-ply Masks, Hand Sanitizer Bottles, Infrared Thermometers, Sprayers with Disinfectants
N-95 Masks <b>2,16,162</b> MH, TN, GJ, Uttarakhand, New Delhi, Telangana, Bihar, WB	Ventilators <b>10</b>	WB, AP
PPE Kits <b>1,21,997</b> MH, TN, Telangana, AP, GJ, MP, UP, New Delhi, Uttarakhand, Bihar, WB, Assam	Bipap Ventilators <b>7</b>	
<b>COVID Facility</b>		
COVID Testing Laboratory <b>1</b> UP	Multiparameter Monitors <b>20</b> TN	In Mumbai Grocery Kits      Cooked Meals <b>3,432</b> <b>8,000</b>
<b>Medical Vehicles</b>		
Bio-medical Waste Van <b>1</b>	Pulse Oximeters <b>20</b> MH	In Gujarat Grocery Kits      Cooked Meals <b>1,500</b> <b>12,500</b>
Life-Care Ambulance <b>1</b> GJ	Ventilators <b>26</b> MH, MP, Bihar, WB	In Chennai Cooked Meals      Cooked Meals <b>43,150</b> <b>20,000</b> Doctors, stranded patients, sanitation workers in 7 Hospitals
	Patient Monitors <b>2</b> MH	Rice <b>11,000 kg</b> Migrant workers, daily-wage earners - TN
	Dialysis Machines <b>13</b>	
	Seven Hills Hospital, Mumbai	



L&T spent over

# ₹36 crore

in COVID Care  
across 12 states in  
India in 2020-21

L&T continues  
to mitigate the  
impact of the  
pandemic in the  
most effective  
ways possible.





# Water & Sanitation

Even though providing equal access to health, clean water and sanitation services is a priority and critical for social and economic growth in India, it continues to face significant challenges.

Implementing good watershed management practices, therefore, can become a critical solution that can address the supply and demand constraints for both ground and surface water in rural India. The COVID-19 pandemic, the ensuing lockdown and social distancing protocols halted many watershed activities across the country. Water conservation activities, which usually peak during April-May, came to a grinding halt.

L&T has been working in water-stressed regions across three states

since 2014, endeavouring to make water accessible for drinking, sanitation and agriculture. The Company has used robust community-led processes to make water available through recharging groundwater and using water-saving agricultural practices.

Due to the pandemic restrictions this year, L&T's water and sanitation programme had to slow down during the first quarter before gathering momentum again. With continued financial support, the resilient project teams continued to reach out to the people in the project areas with strict adherence to pandemic norms. The remote online monitoring systems helped the CSR team to ensure effective delivery of the planned interventions.

# Integrated Community Development Programme (ICDP)

L&T's Integrated Community Development Programme (ICDP) was implemented in five water-stressed locations in Rajasthan, Maharashtra and Tamil Nadu from 2014 to 2018, with the aim of improving water availability for drinking, agriculture and sanitation.

It covered 11,362 households across 22,958 hectares of land. Today, with the help

of community participation, all the projects are now on their way to self-sustainability and the communities have access to water for drinking, sanitation as well as for cultivating additional crops and fodder for livestock.

Because of its success, ICDP has been extended to four more water-stressed locations in Maharashtra and Tamil Nadu covering

additional 12,545 households across 13,223 hectares of land to ensure that the impact lasts longer over a larger geography.

**Households**

**12,545** ▲

**Hectares of land**

**13,223** ▲

## The L&T approach

### Community involvement from the planning stage

Participatory rural appraisal with the community during the development of the project helped in understanding their issues related to water availability, sanitation, livelihood, land degradation, migration, education and health. Solutions for these issues were discussed, finalised and included in the project.

### Logical sequencing of project activities

The community's involvement in soil and water conservation practices helped increase water availability, reduce groundwater exploitation and prevent land degradation. With improvement in water availability, farm-based livelihood enhancement was initiated as crops required assured irrigation. Sanitation initiatives could be started only after water was available.

### **Increase local capacity to manage natural resources**

Capacity-building, training and exposure visits were organised to strengthen the community's understanding and involvement. Village Development Committee (VDC) members actively participated in the project activities.

### **Strengthen local governance through creation and implementation of local rules**

VDC monthly meetings, transparent decision-making process and increased women participation ensured effective implementation of project activities on the ground.

### **Reduce poverty by increasing alternative livelihood**

New opportunities for livelihood were created through farm-based interventions during the kharif and rabi seasons, horticulture wadi development, training in skill development (sewing and tailoring, the electrician trade and plumbing) and small one-time grant support to the poor for starting micro-enterprises like wheat grinding, fancy goods store, grocery shops, poultry farming and agri-food processing.



Cauliflower seedling Transplantation at Bhim, Rajasthan

# Infrastructure Support



The CSR team shaped the water and sanitation interventions by chalking out priorities – drinking water, sanitation and agriculture – and making it a community-led process.

Structures like check dams, anicuts, contour trenches, farm bunds and farm ponds were constructed with participation from the



Repaired check dam before and after the intervention at Chettipalayam, Tamil Nadu

community. These structures, along with other sustainable agricultural practices, helped in increasing the water level in the water bodies and retaining soil moisture.

The check dam at Chettipalayam was sealed to prevent water leakage so that rainwater could be stored. The check dam has a large harvesting capacity where excess water can be

Stores  
**320L**  
litres of water

Irrigating  
**80**  
acres of land

drained into channels for agriculture. It can store 320 lakh litres of water in a single fill per year benefitting 20-30 farmers and irrigating 80 acres of land in its vicinity.

It helped create a recharge zone for the surrounding areas, which led to a steady increase in the groundwater level. Farmers now have the option of cultivating multiple crops in a single season.

## Building Water Distribution Systems

To ensure that clean and safe drinking water is provided to all beneficiary families, water distribution schemes were introduced in six villages in Bhim block of Rajsamand district in Rajasthan.

The schemes provided all households with adequate piped-water supply within or

near their household premises, thus, relieving women and girls from the drudgery of fetching water daily.

The time saved can be utilised in education, livelihood and leisure activities.



Women in Bhim block often had to wake up at 4 a.m. and walk two to five km to collect water from community wells and hand pumps. They had to fetch water five times a day in debilitating heat carrying two pots weighing 20 kg each on their heads.

**With 18 water distribution schemes and more than 70 hand pumps, women of 3,315 families are now free to spend time effectively with their families and in livelihood activities instead.**

## Promoting Sanitation Drives



Women beneficiaries attending sanitation awareness activity at Chettipalayam

As part of its sanitation intervention, L&T scaled up its community-led total sanitation approach to ensure behavioural changes. The project worked at two levels – spreading awareness on sanitary practices and providing toilet infrastructure and water in the communities. Using financial contributions and shram daan (volunteer labour) from the community, the project constructed 4,216 well-designed household and 58 school toilets with

locally-sourced materials. Community monitoring committees were formed to ensure villages become and stay free of open defecation.

The community sanitation intervention was extended to schools, where children were made aware of the importance of using toilets. These children then became the torch-bearers of change by spreading awareness through rallies and cultural activities.

**4,216** well-designed households

**58** school toilets

## Constructing Soak Pits

60 soak pits were constructed in Devgaon, Maharashtra with the objective of keeping the

surface area around the houses clean and disease-free. It also helped in increasing the groundwater table of the area.





## Enhancing Agriculture

Productivity enhancement in agriculture was supported through measures like field demonstration of kharif and rabi crops along with vegetable cultivation, introduction of improved/hybrid seed varieties and demonstration of improved agricultural technology, such as seed treatment, balanced dose of fertilizers, integrated pest management, line sowing and demonstration of labour saving implements and tools.

To address the issue of crop failure or low crop yield due to erratic or less rainfall, diversification of annual

crops to suitable dryland horticulture perennial crops was promoted under the project. Using a mix of dryland horticultural crops and their varieties can help withstand rainfall related issues better than general annual crops.

The farmers were provided regular training and support that included technical assistance in pit digging, graft selection, plantation, after-care activities and training in improved agriculture and horticultural practices. The training helped the farmers in reducing plant mortality and improving plant growth.

## Improving Livestock Management

Multiple interventions were implemented to ensure the health of the livestock and improve livestock management in the ICDP project areas.



This year, L&T conducted 178 veterinary health camps to monitor livestock health, prevalent diseases/problems and management practices so that relevant interventions could be systematically taken up. The Company also collaborated with veterinary hospitals to vaccinate livestock and treat general ailments.

Local youth were given para-vet training to provide timely advice and link animal

healthcare services with mainstream institutions to prevent diseases and loss of livestock. This training programme was designed for people who did not have any formal training in animal healthcare.

**178**  
veterinary  
health camps

The youth were responsible for providing basic animal healthcare services and production advice to their communities. 250 farmers from Gudiyatham in Tamil Nadu were also trained in the scientific management of their dairies. Fodder preparation bags were distributed to

farmers in Devgaon to ensure fodder availability all year round.

**250**  
farmers  
trained



#### Dairy farmers in Gudiyatham

contributed 75% of the cost for improving cattle floor, making the cattle shed hygienic and ensuring its cleanliness.

**Training on Ethno-veterinary Care (EVC)** provided low-cost solutions for key livestock health issues. The objective

of these training programmes was to empower livestock farmers, especially rural women, by improving their control and ability to manage primary healthcare of livestock.

**25 EVC trainings** were conducted for 590 dairy farmers this year.

## Building Capacities



Capacity-building exercises were held at multiple levels to facilitate optimum, equitable and efficient use of water and implement agricultural practices and technology that increased yield.

Farmers were trained in agricultural practices that used minimum water, zero-budget natural fertilizers and

preparation of low-cost organic manure to retain fertility of the land. Realising the cost effectiveness of this, many farmers have begun preparing manure on their own and have devised methods to improve the arability of their land.

Women's groups were trained in increasing the nutritional value in food by using traditional millet recipes and growing vegetables in kitchen gardens.

# Strengthening Programme Sustainability

Rural communities were made aware of the importance and methods of water conservation through the creation of community-based institutions – such as VDCs with 50% of participants being women, Farmers' Groups and SHGs – that took on the responsibility of maintaining the structures created under the project.

Sustainability indices were computed to indicate the maturity and readiness of the local

committees in sustaining project efforts. Based on the indices, the groups were given further input on strengthening their solidarity and encouraging democratic functioning in future.

The following graphs (Annexure A) show the impact of the ICDP projects that has been sustained since the last year through equal or increased groundwater levels, area of arable and irrigated land and equal or decreased area of fallow land.



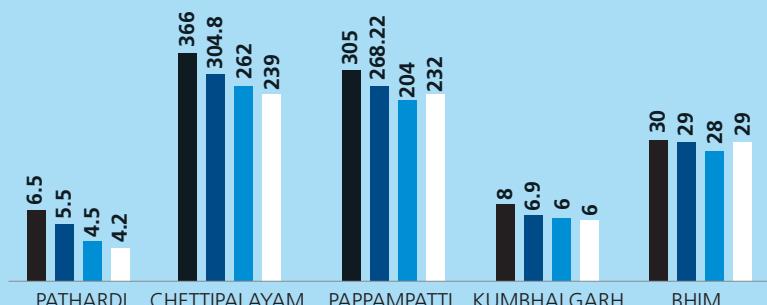
# Annexure A- ICDP

## Sustainability Impact Graphs

1

### Depth of Water from Land Surface (M)

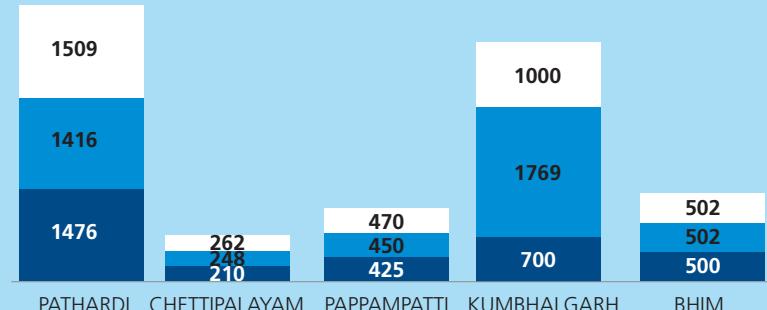
- Baseline
- Target
- FY2019-2020
- FY2020-2021



2

### Increase in arable area (HA)

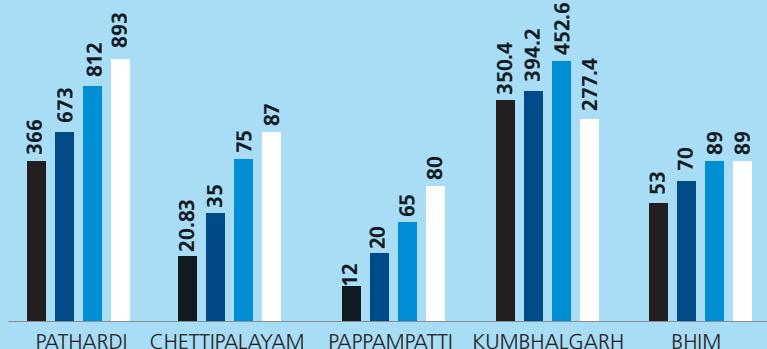
- Target
- FY2019-2020
- FY2020-2021



3

### Increase in Irrigated Area (HA)

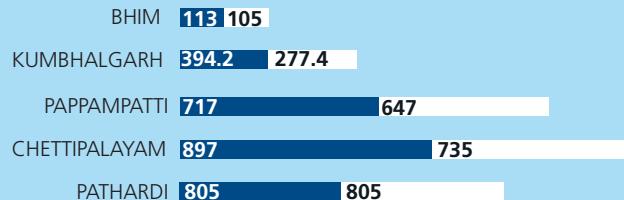
- Baseline
- Target
- FY2019-2020
- FY2020-2021



4

### Fallow Land brought under cultivation (HA)

- Target
- FY2020-2021



**54% to 100%**  
2014-2020

% of families having access to water



**33% to 98%**  
2014-2020

% of families having access to toilets

# Highlights of the ICDP programme

Today, all the project areas have access to drinking water and sanitation facilities. Due to the improvement in groundwater level, farmers are able to cultivate extra cycles of crops and also provide fodder to livestock. With an increase in household income, there has been a noticeable change in the quality of people's lives.

Through its water and sanitation interventions, L&T has directly touched the lives of

**1,10,525**

beneficiaries this year.



<b>Coverage</b>	<b>In the year 2020-21</b>
Number of households covered under ICDP	23,907
Area of land under the project area (in Ha)	24,819
<b>Water Availability</b>	
Increase in water table level (by metres)	2.8 metres
% of households with drinking water	97.5 %
<b>Agriculture</b>	
Number of seed banks in villages	21
Number of crop demonstrations	393
Area protected from direct run off (in Ha)	2,000
Increase in the area under cultivation/irrigation (by %)	89%
Fallow land converted to agriculture land (in Ha)	995
Area under horticulture (in Ha) (by % )	58%
<b>Health and Nutrition</b>	
Number of kitchen gardens	1,963
Number of children in balwadis supported	800
<b>Livestock Livelihood</b>	
Number of veterinary camps	178
<b>Sanitation</b>	
Number of toilets constructed	4,216
Number of households using and maintaining toilets on regular basis (%)	100
Number of children included in campaign on sanitation	805
Number of schools with new or repaired toilets	58
Number of schools with roof rainwater harvesting structures for drinking water facility	8
<b>Institution Building</b>	
Number of self-help groups (SHGs) formed	140
SHG savings fund created for inter-loaning	117 L
Number of farmers groups formed	101
<b>Capacity Building</b>	
Number of farmers attended farm-field trainings	3,661
Training on subjects	<ul style="list-style-type: none"> <li>• Improved kharif and rabi cropping</li> <li>• Horticulture wadi development</li> <li>• Zero-budget natural farming</li> <li>• Best practices on grains, pulse, vegetable nursery and fruit orchards</li> <li>• Water budgeting</li> </ul>



## Accessing Water to Transform Lives.

Severe water scarcity due to groundwater level dipping below 1,000 ft. in the villages of Pappampatti, Kalangal, Appanaickenpatti Pudur and Peedampalli in Coimbatore in Tamil Nadu led farmers to abandon farming, their sole source of livelihood. Some farmers could grow only fodder crops in small patches of land, while the rest lay fallow for most of the year.

Based on participatory analysis and a detailed project report, natural resource management

strategies were implemented to improve the groundwater level in the watershed area. With the help of VDCs, L&T supported the construction of water and soil conservation structures like field bunds, farm ponds, check dams, channel formation and percolation ponds.

Adoption of techniques like borewell recharge and chisel and disc plough helped in rejuvenation of water bodies and soil conservation. The various interventions to

Average water level up to

# 215 ft



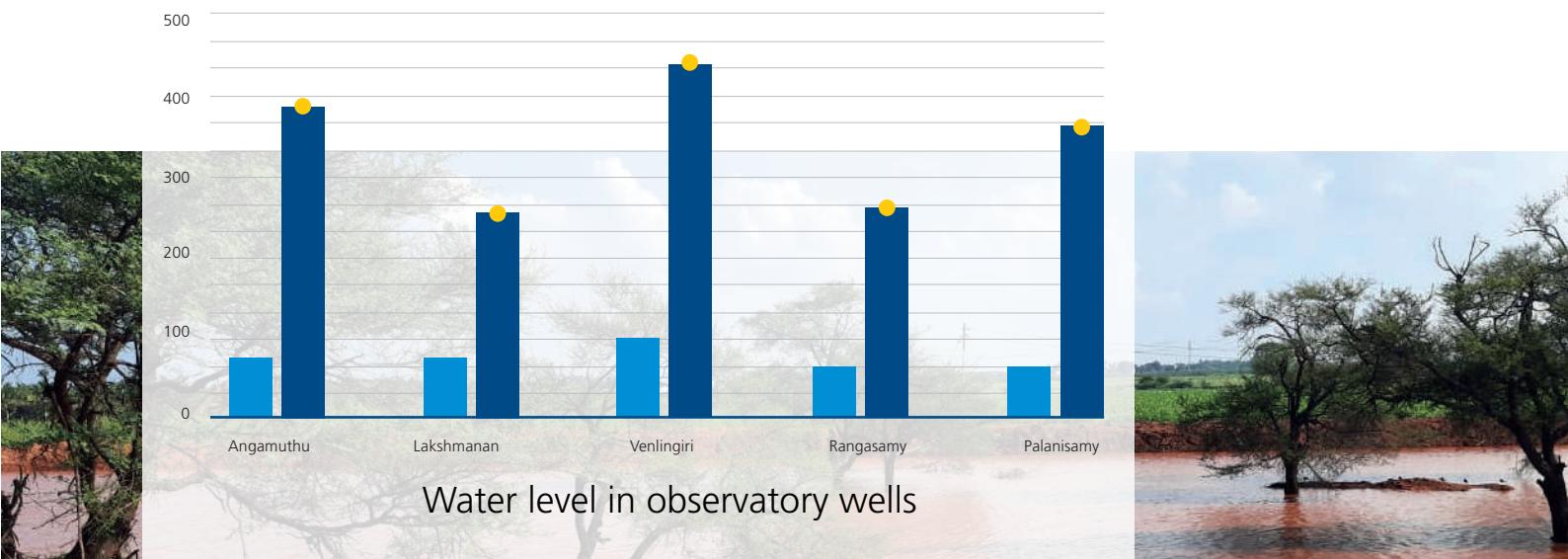
harvest water and channel surface run-offs as well as better management of water resources led to a phenomenal increase in its water holding capacity.

In 2020-21, rainfall in Pappampatti watershed was 81% i.e. average of 650 mm. All water bodies created under L&T's project had filled to the optimum water harvesting capacity of 1,322.67 lakh litres.

Data from observatory wells (shown in the graph) clearly indicates a sharp increase in average water level up to 215 ft. as compared to the water level in pre-watershed period.

As a result, water pumping time also increased considerably.

Earlier, people had to fetch drinking water from the Panchayat municipality, but now they can fetch water from their own wells. It also resulted in the shift from one crop to three or four crops per season with crop yield rising from 20% to 50%. The area under horticultural crops increased by 13 hectares. The increased yield and productivity contributed to an overall increase in household income by 25% to 50%.



# Making Barren Land Productive



Ayyappamani, a farmer in Okkilipalayam village has three acres of land which he could not cultivate due to groundwater scarcity.

Through L&T's intervention on groundwater recharge – such as field bunds, farm ponds, check dams, chisel and disc plough – the groundwater

level in his farm water bodies has increased, changing the barren landscape into a lush green agriculturally productive land.

Today, he actively engages in farming and has standing crops of corn, maize and broad beans, which will be ready to harvest soon.

## Saving Water & Increasing Yield

Nana Bhikaji Wagh of village Khandgaon in Ahmednagar in Maharashtra has two acres of land which is used for wheat cultivation.

Wheat requires a minimum irrigation of 8-9 times in a season, but Nana could irrigate it only 6-7 times due to less availability of water in his farm well and insufficient rainfall during monsoon. It lowered his yield by 5-7 quintals per acre.

Under ICDP, the VDC of Pathardi provided micro-irrigation systems to identified

farmers for effective utilisation of available water. Till date, 164 farm ponds have been constructed in six villages and 30 micro-irrigation units distributed to demonstrate increased efficiency of water utilization.

In 2020-21, a farm pond of size 10 ft.\*10 ft.\*3 ft. was dug near Nana's well, that helped in collection of excess water run offs during monsoon.

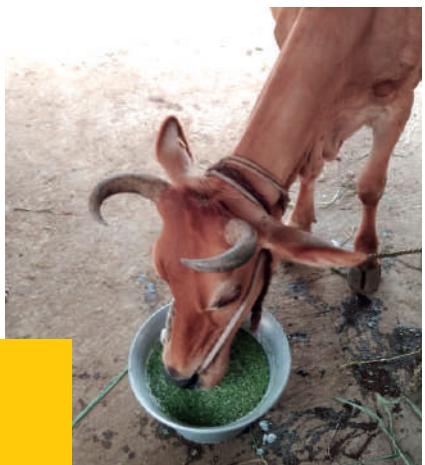
As a result of the groundwater recharge, the water level in his well increased by four meters,

which helped him irrigate his crop 10 times during the year. He was provided a unit of micro-irrigation to help him utilise the increased water efficiently.

Nana not only produced 15 quintals of wheat per acre this year, but was also able to save 40% of his water intake for irrigation.



# Dairy Farming becomes Sustainable



**₹7,200 ▲**

Additional Income

**200**

farmers set up Azolla units

**44**

farmers produced Azolla fodder

Shivakami of Pogalur village in Gudiyatham block in Tamil Nadu is a widow with two children. She is a daily wager and a member of a Farmers' Group under ICDP and DHAN Foundation.

Shivakami wanted to grow fodder for her livestock so that she could save ₹5,000-8,000 that she spent each year on buying fodder. Her three cents of empty land, however, was not enough for doing that. Shivakami attended a training on sustainable farming, obtained Azolla seeds and set up

two Azolla fodder units in her plot of empty land.

With Azolla fodder feed, she was able to get one extra litre of milk per cow per day, which helped her earn an additional income of ₹7,200 in the year. The extra income helped Shivakami manage her expenses to some extent.

She plans on continuing the use of Azolla as livestock feed. One of the key needs of people in Gudiyatham block was green fodder for livestock.

After ICDP's work on groundwater recharge, a

demonstration on Azolla farming as green fodder was held to promote Azolla and make it a sustainable, economic and high value feed for livestock.

This year, 200 farmers set up Azolla units and 44 farmers produced Azolla fodder at their own cost.

It significantly decreased the cost of livestock feed and improved the quantity and quality of milk for consumption as well. Farmers are now considering the possibility of diversifying into Azolla as a potential alternative crop.

# Making Villages Open Defecation Free



Like many areas in rural India, there was a prevalence of air and water borne diseases due to open defecation in Kookara and Lasadiya Gram Panchayats of Bhim block in Rajsamand in Rajasthan.

Other related issues that the communities faced were fear of wild animals while going outside for open defecation, inconvenience during the rainy season, safety issues for girls and women and inconvenience for the elderly and people with disabilities.

L&T implemented the community-led Total Sanitation programme that not only constructed toilets but also ensured their usage by breaking customs and habitual practices. Some of the successful strategies for rigorous community triggering and engagement that motivated people to use and generate demand for toilets were situational analysis, dissemination of knowledge within the community, transect walks to identify the areas of open defecation, formation of nigrani samitis (monitoring committees), ensuring the involvement of women through common

meetings, creating awareness through traditional popular cultural media like bhajan sandhya (devotional singing) and involving school children in awareness campaigns.

The demand for toilets, therefore, increased. Masons were trained to construct L&T-designed toilets with financial and labour (shram daan) contributions from the

community. L&T supported the construction of 1,353 toilets for households who could not afford them. These families were identified by the VDC, while the remaining toilets were constructed by the community through continuous motivation and follow-ups by the project team.

L&T supported the construction of  
**1,353**  
toilets for households



## Outcomes

Behavioural change in

**2,965**

households that stopped open defecation and maintained toilets and twin pits regularly.

**35**

hamlets, six villages and two Gram Panchayats are now Open Defecation Free.

All 6 aanganwadis and

**19**

schools have toilets that are used and maintained regularly .

# Self-reliance through Self-empowerment



In ICDP's project areas in Bhim block in Rajasthan, women continue to face discrimination under varied guises, such as discontinuing education of girls after primary level and making them assist in household work, alcoholism and domestic violence and the lack of women in decision-making roles due to traditional caste and community leadership structures.

During the project, women expressed their aspiration for

financial and social autonomy that made them equal partners in the process of development.

As an extension of the project, 70 SHGs with 846 women members were formed and provided regular training and exposure visits. Their capacities were built on communication skills, accounting and book-keeping, managing group dynamics, gender equity and leadership. The groups also became a platform for women to

express and address their social and economic problems.

To encourage micro-enterprises, the SHG members were also trained in improved farming practices, livestock development, advanced sewing skill and other income-generating activities. Vegetable cultivation and goatery were chosen as two major livelihood enhancement interventions due to market demand and availability of local resources.

A total of 11 village clusters and one federation were formed with the federation collecting seed money of ₹6.40 lakh through a membership fee and a matching grant from L&T.

**70**

SHGs

**846**

Women

**11**

Village Clusters

**1**

Federation

**6.4L**

Seed Money

- 1** Forty-six SHGs were linked with banks and a total of ₹76 lakh distributed as loans for small-scale enterprises.
- 2** 435 women are now engaged in vegetable cultivation, packaging and selling in local markets and 678 women are engaged in goatery.
- 3** Fifteen Pashu Sakhis (women para-vets) were developed to look after the health of the goats.
- 4** Twenty-seven women have purchased buffaloes for selling milk and 78 micro-enterprises were set up for individuals or small groups, like grocery stores, flour mills, beauty parlours, sewing and tailoring, etc.
- 5** Currently, there is more than ₹35 lakh worth of total savings under the 70 SHGs.



## Impact

### Economic empowerment

Increase in self-employment opportunities, income and access to credit. Increase in average annual income of **733 SHG** members by **₹18,000**. Employment opportunities for others when hiring for assisting in market activities.

### Community leadership

Increased participation in VDC meetings and ensuring regular usage and maintenance of toilets.

### Social activism

Negotiating with the Government officials

to close local liquor shops, sending daughters to schools and encouraging other families to send their daughters to school through a door-to-door campaign.

### Lifestyle improvement

Availability of more income to spend on health and nutrition, improved status and respect from family members and community.

### Crisis management

Leading COVID-19 awareness campaign, stitching and distribution of masks and ensuring implementation of Government norms and guidelines.

# Enhancing Quality of Life

After the success of L&T's water interventions, which ensured agricultural income, communities sought L&T's support in other critical areas of life - such as better education for their children and quality healthcare services for all.

As a result, L&T continued to support interventions that aimed at improving quality of education and healthcare services in the same project areas to bring about an overall change in the quality of people's lives.

## Saajhi Shiksha Crisis creates a young leader



*I get a lot of love from the other children. I get an opportunity to learn many new things and also meet new people.*

- Garima, 14 years, Kookra village

Garima's education was impacted by the lockdown as schools closed down across the country.

But the lockdown helped her engage with the community and become a community leader who is ensuring that other vulnerable children like her do not miss out on education. Garima's leadership and communication skills are demonstrated when she speaks at various

platforms on the challenges faced by children in her village during the pandemic. Her positive attitude and dedication are an assurance that she is headed towards a fruitful and bright future.

Saajhi Shiksha, a project on Inclusive and Quality Education for Marginalized Children in 19 schools and 6 aanganwadis of Bhim block in Rajsamand in Rajasthan focuses on enhancing the quality of





education for children between 3-18 years from disadvantaged communities.

Due to the lockdown and resultant shift in teaching method from face-to face to remote digital learning, a void resulted in the learning process of children as they had very limited access to phones and televisions.

When L&T introduced several interventions – such as academic support to children

through home/community visits, reading campaigns through mobile libraries, community-based learning resource centres in every village and creating pairs of reading buddies – Garima stepped up to accompany the project staff in distributing and keeping accounts of books in small hamlets where the library van could not reach. She encouraged children in her village to read books from the mobile library

and ensured that the children visit the community learning centres and are involved in educational activities.

With her help, the project was able to reach around 800 children who have not only continued with their educational progress, but even picked up on foundational competencies. Garima has ensured that many children like her continue to learn despite the challenges.

## Infrastructural support for Better Healthcare

To ensure timely Antenatal Care (ANC), identification of risky pregnancies, better nutrition for lactating mothers and children and leveraging services from Government schemes and health department, a health

and nutrition programme was introduced in Kumbhalgarh in Rajasthan after four years of L&T's water and sanitation interventions. Strengthening existing infrastructure, therefore, became central to this programme.

# Sarita Devi

Auxiliary Nurse Midwife (ANM)



Sarita Devi was transferred to the Gawar sub-centre at the peak of the first wave of the pandemic in April 2020. The sub-centre was in a dilapidated condition with no electricity, space for patients to sit or wait, water or even a labour room for child delivery.

The centre was ill-equipped to provide any healthcare services, least of all during

the peak of the pandemic. Patients, especially pregnant women and children, preferred to go to Kelwada, a town 3 km away. Therefore, regular immunisation of pregnant women and children was not possible.

L&T arranged for a temporary space for maternal and child healthcare services while it started the construction of the sub-centre. During the period, the sub-centre had enrolled only 29 pregnant women, of which only 10 would visit regularly.

Access to ANC and Postnatal Care (PNC) for women was limited. Due to the distance between homes and limited transportation facilities, Sarita Devi also could not complete her home visits, further affecting healthcare

service delivery in the area. L&T completed the work on the sub-centre by mid-August and also built a place to stay for the ANM. It provided the sub-centre with solar power, a separate toilet facility, a borewell, a dedicated labour room for child delivery and a high boundary wall. This helped Sarita Devi to stay in the centre's premises and improve her outreach in the village.

**Currently, 39 pregnant women and 26 lactating mothers and children are enrolled at the centre with a turn-up ratio of 80%.**

## ICDP – Challenges during the Pandemic

Due to the sudden lockdown, L&T's CSR team found itself facing the challenge of completing activities planned in March 2020, closing activities for FY 2019-2020 and also introducing new activities for FY 2020-21.



To address fears and the lack of awareness about the coronavirus, the project teams disseminated accurate information on priority through specially-designed messages on WhatsApp and phone calls.

In some of the ICDP locations, NGO staff distributed immunity-boosting herbal preparations and organised COVID-19 awareness programmes while adhering to pandemic guidelines. Poor families that lost their sources of livelihood were provided ration and safety kits. They also helped in carrying out relief work through distribution of sanitation and essential kits.

L&T stopped all activities planned in the first quarter of FY 2020-21 that involved interacting with communities

– such as group meetings, awareness programmes, capacity building and trainings. Civil activities – such as de-silting ponds and tanks – could not be carried out before the monsoon and hence had to be postponed to the next year. Civil work requiring permission from Government authorities could not be carried out as getting permission during the lockdown was difficult.

During this period, the usage and importance of digital media for communication increased manifold with organisations and para-workers promoting it in an effective way. It helped in the smooth implementation of the programmes during this time.

Para-workers visiting households for education-related initiatives were

provided safety kits including masks, gloves and water bottles. Kits for children included water bottles, masks, and general stationery. These kits were distributed while engaging in door-to-door communication with parents.

During the first quarter, L&T analysed the impact of the pandemic in rural locations to revise strategies and plans for continuation of work without compromising on safety. Remote monitoring systems were set up to review and monitor field activities.

In the second quarter, funds were reallocated and revised activities were implemented with NGO partners using digital platforms for the first time, enabling the team to complete all targets despite the challenges.



# Providing Pandemic support in Rajasthan

L&T provided relief and awareness among the community in Bhim block during the lockdown in the first quarter of the FY.

WhatsApp groups for different community-based institutions (VDC, SHG, UG, and Federation, etc.) were used for discussions and generating awareness.

Telephonic discussions with 400+ VDCs, wadi and WDS members, 600+ SHG leaders and 129 school teachers and aanganwadi workers were held to create awareness about the pandemic.

Updates were provided on ways to avoid infection as per WHO and Government of India guidelines.

Local authorities were requested to launch an awareness campaign using a mobile van that went around the villages with posters and loud speakers.

SHG members were motivated to prepare and distribute 1,500 masks.

Community members and labourers were scanned using thermal screening during meetings and community-level work.



## Impact

Through **remote training and follow-ups via calls**, SHG women and horticulture wadi growers could sell locally within their hamlets, helping each household to earn

**₹5,000**

on an average.

**150**

**SHG members** grew vegetables in the summer season and sold them locally. Telephonic help was provided on best practices for summer vegetable cultivation.





### CSR ANNUAL REPORT

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LARSEN & TOUBRO



# Education

Education is crucial to achieving full human potential, developing an equitable and just society, and promoting national development. Over the next decade, India will have the highest population of young people in the world and its ability to provide high-quality educational opportunities will determine the future of the country.

The National Education Policy, 2020 proposes the revision and revamping of all aspects of the education structure. It aims to create a new system that is aligned with the aspirational goals of 21st century education including Sustainable Development Goals 4 (ensure inclusive and equitable quality education and promote lifelong learning opportunities for all), while building upon India's traditions and value systems.

L&T believes that a robust and sustainable foundation created during early childhood and primary education can transform millions of lives. As such, L&T commits itself to fulfilling the aim of educating every child, irrespective of their social status, by augmenting physical infrastructure, reducing the dropout rate through the introduction of relevant curricula, enhancing teaching-learning methods and pedagogy and strengthening community-based monitoring systems.

To equip students with 21st century skills and to adapt to the fast changing employment landscape, L&T has introduced STEM (Science Technology Engineering Maths) education, which helps develop critical thinking and creative problem solving.

# Augmenting Infrastructure

Children, especially girls, in resource-poor schools are prone to absenteeism and dropping out due to the lack of basic infrastructure like classrooms, toilets and drinking water. L&T's School Adoption Programme helped augment school infrastructure by repairing buildings and compound walls, building toilet blocks,

drinking water stations and kitchens and equipping laboratories and libraries. It refurbished playgrounds and classrooms by providing furniture in resource-poor Government schools.



Created drinking water facilities in Government Boys Higher Secondary School, Ondipudur, Coimbatore District



“After L&T's intervention, the basic hygiene infrastructure in our school i.e. washroom and handwash facilities were improved. This will help our students practice and promote health and hygiene.”

- MS. S. Rajamani, Headmistress, PUMS, Ettimadai

# Supporting Early Development

Under its Early Childhood Development Programme, L&T strengthened nutritional security by providing supplementary nutritious food in tribal balwadis. It encouraged cognitive learning by building the capacity of balwadi teachers and supplying relevant toys to aanganwadis. By improving the quality of balwadis and aanganwadis in urban slums and rural areas, L&T aims to ensure the children's continued participation in education. During the pandemic, nutritional support was provided to the children and parents who were involved in educating their children over telephonic call and through WhatsApp groups.



# Providing Material Support

School supplies – such as uniforms, text books, note books and sports kits – were provided in Government and unaided low-income schools

in rural areas and tribal villages. During the pandemic, study material was provided to the children at their homes.

# Improving Learning Outcomes

To address the inequality in learning outcomes between high and low-income schools, L&T conducted teachers-training programmes using

digital media, enhancing the quality of education being imparted to students.

After-school community centres offered support to children who were lagging behind and/or belonged to socio-economically weaker sections by providing them with supplementary education through specially-designed curricula for easy learning. This year, the students were

taught through various digital media. Students' learning levels were regularly evaluated till they attained the desired level.



# Overall Child Development

Children in resource-poor schools and study centres were trained on various life skills – such as personality development and building confidence, family life education and extra-curricular activities like dance, sports, drawing, etc. Due to the pandemic, these sessions were conducted remotely through video calls. Online sessions on health and hygiene were also conducted to promote hygienic sanitation practices.



# Community Ownership of Education

Members of School Management Committees (SMCs) and parents were contacted over phone calls to encourage

their children to participate in online classes and create a good learning environment in their homes.

## Bridging the Technology Gap



L&T's STEM Education Project was started in 2019 to enable students in resource-poor Government schools in Vadodara, Hazira, Chennai and Faridabad learn the subjects using hands-on models and digital content. By facilitating access to e-learning technology through computer labs and



digital classrooms, L&T helped students to comprehend better, encouraged curiosity and scientific rigour and

included technology in grassroots education to keep children at par with evolving times and needs.



**“**The modernised science lab will evoke curiosity and get students interested in attending practicals regularly. This will improve their theoretical knowledge, help them to score good marks and be better prepared to continue their education. **”**

- MS. S. Jeyalatha, Chemistry Teacher



# Challenges turn into Opportunities

Due to the newness of the pandemic situation, schools initially were hesitant and apprehensive about introducing remote learning.

It was also a challenge for the CSR team to bring all primary stakeholders – such as principals, teachers and students – onto this new learning platform.

Regular virtual teacher-training programmes, online classes by teachers, e-learning, HoS (Head of the School Sign-off) meetings, STEM workshops and community engagement with students were some of the strategies that helped address the challenges and apprehensions.

Content sharing on WhatsApp groups along with Google assessment forms and regular communication with all the stakeholders helped align them to the different needs of each learner. To address the lack of availability of required materials for attempting STEM experiments at home, absence and/or limited access to smartphones, lack of mobile network/data plans, etc., the project team conducted home visits and distributed worksheets to those who couldn't connect virtually and guided them regularly.

Many students presented their home-made STEM models through WhatsApp pictures and videos for the virtual STEM exhibition held at all the four locations.



## Some highlights:



**Many students presented the STEM models they made at home through WhatsApp pictures and videos for Virtual STEM exhibition held at all the four locations.**

## Impact of new Strategies

**100%**

school teachers were trained and equipped on remote learning strategies and methodologies for conducting online classes for students

**56.78%**

students were able to perform STEM activities

**100%**

of Science and Math curricula covered via remote learning content and classes

**29.50%**

students who didn't have access to smartphones were reached out to through community visits and worksheets

**64.19%**

students participated in the remote learning programme

**100%**

parents gave feedback on the remote learning experience and encouraged children to participate in the project



“ Since the pandemic, I have been a part of remote learning activities. The STEM exhibition gave me a chance to build a model I wanted to— Plug Tray Kitchen Garden. I am grateful that I got such an opportunity to experiment with different theories of Science. ”

- 14-year old Reshma Bariya, Vadodara, Gujarat



“ I am thankful for the training sessions conducted on Google forms, PowerPoint presentations and video making. I faced difficulty in the beginning but now after the training sessions, it has become a lot easier for me to take lessons online. ”

- Khyatiben Patel from Sharada Vidyalaya, Ichchapore, Vadodara, Gujarat

We have reached out to **2,44,962 beneficiaries** through our education projects this year

**2,44,962**  
Beneficiaries

**500**  
Schools

# Providing an Enabling Space

**Abhishek Mandal, 17 years, belongs to a family which migrated to Mumbai in 2017, from a remote village in Dharbhanga in Bihar.**

His father, an auto driver, is the sole earning member of the family. When Abhishek joined the Community Study Centre supported by L&T in 2017, he was nervous and not responsive. He found it difficult to understand and converse in English.

With the help of his teachers who focused on improving

his skills and other issues, Abhishek's confidence grew and so did his sense of belongingness. He gradually opened up and started participating in classroom discussions and interacting with his peers.

Diverse workshops and career guidance sessions at the Centre helped him build his perspectives, set realistic goals and start relating to a life in an urban space.

He transformed himself through hard work, determination and focus.



Abhishek is currently pursuing his Plus Two in Commerce on scholarship from MMK College in Mumbai after having scored 82% in his 10th Board examinations. Abhishek aspires to start a career in a managerial role in the banking sector and has set clear goals to achieve his dreams.

# Ensuring Formal Education for the Hearing-impaired

**Animesh Yadav of Seal Lane slum colony in Kolkata is hearing-impaired.**

His parents kept him indoors for the most part and did not enrol him in school. They were hesitant to bring him to the Learning Centre under Project Neev as they were opposed to his learning and

communicating in Indian Sign Language (ISL).

When his mother approached the Centre, she became involved in training on ISL, lesson adaptation and ways to support Animesh at home. His parents were surprised to hear that hearing-impaired children can study and participate in school activities in

Government schools. Animesh was admitted to Class III in Phulin Khatick Hindi Vidyalaya and his disability certificate was linked with his Aadhar and PAN card. Academic support through teaching and supply of basic stationary helped save family expenses while ensuring the continuity of his education.

# Impact of COVID-19 on Education Initiatives

The sudden closure of schools impacted children, especially girls, from vulnerable communities the most.

Students did not have access to nutritious food due to the stopping of midday meals, on which many depended for their day-to-day survival. Several children were pushed into labour in order to support their families.

With schools remaining closed, girls were more likely to drop out of education and not return. Pandemic-related travel restrictions and physical distancing made it difficult for girls to access healthcare, social services and community support which traditionally protected them from child marriage, unwanted pregnancies and gender-based violence.

Increased economic insecurity may also have forced families to marry off their daughters early to ease their financial

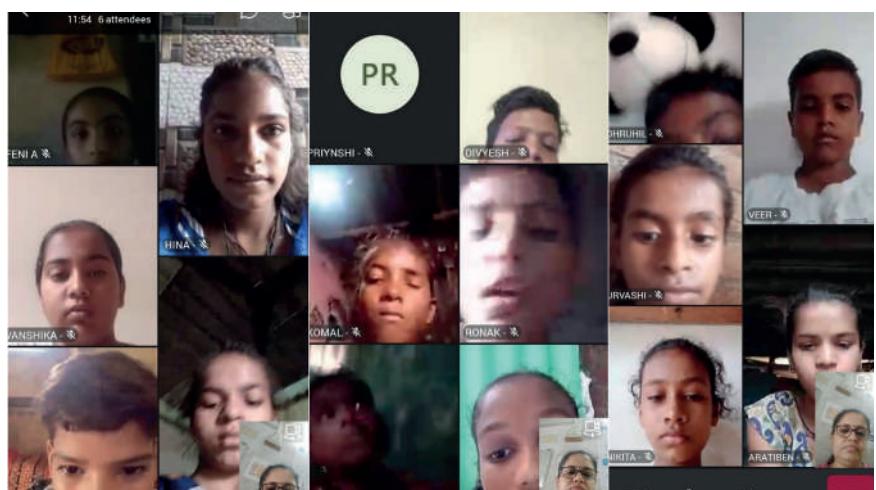
burden. Responding to this situation, L&T's education interventions were quickly re-strategised to include digital platforms and online modes in order to keep children engaged in education.

The Company trained teachers in the use of digital media for teaching, encouraged them to use online assessments, helped the children access digital media and tools and addressed connectivity and electricity supply issues. Project teams were encouraged to stay in touch with the children and their parents, make home visits

after pandemic norms were eased and provide hard copies of study materials to students who did not have access to digital media.

Children and parents were provided information on how to prevent COVID-19 and family counselling services were extended to them.

L&T ensured learning continuity by mobilising teachers, parents and children to participate in the process of remote learning. We supported 500 schools and reached out to 2,44,962 beneficiaries through our education initiatives this year.



# Going Digital— Overcoming Lockdown Challenges

When lockdowns forced L&T-supported balwadis and study centres in Mumbai to close down, a priority for the CSR team was to engage the children in activities to help reduce anxiety and stress and gradually create an environment where learning could resume.

In collaboration with three NGO partners – Pratham, Save the Children India and Angel Express Foundation – various strategies and processes were adopted to digitally connect with the students. Both the children and their parents were provided learning

materials – such as digital storybooks, illustrations, video tutorials, animation, etc. – on different technology platforms, like Zoom, WhatsApp and YouTube. A feedback mechanism kept a track of their use and outcomes. Apart from learning, WhatsApp was used to provide adequate and accurate information about the pandemic and ways to stay safe.

L&T's virtual engagement and education sessions have helped the Company reach approximately 2,006 children in Mumbai balwadis during

the lockdown. Not only are the students engaging productively with the learning material, there is an increase in parents' participation in their children's education and appreciation of the virtual content. L&T will continue to provide necessary guidance and support to these children through the digital medium until the pandemic eases and schools reopen.

**2,006**  
Children  
in Mumbai  
Balwadis

## Ensuring Education by Retaining Attention

Shivdeep Dharnakar's father, a rickshaw puller in Mahape in Mumbai lost his livelihood during the lockdown.

Though he managed household expenses with his savings for a few months, he soon began to struggle to make ends meet. To help with the situation, Shivdeep's

mother took up a job which had the side-effect of hampering his education as he was left unattended.

Around May, when the project resumed education digitally, Shivdeep's parents informed them that he was very reluctant to study and did not pay any attention to

the activities shared on his father's phone. As his parents were interested in their child's education, the project's staff recommended that they sit with Shivdeep (5 years) to help him understand the activities and their purpose, so that he can continue to move forward.

In the subsequent follow-up calls, Shivdeep's parents informed the staff that he was proactive and excited about the digital activities. Shivdeep

waits eagerly every morning for the message to arrive at 11 a.m., so that he could undertake the day's activities with his parents. With the

help of these activities and online sessions, Shivdeep has become active and looks forward to interacting with everyone virtually every day.

**“ We were worried about the school closure and how we could support our child’s education during the pandemic. With the digital initiative by the project, we are able to provide our son with education-related activities which ensured he was learning despite schools being shut. ”**

- Shivdeep's Parents

## Impact



Since the pandemic, I am participating in remote learning activities. The STEM exhibition gave me a chance to build a model I wanted to – **Plug Tray Kitchen Garden**. I am grateful that I received such an opportunity to experiment with different theories of science” -

**Reshma Bariya, 14 years, Vadodara, Gujarat**



**Ramjaan, 11 years**, a student of after-school remedial centre in Mumbai, is grateful to the **Study Centre** for providing him with constant guidance. He feels happy that his teachers sent learning videos regularly, solved his problems by calling him personally, created groups on WhatsApp and sent worksheets which helped him and his classmates greatly. Ramjaan states that the ration distributed by L&T helped his family survive the lockdown as the loss of his father's job had plunged the family into financial crisis.



To ensure the continuity of its education projects among Mumbai's underprivileged communities in Dahisar, L&T-supported community teachers visited students at their homes, especially those with limited access to mobile devices or have unstable internet connection. L&T provided these 'doorstep' teachers with a safety and sanitary kit that includes gloves, face shield, sanitiser and masks and ensured that they follow physical distancing norms.



# Health

To ensure constitutional guarantee and meet the targets of UN Sustainable Developmental Goal 3 that promotes health and well-being for all, the Government of India introduced schemes that aim to bring low-cost treatment and provide essential drugs and diagnostic services close to people's homes.

Despite these efforts, healthcare remains asymmetric between rural and urban India due to the lack of adequate infrastructure and healthcare experts, besides several other challenges. In rural India and urban slums, people still need to spend from their own pockets to access even basic healthcare services.

The pandemic has been a wake-up call to strengthen the weak healthcare infrastructure. It also brought to light the importance of the availability of trained healthcare providers at the community as well as tertiary levels.

L&T understands that the status of healthcare is one of the critical measures of a nation's performance. The Company's priority is to identify and analyse the possible barriers in accessing healthcare, provide affordable healthcare services and make modern equipment and treatment available to all. It focuses on creating awareness and imparting health education in communities so as to reduce expenses for patients.

L&T pays special attention to the health needs of vulnerable groups – such as children, women, persons with disabilities and the aged – and makes mental health services accessible. During the pandemic, its major focus was on strengthening the public health infrastructure and ensuring the safety of healthcare providers, so they could continue to provide services to the community.

Approximately **3,13,839** individuals were directly provided better access to affordable and quality healthcare facilities during the pandemic

# Affordable Services at L&T Health Centres

## Continuing Life-saving Care

L&T's Health and Dialysis Centre at Thane in Mumbai performed as many as 1,144 haemodialysis procedures between April and the first week of September in the absence of any public transport and an ever-increasing rate of coronavirus infections.

**1,144**  
Haemodialysis  
procedures

These procedures were provided free of cost or at heavily subsidised rates depending on the patient's financial background.

Being a day-care facility, all services were provided between 9 a.m. and 5 p.m.

Doctors and allied medical staff used the mandatory PPE gear and screened every haemodialysis patient and accompanying relatives for COVID-19.

Those found symptomatic were immediately shifted to

relevant tertiary-care hospitals, while the dialysis procedure was undertaken for non-infected patients following all pandemic protocols



## Care in the New Normal

L&T's Andheri Health Centre (AHC) arranged to provide treatment to patients in need of immediate intervention in the private clinics of the associated consultants at no cost or at a highly subsidised rate.

To avoid disruption in mental health services for children and adults, these services

were provided through online consultation by empanelled counsellors, psychologists and psychiatrists.

After the unlock phase, AHC began functioning as a non-COVID Health Centre extending its services to the community on advance-appointment basis. It resumed its immunisation services and

consultation for gynaecology, orthopaedics and eye check-ups, especially for senior citizens. ENT, skin consultation and limited sessions of sonography and X-ray were also made available. AHC has now resumed most of its OPD and diagnostic services on a regular basis.



# Mobile Healthcare Services

L&T takes healthcare services deep into urban slums, rural and tribal areas through its 14 mobile clinics.

Medical check-up camps are periodically held in schools and the surrounding communities for those families who can't otherwise afford or access healthcare.

During the first two months of the lockdown, the mobile medical vans were repurposed by the NGOs to supply ration and food packets to communities living across Mumbai. Stree Mukti Sanghatana, an NGO running the van, used them to distribute essential items and safety kits to rag-picking families. They covered several

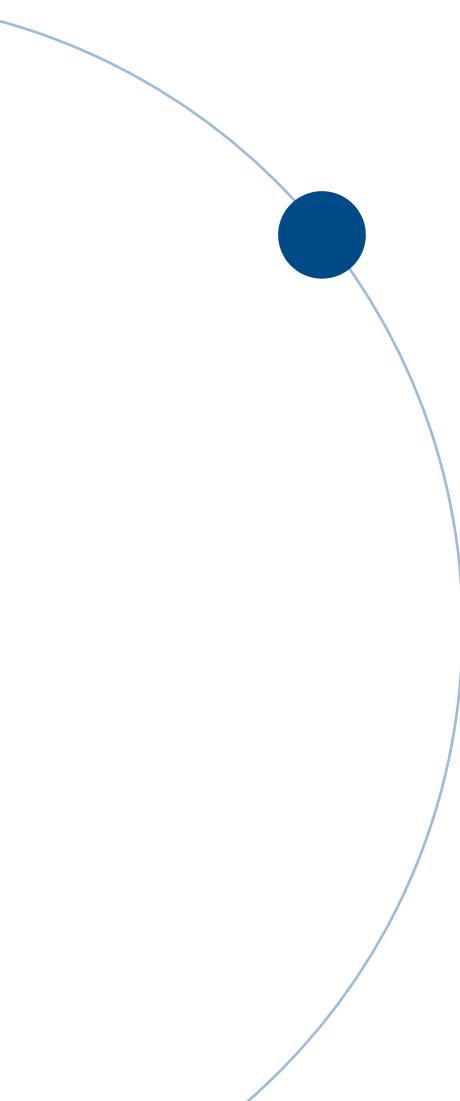
localities in Mumbai, Navi Mumbai, Thane, Panvel, Wardha and Yavatmal. The mobile vans have now resumed organising health camps for the underprivileged.

**14**  
Mobile clinics

**1** During specialised health camps, a special panel of doctors provided a range of check-ups including diagnosis of anaemia and treatment, basic and rubella vaccinations, skin ailments, geriatric care, eye care, dental procedures and paediatric and gynaecological services.

**2** They 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.

**3** Cancer detection camps were targeted at women by promoting preventive education and early diagnosis of cervical and breast cancer.



# A Shared Responsibility

L&T's state-of-the-art Anti-Retroviral Treatment (ART) Centre at Andheri in Mumbai conducts awareness camps and provides diagnostic, medical and counselling services in association with National AIDS Control Organisation (NACO) through its comprehensive programme on HIV/AIDS management.

Under UNESCO's 2020-21 theme of 'Global Solidarity, Shared Responsibility' on fighting against HIV/AIDS during the pandemic, L&T's ART Centre observed World

AIDS Day on 1<sup>st</sup> December by organising an educative health group talk. Delivered by experts, the session reminded the audience that responsibility plays a crucial role in preventing and combating HIV.

Measures like safe sex and the use of disposable syringes go a long way in keeping the infection at bay. Early detection of HIV infection in pregnant women and putting them on ART are important as it can help avert mother-to-child infection.

Experts also emphasised that communities should not

discriminate against People Living with HIV (PLHIV), but support them in all spheres of life. The pandemic has demonstrated how health is interlinked with other critical issues – such as inequality, human rights, gender equality, social protection and economic growth.

At L&T's ART Centre, over 1,200 people received treatment for HIV/AIDS in 2020-21. Apart from medical treatment, they benefitted from counselling sessions and were made aware of the various Government schemes/programmes available for them.

**1,200**  
people received  
treatment for  
HIV/AIDS in 2020-21



# Supporting HIV patient care during the pandemic

Like all medical service providers, the staff at L&T's ART Centre had to battle fear and stress in order to provide seamless services to TB and HIV/AIDS patients during the

pandemic, including the lockdown. Several measures were undertaken to minimise the spread of COVID-19 at the Centre:

**1** Providing two months' ART medicine at one go to 1,505 enrolled patients.

**4** Alternate-day sanitisation of the Centre by Brihanmumbai Municipal Corporation (BMC).

**2** Supplying ART medicine to 675 migrant patients to avoid discontinuation of treatment during inter and intra-state travel.

**5** Universal safety measures – such as allowing only five patients at a time, maintaining social distancing, wearing masks, sanitisation and temperature check.

**3** Telephonic counselling and referrals.

L&T's ART Centre has been rated among Mumbai's best by the 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 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 2005, L&T set up a modern integrated centre for TB and ART here after studying the healthcare needs that were not met by the Municipal hospitals. L&T

now provides equipment such as X-ray machines to the Centre, enlists services of trained chest physicians and counsellors, tests TB patients for HIV-AIDS and provides integrated counselling and ART.

In 2020-21, 1,183 suspected patients were registered at the clinic, and 217 patients were put on DOTS treatment and provided counselling. Out of 98 patients treated at the

clinic, 48 patients were cured or provided full treatment. Others are continuing with their treatment. 119 patients were referred to other centres near their

homes. 266 cases of Multi-drug Resistant Tuberculosis were also registered with the clinic and are being provided Cat-V treatment.

<b>1,183</b>	<b>217</b>	<b>98</b>	<b>48</b>	<b>119</b>	<b>266</b>
suspected patients	patients	patients treated	patients cured	patients	cases

## Improving Health by Improving Diet

Two-year-old Samitha was very inactive despite being fed well.

When her mother visited the general medical camp organised by the community Health Centre, near village Lighthousekuppam at

Katupalli in Tamil Nadu, the counsellor educated her on nutrition and food patterns that needed to be followed.

Regular follow-ups from the Centre helped Samitha's mother change her daughter's diet to include fruits and

vegetables, give her six small meals in a day and avoid junk food. Samitha is now more active and healthy than before. Her mother is happy to have received such services right in their neighbourhood during the pandemic.



# Improving Health and Finance

Kunj Patel, 20 years, suffers from congenital kidney dysplasia (one kidney). He led a normal life till the age of nine. His father, a farmer living in Savli village in Vadodara in Gujarat, admitted him at Ahmedabad's Civil Hospital (Kidney Disease and Research Centre), where he was diagnosed with stage 5 CKD and advised peritoneal dialysis.

When this dialysis failed after seven years, he was

put on haemodialysis twice a week. Kunj faced a lot of symptomatic problems during his frequent travels to Ahmedabad, such as vomiting, vertigo, exhaustion, etc. His dry weight had reduced to 26kgs and he had frequent catheter infection. His condition severely affected the family's monthly expenses. When his father came to know about L&T Heath and Dialysis Centre (LTHDC) at Vadodara, he admitted Kunj

there. Within 3 months, Kunj's dry weight increased to 32.5 kg and his haemodialysis was down to thrice a month. There is a marked improvement in Kunj, who is now leading a completely normal life. LTHDC not only helped him improve his health but also saved travel and other expenses for the family.







# Skill Building

To ensure gainful employment of the youth, it is imperative to support skill development as jobs have become more skill-intensive with technological shifts as well as increased inter-linkages across sectors. The primary reasons for un-employability of the workforce include poor education, inadequate skilling, quality issues leading to mismatch of skill requirements, inadequate training infrastructures, inappropriate mix of skills and education, out-dated curricula, limited

industry interfaces, and poor perception of vocational skilling vis-à-vis formal education (FICCI study, 2016).

According to the skill-gap study by the National Skill Development Cooperation (2010 – 2014), India will require a net additional 109.73 million skilled people by 2022 across key sectors. With an average age of 29 years, India is the only country in the world with a youth surplus of 47 million (2020).

The primary reasons for un-employability of the workforce include poor education, inadequate skilling, quality issues leading to mismatch of skill requirements, inadequate training infrastructures, inappropriate mix of skills and education, out-dated curricula, limited industry interfaces, and poor perception of vocational skilling vis-à-vis formal education (FICCI study, 2016).

The new policy on Skill Development and Entrepreneurship introduced by the Government of India focuses on expanding and improving skill education and training in the country. If implemented well, the various initiatives can reduce the demand-supply gap and challenges related to skill mismatch with industry requirements.

One of L&T's long-term commitments is improving the employment outcomes for youth, especially vulnerable youth including women and the differently-abled.



Being a manufacturing and construction company, L&T runs Construction Skills Training Institutes (CSTI) in nine states that provide free-of-cost vocational training courses and other skill-building activities as well as employment opportunities.

L&T's construction sites provide on-the job learning opportunities, internships and apprenticeships. Apart from training youth in construction skills, L&T also runs vocational skills training courses for women and the differently-abled.

This year,

**17,635**

youth completed various courses at these CSTIs, of which **35%** obtained employment.

### **Industry Oriented training**

L&T collaborated with 27 Industrial Training Institutes (ITIs) across the country to impart industry-oriented training.

### **Empowering the differently-abled**

L&T's 'Project Neev' offered specially-designed training programmes to the differently-abled youth to help them become employed and financially independent.

### **Vocational Training for women**

L&T introduced vocational training programmes in the areas of tailoring, beautician skills, home-nursing and food processing for women from underprivileged communities.

CSTI	Students Employed	Youth Employed
Panvel	365	208
Cuttack	669	147
Attibele	1,003	202
Chhacharwadi	527	391
Jadcharela	760	534
Kanchipuram	863	167
Pilkhua	421	313
SBT Hyderabad	821	42
Serampore	1,133	260
<b>Total</b>	<b>6,562</b>	<b>2,264</b>

# **35,522**

rural and urban youth, women and differently-abled people from underprivileged communities were imparted skill training to improve their employability.

# Operating CSTIs during the Pandemic

One of the key challenges faced by the CSTIs across the country was recruiting and training new batches within the 'new normal'. After the lockdown, some CSTIs had to ensure the safe return of their trainees who were already residing in the campus, by meticulously following COVID-19 protocols. However, due to non-availability of cross-state transportation, new trainees could not be recruited for the next round of CSTI training.

To address the situation, the CSTI faculty converted theoretical training modules



into digital formats, which were delivered online with focussed commitment.

With the active support of the faculty members, Standard Operating Procedures (SOPs) and action plans were listed down and implemented rigorously to instil confidence among the agencies that sourced trainees. With campuses restarting in September 2020, the SOPs helped convert the campuses into COVID-free safe zones for practical training.

On-campus doctors screened the trainees daily and asked them to quarantine for two weeks before starting the training. Induction and other training were provided online to make the trainees aware of COVID protocols and medical facilities available at the CSTIs. On completion of the quarantine, practical training

was held in small groups to ensure social distancing.

The CSTI training process was restructured to include paperless progressive assessments and early deployment of trained candidates to project site, with trainees spending only 45 days at CSTI. For the following 45 days, the trainees were posted on-site as on-the-job trainees so that they could quickly adapt to site conditions and improve retention. Despite restrictions, most CSTIs completed their targets – and a few even had more trainees than planned. The CSTI teams used the challenges to upgrade and digitise the content to deliver training online, paperlessly assess trainees and use more visual and digital presentation tools to help them create a robust structure.



# Coming to the Rescue

Even though Shaik Yaseen had completed his ITI Civil at Markapuram Government ITI at Andhra Pradesh in 2019, he was unable to find a job in the construction industry due to lack of experience.

His father, who had a small cycle repair shop, also had to close his business due to the lockdown, plunging the family into economic distress. Yaseen soon got to know about CSTI-Attibele's masonry training programme, which was offering nine weeks on-campus and three weeks online training. He enrolled in the course and

acquired construction skill related to masonry and bar-bending. During his on-site training in a steel company, he impressed the site manager with his execution skill and was offered a job to operate the special-purpose-numerically-controlled-bar-bending machine for a monthly salary of ₹15,000, as well as accommodation.

# Being a Role Model



**“ I have gained professional experience at L&T's CSTI, which helped me secure a steady job. ”**

- B. Vijay, 22 years, Tamil Nadu

Being the eldest, B. Vijay had taken up the responsibility of economically supporting his family and educating his siblings. Though he belonged to a farmer's family, Vijay had trained as an electrician and worked with a local electrical contractor in his village in Thiruvallur district in Tamil Nadu. However, with his limited earnings, he was unable to meet the family's day-to-day expenses. He realised that without any formal training or qualifications, he may not be able to improve his situation despite his good

hands-on experience. As a result, B. Vijay joined ITI to learn the basics of the electrical trade and was fortunate to get a placement offer as well. However, his dream ended when the nation-wide lockdown shut down industries and he lost his chance at building a good future. During the lockdown, CSTI-Kanchipuram was extending support to underprivileged candidates and/or aspirants who needed jobs in those difficult times. Recruited through online sourcing, B. Vijay soon completed the online

and on-campus training in cable laying, dressing and termination of cables, earth testing, wiring, etc. As he showed interest in electrical maintenance, he became part of the Green Team that managed the entire campus' maintenance work.

This experience helped him to get a job in CSTI-Bengaluru as a full-time electrician managing the campus maintenance work. Currently he draws a salary of ₹21,227 per month and has become a role model for many aspirants.

# New courses during the Pandemic

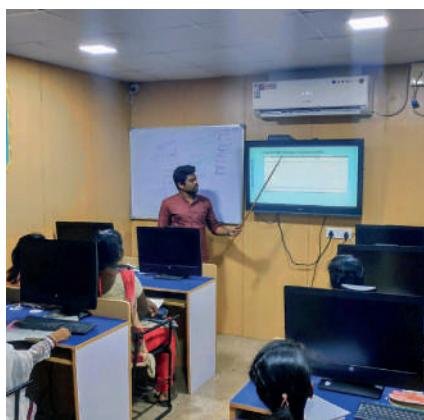
**1** L&T started the Multi-Skill Training Centre in Visakhapatnam to help create livelihood opportunities in the submarine and shipbuilding sector for the youth and also provide skilled manpower for the industry. The centre has installed engineering software CATIA and AutoCAD to aid teaching and training. L&T has partnered with Tata's community initiative, Tata Strive, to strengthen the job placement process. This year, the centre trained 89 candidates, 29 of which are women.



**2** A business unit of CSTI-Serampore in West Bengal started a free course on AutoCAD to cater to ITI students and students with an engineering diploma from the marginalised sections of the society.

AutoCAD is a computer-aided software programme that enables drafters, architects, engineers and other experienced professionals to create 2D and 3D models to design different types of buildings and innovative infrastructure. AutoCAD, a huge differentiator in employment, is a largely unexplored subject in many colleges.

This year, 691 students successfully completed the course at CSTI. The course evaluation and certification were undertaken by the National Institute of Electronics & Information Technology (NIELIT), an autonomous scientific society of the Ministry of Electronics & IT, Government of India. Students who wish to further enhance their skills and knowledge in AutoCAD can pursue a 3D modelling course.



**“** I am forever indebted to L&T. After completing my diploma in engineering, I was unemployed and directionless but thanks to the AutoCAD course, I got the confidence and a job that I like. **”**

- Mr. Vaskar Ruidas,  
Taramaa Survey  
Enterprise

**691**  
students

**89**  
candidates

**3** Considering huge opportunities in the construction industry, CSTI-Serampore introduced a new course – scaffolding – in mid-November, 2020. The

course also includes safety aspects to handle the phobia for heights, etc. This year, 101 candidates successfully completed the course.



## Achievements

**729**

**candidates** trained at CSTI-Serampore in the FY 2020-21 against a target of **700 candidates**.

**404**

**candidates** trained digitally.

**CSTI**

**trained workers** available at all sites during and after the lockdown.

**₹5,000**  
per month

**15,200**  
masks

## Ensuring Livelihood during Pandemic

To help families sustain themselves economically during and after the lockdown, Prayas Trust, run by women employees and wives of L&T employees, in collaboration with Sparsh, Bengaluru, started a new venture of making cloth masks.

Women learning tailoring at the Skill Building Centre were trained in making three-layered cloth masks as per WHO standards, helping them earn ₹5,000 per month during the lockdown. The masks were initially distributed free to various organisations. Once the vendors were convinced of the quality,

orders began to flow in. The Sparsh-Prayas team used social media platforms to publicise the products which helped in increasing their demand from a wide range of organisations. Different types of masks – including masks for marriage, designer masks, Ayurvedic masks, etc. – were stitched using Ikkat cotton, Pochampally silk and Narayanapet yarn to cater to customer needs. 15,200 masks were distributed free of cost to Government school students who had to appear for the Class 10th Board examinations in June 2020.



# Location-wise Impact

	<b>Location</b>	<b>Education</b>	<b>Health</b>	<b>Skill-building</b>	<b>Water and sanitation</b>	<b>Total lives impacted</b>
1.	Coimbatore	6,619	0	0	0	6,619
2.	Hazira	42,290	9,950	6,000	59	58,299
3.	Ranoli	716	400	0	0	1,116
4.	Vizag	1,274	0	0	421	1,695
5.	Talegaon	465	10,000	0	0	10,465
6.	Vadodara	137	0	0	0	137
7.	Faridabad	14,000	0	0	0	14,000
8.	Chennai HQ	5,974	6,867	0	697	13,538
9.	Mumbai- HO	27,605	7,10,006	1,00,963	0	8,38,574
10.	Prayas Trust	18,581	30,366	1,845	7,115	57,907
11.	CSTI	0	0	0	6,562	6,562
12.	Domestic Marketing Network	8,571	2,419	0	1,079	12,069
13.	Project Sites & other locations	68,096	29,524	0	1,702	99,322
<b>14</b>	<b>Sub-Total</b>	<b>1,94,328</b>	<b>7,99,532</b>	<b>1,08,808</b>	<b>17,635</b>	<b>11,20,303</b>
15.	L&T Public Charitable Trust	50,634	23,435	1,717	17,887	93,673
<b>16</b>	<b>Total</b>	<b>2,44,962</b>	<b>8,22,967</b>	<b>1,10,525</b>	<b>35,522</b>	<b>12,13,976.00</b>



Distribution of stationary items to underprivileged students at Govt. School, Mohali, Punjab



Distribution of wheel chairs & Assistive devices at The Ability Re-habilitation Centre, Visakhapatnam, Defence IC



Construction of Toilet at MKSD Inter College Lucknow



Tree plantation at Sundar Nagar Bhopal



Distribution of Modular Prosthetic Feet, at Pune, DMN



Infrastructure support for hand wash station at Govt. School Kolapakkam, Chennai



Improved Sports infrastructure facilities in GHSS, Asokapuram, Defence IC



# Volunteering

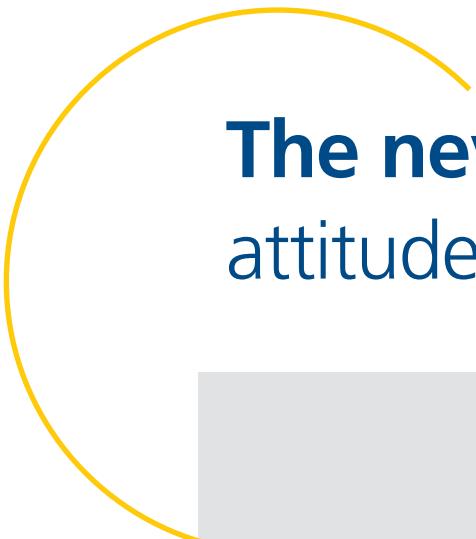
## L&Teers show the way

L&T's long and strong history of volunteering had to stand the tests that the pandemic brought with it. **L&Teers**, as our employee volunteers are known, who have always been dedicated in giving their spare time to different grassroots initiatives, had to battle their own fears and sudden restrictions in movement.

But, true to the volunteering spirit of the Company, they utilised their skills in greater efforts than before to ensure that children from the underprivileged communities do not miss out on learning or lag behind in education.

The women members of **Prayas Trust**, an organisation that works for the empowerment of underprivileged communities around L&T facilities across the country, came together to help families in economic distress earn a livelihood during the lockdown by teaching women to stitch three-layered cloth masks.

**Daan Utsav** is L&T's initiative based on the idea of giving, continued its initiatives through online mode.



## The never-stop attitude of L&Teers

This year, more than ever, volunteers at L&T played a crucial role in keeping alive the Company's tradition of 'giving back to the society'. Despite grappling with many uncertainties and anxieties, L&Teers were eager to help and support others during these challenging times. Regular activities, which earlier required physical presence – such as teaching children in slums, volunteering at institutions for children, etc. – came to a grinding halt.

However, with support from L&T's CSR teams across locations, L&Teers got connected through virtual platforms to reach out to the underprivileged. They kept the momentum alive by holding health camps, organising cleanliness drives, conducting online sessions through WhatsApp/Zoom/other networks, storytelling over the phone, recording books and donating time and other aids like ration to migrants as well as phones and study materials to students.

# Education

Most of the volunteering activities were focussed on providing supplementary education as schools were closed and children from vulnerable sections became adversely impacted due to the lack of access to digital means. The volunteers assisted students and children from tribal and other vulnerable communities by conducting online classes and teaching English. They continued to record stories and audio books for the visually impaired. The volunteers prepared study materials for the underprivileged students they mentored, provided guidance for their career

and conducted mock interviews for youth digitally. Study classes that were regularly conducted around L&T's campuses by the volunteers also shifted to the online mode.



**This year, 4,360 employees volunteered 27,763 hours**

**after work to be of service to 11,700 beneficiaries.**



## English Vinglish

### Learning to read

To bridge the comprehension gap while learning English in rural schools, a group of L&Teers from Surat in Gujarat undertook a virtual teaching project, English Vinglish, named after a popular Hindi movie. 23 students of class V-VII from Kudiyana Primary School participated in this project.

Each student was allotted one L&Teer, with the mandate to engage the child in basic online reading sessions every weekend. These sessions, that included interesting life-skills anecdotes, were read aloud by the volunteers while helping the children to read along.

The sessions were interspersed with fun activities allowing the students to easily grasp the basics of the language.

Regular interactions with L&Teers helped the students to improve their English language skill and their confidence and outlook to life as well. The children can now easily break up difficult words into syllables, facilitating pronunciation. They are eager to learn new things, do not hesitate to ask questions and have become more creative than before. The project also helped the volunteers relieve stress and derive a sense of satisfaction.



**23**  
Students

## Tell-A-Tale

### storytelling with a difference

“Cheerfulness flows when these stories are played.  
The children eagerly wait for new stories every day.”

-Mr. Manish, class teacher at Lavachha Primary School, Surat, Gujarat



L&T's CSR team at Hazira (Surat), in collaboration with L&Teers, launched the Tell-A-Tale initiative where 210 audio stories were recorded using creativity, voice modulation and character shuffling.

These stories were shared with 10 public schools. At the beginning of the daily online classes, teachers now play one of these audio stories.

The idea behind starting online sessions with oral storytelling was to activate the cognitive consciousness of the learners and to keep them energised. Unlike books and screens, which limit imagination, storytelling helps children develop abstract thinking skills, improves their knowledge in language, math and science where abstract

concepts and symbols are frequently used to represent ideas and contributes to social and emotional development.

For L&Teers, the audio storytelling was a nostalgic trip to childhood days with their grandparents and it helped them unbox their own creativity.

## Health

The L&Teers conducted blood donation camps to maintain a sustainable supply of blood during COVID-19 emergencies. They also helped in organising health camps.



## Environment

The L&Teers contributed to keeping their surroundings safe and clean by organising tree plantation and cleanliness drives despite restrictions.

Volunteers conducted awareness sessions on topics such as road safety, the right to education, etc.

L&T's CSR team also conducted an online felicitation event to appreciate and motivate employee volunteers who selflessly devoted their personal time and effort for the benefit of the underprivileged.



## L&Teers Speak



“ Volunteering brings about a positive change in people’s lives. It brought me closer to like-minded people. The inner satisfaction of being able to put a smile on someone’s face and making a social contribution count more than anything else in the world. ”

- Gowtham Krishnan, Coimbatore, Unit, Precision Manufacturing and Systems Complex Unit

Gowtham Krishnan has been volunteering throughout his 11 years of professional service.

At L&T, he has volunteered for more than a dozen activities including clean up drives in city lakes and Government schools, contributed in the Daan Utsav and blood

donation drives. One of his most memorable volunteering experiences was teaching the underprivileged children in Sathya Jeevan home.



“ I would like to thank L&T from the bottom of my heart for providing an opportunity to participate in the ‘Call & Connect’ initiative. I hope I have been able to impart some knowledge by sharing my experiences. I want to thank Team Everest for designing a well-organised and structured initiative, where I learnt many new things. I look forward to being a part of many such initiatives in the future. ”

- G Sruthi, Transportation Infrastructure, Chennai

## Reimagining Daan Utsav

A little act of kindness can mean the world to someone. Daan Utsav, held every year for a week from 2nd October (Gandhiji’s birthday) to celebrate the spirit of giving, was restructured this year to conform to the norms of

the pandemic. L&T’s CSR team offered all L&T-ites the opportunity to participate in three innovative activities held virtually: Wish Tree, Donate-a-Mobile and Share-a-Random-Act-of-Kindness.

## 1 The Wish Tree

An e-Wish Tree, full of 'fruit' bearing NGOs, was emailed to the employees. The recipients could click on an NGO, read about their activities and donate online. 19 NGOs from Mumbai, Chennai, Hazira and Faridabad supporting the causes of destitute

children, women, elderly and people with disabilities, participated in this event.

The value of the wishes ranged from ₹500 to ₹3000 and this year, employees donated around ₹72,800 towards various causes.



## 2 Donate-a-Mobile

A mobile phone and a tab donated by employees were given to two children to enable them to attend online classes conducted by the school as well as the after-

school centre run by a partner NGO. It helped them access online classes during and after the lockdown and ensured the continuity of their education.



## 3 Share-a-Random-Act-of-Kindness

Employees were encouraged to share an act of kindness that they did during the pandemic. 15 employees

responded with their heart-warming stories of beautiful deeds – such as providing ration to their domestic help, helping an acquaintance get admission in a COVID-19 facility, cooking and providing food to a Government's quarantine facility, distributing safety material (masks and sanitisers) and food to families in a migrant colony, not taking house rent from a tenant from a low-income

group, donating to NGOs supporting COVID-19 affected communities, volunteering for relief work and teaching underprivileged children.



These employees have set an example of being kind to people in need and they are our very own 'COVID fighters'. Their stories were shared with all employees to motivate them to help others during the pandemic.

## Caring Souls

L&T-ites are compassionate people. Once again, this has been demonstrated by the Company's employees, who over and above the donations made directly to L&T, extended a helping hand to the needy in their individual capacity during the lockdown. Here are a few stories that have inspired many more.



## Providing food to the migrants

The last nine months have been a global nightmare. The worst affected by the pandemic are the migrant labourers, the poor, homeless and destitutes. Their deplorable condition during the lockdown was relentlessly highlighted on social media and this made me try to help out in whatever way possible.

I was pondering on helping these poor souls, when I came across an NGO, Charitism, that collected funds to serve food to the poor and the downtrodden. Immediately,

I opted to support them. The process of donation was online, and within a fortnight, the NGO sent me photographs of food packets being donated in some locality in Chennai. To make the process transparent, they had printed the donor's name on the food packets.

In our country, annadan is one of the greatest services one can render as poverty is rampant. It was indeed gratifying for me to see the people eagerly accepting the food packets and a feeling

of contentment engulfed me. My family members were the first ones to follow my footsteps and they also donated to the organisation.

Encouraged by this, I shared the photographs with friends and relatives. Soon they too joined in and donated funds to the NGO. I pray for this light of love, sympathy and benevolence to spread throughout the world to eradicate hunger, deprivation, disease and poverty.

- Moushumi Roy, JGM, L&T Hydrocarbon Engineering

# Together we can

The old proverb, 'Necessity is the mother of all invention', proved true in many ways during the crisis following the pandemic.

This is what I experienced when the thought 'serve the needy' came in my dreams often during the lockdown. As I read about and witnessed the suffering of people, I felt a strong need to do something by lending a helping hand

to the underprivileged people living in my locality.

My activities included identifying the people lacking basic amenities and providing them with food, medicines as well as tools for their livelihood.

I arranged for 29 packets of dry food items that included rice, chana, toor and urad dal, edible oil, red chillies, salt, sugar, mustard, cumin, coriander, turmeric powder and pepper and distributed the same. It was of immense joy to repeat the task several

times over, covering the families of auto-drivers, shop workers and house maids.

I also provided 15 kits of agricultural tools (hand ploughs and sickles) to daily wagers in need. To motivate others and also to cherish the memory, I took photos during such drives.

To my delight, my colleagues and friends soon undertook similar noble services in their own capacity and at their respective localities. I said to myself: yes, together, we can!

**- T. Gunasekar, Manager, L&T Rubber Processing Machinery, Chennai**

## Participating in a virtual NGO Mela

Hosted during Diwali every year, L&T's NGO Mela facilitates the sale of products made by members of underprivileged communities that are supported by the NGO partners. The proceeds from the mela support vulnerable children, women, people with disabilities, Self Help Groups and marginal farmers.

This year, L&T hosted the mela online between 10-16 November by creating and circulating a catalogue featuring a rich variety of items including paintings, decorative items, clothes, household items, innovative toys, organic teas, and bric-a-brac from 18 participating NGOs. Many employees took the opportunity to

do some of their Diwali shopping at the virtual mela.

In doing so, they supported the needy and the vulnerable who especially in this pandemic, were in need of assistance.

# Prayas Trust

## Women leading community service

The brainchild of Group Chairman, Mr. A. M. Naik, Prayas Trust was formed and is run by all women employees and wives of L&T employees.

For 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. Several members

volunteer regularly with orphanages and institutions for the elderly and the destitute. The Trust 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 belongingness to the L&T family.



*“Prayas Trust, which began as an act of kindness and empathy, has now grown into a movement that is making a difference in water and sanitation, healthcare, childcare, education, women’s empowerment and skill-building. Even during the pandemic, Prayas Trust members eagerly reached out to the poor and vulnerable communities, doing our bit in being of service in times of need.”*

- Mrs. Meena Subrahmanyam, President, Prayas Trust



<b>Location</b>	<b>Strength</b>
1. Prayas Trust – Chennai	317
2. Darshan Trust –Vadodara	493
3. Prayas Trust – Tejasvi , Coimbatore	256
4. Prayas Trust – Unnati, Bengaluru	252
5. Prayas Trust – Faridabad	221
6. Prayas Trust – Visakhapatnam	214
7. Prayas Trust Kalpvruksh –Borivali	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 – Bengaluru (L&T Construction)	133
13. Prayas Trust – Surabhi, Bengaluru	132
14. Prayas Trust – Hazira	125
15. Prayas Trust – Preerna, 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, Bengaluru (Construction & Mining Machinery)	58
20. Prayas Trust – Kiah, Talegaon	54
21. Prayas Trust – Shakthi, Bengaluru Area Office	47
22. Prayas Trust – Akansha, Pune	45
23. Prayas Trust – Chandigarh	31
24. Prayas Trust – Umang, Bhopal	22

# Prayas Trust Tamil Nadu

## Becoming healthy the easy way

During a health camp organised by Prayas Trust in Pandur in Tamil Nadu, 16-year-old Valliyammal was identified as anaemic with a HB count of 9.6 (average level for women is 12). Valliyammal belongs to a poor family of farmers and suffered from menstruation problems. During a follow-

up with a gynaecologist, she was diagnosed with uterine fibroids and advised to take iron folic tablets and tonic. Prayas Trust also supported her with starting a kitchen garden that helped her access iron-rich food at her doorstep. After 6 months, her HB levels had risen to a healthy 13 and the fibroids too disappeared.



# Prayas Trust Kalapavriksha, Mumbai

Prayas Trust supported 'Tarasha', a field action project of the Centre for Health and Mental Health, School of Social Work, Tata Institute of Social Sciences, Mumbai

facilitating the transition of institutionalised women with mental disorders back into the community through networking, capacity-building and advocacy. Tarasha has

been conceptualised as a community-based recovery model for women suffering from mental illness.



# Enabling transition to regular life

Babita (name changed), 30 years, was admitted to the Regional Mental Hospital in Thane by the police in October, 2014. She was diagnosed with schizophrenia. As she was unable to recall her family's address, they remained untraceable. Babita battled with recovery for a long time, with her physical disability affecting her reintegration.

With support from Prayas Trust-Tarasha, Babita was trained in tele-calling/receptionist and computer skills. They helped her learn processes that could support

her to transition well to a life outside the institution. Initially, it was difficult for her to get a job due to the lack of suitable openings as well as her physical disability, even though she showed immense potential due to her immaculate communications skills.

Things started to fall in place for Babita, when she remembered about her property in Naliasopara that she had bought before her relapse. When she visited her property, she found a new house in its place. A search for her brother's address



led her to her parents, who were immensely happy to be reunited with her.

Despite her brother's opposition, Babita now stays in a separate room in the same house as her parents, who provide her with all the support she needs. She has also found a job of her choice in a nearby call centre.



# Recognition and Accolades





# CSR Impact at a glance

**1** 3,01,330

The amount spent on CSR activities (₹Lakhs)



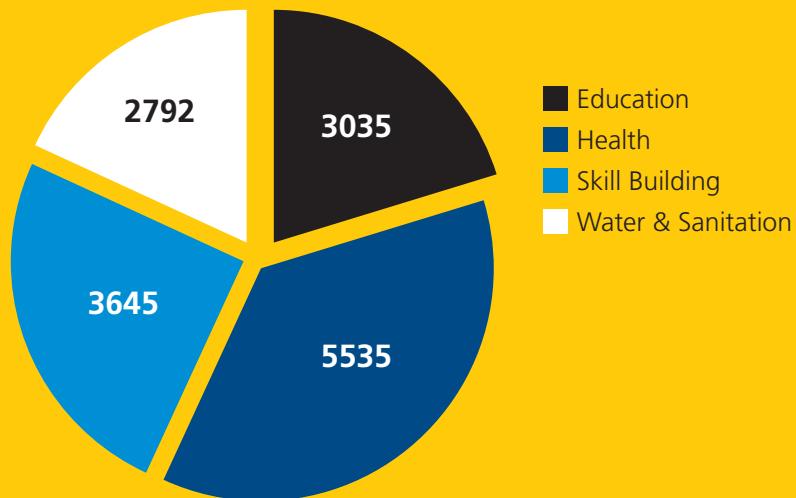
**2**  
CSR Spend Analysis  
2019-20 v/s  
2020-21

**3**  
CSR Beneficiaries  
2020-21 as per  
Thrust Areas

	2019-20	2020-21
1. CSR budget	15,011	
2. Spend achieved	14,529	15,006.96
3. Percentage of average net profit	2.01	2.06
Thrust Areas	2019-20	2020-21
1. Education	2,52,309	1,94,328
2. Health	3,28,980	7,99,532
3. Skill-building	60,886	17,635
4. Water and Sanitation	1,31,230	1,08,808
<b>Total</b>	<b>7,73,405</b>	<b>11,20,303</b>

# 4

**CSR Spend/Budget:**  
Thrust Area-Wise



# 5

**CSR Contributors**

Contributors	Education	Health	Skill-building	Water and sanitation	Total lives impacted
1. Campus, Project sites and Area Offices	1,75,747	7,69,166	10,520	6,000	9,61,433
2. Prayas Trust	18,581	30,366	7,115	1,845	57,907
3. Flagship Projects-HO	--	--	--	1,00,963	1,00,963
4. Sub Total	1,94,328	7,99,532	17,635	1,08,808	11,20,303
5. LTPCT	50,634	23,435	17,887	1,717	93,673
<b>Total</b>	<b>2,44,962</b>	<b>8,22,967</b>	<b>35,522</b>	<b>1,10,525</b>	<b>12,13,976</b>

# CSR Activity Drivers



## Corporate CSR team



Apex set up

L&T has a dedicated CSR team at the corporate level, committed to maximising social impact. The corporate CSR team acts under the guidance and framework approved by the CSR Board Committee. They devise, execute and monitor CSR programmes, either directly or in partnership with NGOs that are committed to causes, and with the aid of teams at campuses and business offices.

## CSR coordinator and teams at campuses, area offices and sites



L&T campuses

Area office and campus teams perform need-assessments, identify local projects and NGO partners, implement and monitor the projects and provide support in achieving L&T's CSR goals.



## Prayas Trust



Prayas Trust – Prayas Club members - 4,393

## L&T's Health Centres



Health Centres -12

## Volunteering



Employee volunteers (L&Teers) – 4,360 (from 8 businesses, 19 area offices and corporate centre)

Originating as L&T's Ladies Club more than two decades ago, the Trust was formed and is run by women employees and wives of L&T employees. It provides services to the underprivileged located around various L&T facilities, driving programmes around the thrust areas identified under L&T's CSR themes.

L&T's multi-speciality Health Centres, with their teams of professional staff, are equipped to provide outpatient and tertiary health services to underprivileged communities, making healthcare accessible and affordable to all.

L&T has a structured employee volunteering programme, L&Teering, which enables and encourages employees to participate in community development activities. Volunteers invest their time in programmes that benefit the underprivileged communities.

# CSR Expenditure Report 2021

Sl. No.	Name of the Project.	Item from the list of activities in Schedule VII to the Act.	Local area (Yes/No)
1	Sustainable Soil & Water Conservation at Pathardi*	(iv) (x)	No
2	WASH awareness & construction of Toilets in Pathardi*	(i) (x)	No
3	Integrated Community Development Programme at Devgaon*	(x)	No
4	Integrated Community Development Programme at Nagzari*	(x)	No
5	Enhancing education level and infrastructure support in Bhim*	(ii) (x)	No
6	Construction of water harvesting structures, Individual Household toilets & Sanitation Awareness at Pappampatti*	(iv) (x)	Yes
7	Construction of water harvesting structure & Individual Household toilets & Sanitation Awareness at Chettipalayam*	(iv) (x)	Yes
8	Integrated community development programme at Gudiyatham*	(iv) (x)	Yes
9	Water and soil conservation at Kumbhalgarh*	(iv) (x)	No
10	Improving education at Kumbhalgarh*	(ii) (x)	No
11	Improvement of women & Child health and Nutrition at Kumbhalgarh*	(i) (x)	No
12	Integrated Community Development Programme at Sewantri*	(iv) (x)	No
13	Educate and empower children at risk of dropping out in Pathardi*	(ii) (x)	No
14	WASH awareness and Sanitation Project at Gudiyatham*	(i) (x)	Yes
15	Livelihood Enhancement for women at Bhim*	(ii) (x)	No
16	Water, soil conservation & water distribution at Bhim*	(iv) (x)	No
17	Infrastructure Improvement of Schools and AnganWadi Centres at Bhim*	(ii) (x)	No
18	Community Health Centre at Andheri*	(i)	Yes
19	Community Health Centre at Thane*	(i)	Yes
20	Skills development training for rural youth at Kanchipuram*	(ii)	Yes
21	Skills development training for rural youth at Panvel*	(ii)	Yes
22	Skills development training for rural youth at Pilkhuwa*	(ii)	Yes
23	Skills development training for rural youth at Jadcherla*	(ii)	Yes
24	Skills development training for rural youth at Serampore*	(ii)	Yes
25	Skills development training for rural youth at Cuttack*	(ii)	Yes
26	Skills development training for rural youth at Hyderabad*	(ii)	Yes

<b>Location of the project</b>		<b>Amount spent for the project (in ₹ Lakhs).</b>	<b>Mode of Implementation: Direct (Yes/No).</b>	<b>Mode of Implementation: Through Implementing Agency</b>
<b>State</b>	<b>District</b>			<b>Name</b>
Maharashtra	Ahmednagar	0.34	No	Watershed Organization Trust
Maharashtra	Ahmednagar	184.39	No	Watershed Organization Trust
Maharashtra	Aurangabad	164.08	No	Watershed Organization Trust
Maharashtra	Jalna	142.18	No	Watershed Organization Trust
Rajasthan	Rajsamand	64.36	No	Bal Raksha Bharat
Tamil Nadu	Coimbatore	149.68	No	National Agro Foundation
Tamil Nadu	Coimbatore	229.89	No	National Agro Foundation
Tamil Nadu	Vellore	338.46	No	DHAN Foundation
Rajasthan	Rajsamand	19.61	No	Seva Mandir
Rajasthan	Rajsamand	34.30	No	Seva Mandir
Rajasthan	Rajsamand	91.43	No	Seva Mandir
Rajasthan	Rajsamand	181.52	No	Seva Mandir
Maharashtra	Ahmednagar	26.49	No	Light of Life Trust
Tamil Nadu	Vellore	223.13	No	DHAN Foundation
Rajasthan	Rajsamand	49.32	No	Arpan Seva Sansthan
Rajasthan	Rajsamand	192.14	No	Arpan Seva Sansthan
Rajasthan	Rajsamand	115.83	No	Arpan Seva Sansthan
Maharashtra	Mumbai	307.75	Yes	
Maharashtra	Thane	177.64	Yes	
Tamil Nadu	Kanchipuram	404.56	Yes	
Maharashtra	Raigad	346.00	Yes	
Uttar Pradesh	Hapur	308.52	Yes	
Telangana	Mahbubnagar	237.66	Yes	
West Bengal	Hooghly	480.00	Yes	
Orissa	Cuttack	250.00	Yes	
Telangana	Ranga Reddy	80.72	Yes	

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<b>Sl. No.</b>	<b>Name of the Project.</b>	<b>Item from the list of activities in Schedule VII to the Act.</b>	<b>Local area (Yes/No)</b>
27	Skills development training for rural youth at Ahmedabad*	(ii)	Yes
28	Skills development training for rural youth at Bengaluru*	(ii)	Yes
29	Community Development Activities	(i) (ii) (iii) (x)	Yes
30	Employee Volunteering Projects	(ii)	Yes
31	STEM education project (Urban)	(ii)	Yes
32	STEM Education Project (Rural)	(ii)	Yes
33	Maintenance of Public green spaces	(iv)	Yes
34	Providing support to Cancer Institute (WIA)for Installation of Radiation equipment and care of underprivileged patients	(i)	Yes
35	Construction of school building & skill development center	(ii)	Yes
36	Education Infrastructure and Educational kit support for schools	(ii)	Yes
37	Infrastructure enhancement for Multi-Speciality Hospital	(i)	Yes
38	Set up of computer lab in school	(ii)	Yes
39	Support to Health & Dialysis Centres and Mobile Medical Units	(i)	Yes
40	Distribution of Cooked Meals & kits for	(i) (xii)	Yes
41	Covid-19 affected	(i) (xii)	Yes

<b>Location of the project</b>		<b>Amount spent for the project (in ₹ Lakhs).</b>	<b>Mode of Implementation: Direct (Yes/No).</b>	<b>Mode of Implementation: Through Implementing Agency</b>
<b>State</b>	<b>District</b>	<b>Name</b>		
Gujarat	Ahmedabad	333.84	Yes	
Karnataka	Bangalore	392.58	Yes	
Tamil Nadu, Gujarat, Odisha, Maharashtra, Haryana, Karnataka, Andhra Pradesh, Madhya Pradesh, Telangana & West Bengal	TN (Chennai), GJ (Vadodara), OD (Sundargarh), MH (Mumbai)	169.56	No	Prayas Trust
Maharashtra, New Delhi, Tamil Nadu & Gujarat	MH (Mumbai), DL (New Delhi), TN (Chennai, Coimbatore) & GJ (Surat, Vadodara)	51.69	yes	
Tamil Nadu, Haryana & Gujarat	Chennai, Hazira, Vadodara and Faridabad	83.72	No	American India Foundation
Rajasthan, Tamil Nadu & Puducherry	Jaipur, Chengalpattu & Puducherry	27.59	No	Navnirmiti Eduquality Foundation
Maharashtra	Mumbai & Nashik	91.10	yes	
Tamil Nadu	Chennai	175.00	No	Cancer Institute (WIA)
Gujarat	Vadodara	823.63	No	BAPS Swaminarayan Sanstha
Maharashtra & Karnataka	Mahape, Ahmednagar & Mysore	27.74	yes	
Tamil Nadu	Kancheepuram	74.96	No	Shri Sankara Kripa Educational
Gujarat	Gandhinagar	50.00	No	Love India Foundation For Education
Gujarat, Tamil Nadu, Maharashtra & Andhra Pradesh	Surat, Vadodara, Coimbatore, Chennai, Pune, Mumbai, Tiruvallur, Chittoor, Ahmednagar & Raigad	920.31	No	L&T Public Charitable Trust
Maharashtra & Tamil Nadu	Mumbai & Chennai	135.77	No	Pratham Mumbai Education Initiative, Save the Children India & YR Gaitonde Medical Research Foundation
Andhra Pradesh, Assam, Bihar, Delhi, Gujarat, Madhya Pradesh, Maharashtra, Tamil Nadu, Telangana, Uttar Pradesh, Uttarakhand & West Bengal	Pan India	2,996.71	Yes	

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<b>Sl. No.</b>	<b>Name of the Project.</b>	<b>Item from the list of activities in Schedule VII to the Act.</b>	<b>Local area (Yes/No)</b>
42	COVID-19 Relief efforts- Pan India	(i)	Yes
43	Early Childhood Intervention through Pre-school readiness Program	(ii)	Yes
44	Mobile Toy Van outreach	(ii)	Yes
45	Support to Community Learning Centres for urban children from vulnerable communities	(ii)	Yes
46	Support to Community Learning centres through Study Centers & Balwadis	(ii)	Yes
47	Support to Community Learning Center at Mahape	(ii)	Yes
48	Medical Infrastructure enhancement support	(i)	Yes
49	Soft skills and personality development for urban children from vulnerable communities	(ii)	Yes
50	Health Awareness and Blood Donation Camp	(i)	Yes
51	Educational support for Special Children at School	(i) (ii)	Yes
52	Promoting awareness and inclusion	(ii)	Yes
53	'Green Hands' – Building Awareness for Greenery Development in Nearby Communities	(iv)	Yes
54	Support to Study Centres for urban children from vulnerable Communities	(i) (ii)	Yes
55	E-Content development for Skills development training Institutes for rural youth	(ii)	Yes
56	Support to Evening School for urban children from vulnerable communities	(ii)	Yes
57	Skill Upgradation Training for Women construction Workers	(ii)	Yes
58	School infrastructure development	(i) (ii)	Yes
59	Infrastructure development at Primary Health Centre	(i)	Yes

<b>Location of the project</b>		<b>Amount spent for the project (in ₹ Lakhs).</b>	<b>Mode of Implementation: Direct (Yes/No).</b>	<b>Mode of Implementation - Through Implementing Agency</b>
<b>State</b>	<b>District</b>			<b>Name</b>
Maharashtra, Rajasthan & Tamil Nadu	MH (Mumbai), RJ(Rajsamand) & TN (Coimbatore, Vellore)	64.58	yes	
Maharashtra	Mumbai	21.18	No	Pratham Mumbai Education Initiative
Maharashtra	Mumbai	12.69	No	Children Toy Foundation
Maharashtra	Mumbai	31.39	No	Angel Xpress Foundation
Maharashtra	Mumbai	71.83	No	Save The Children India
Maharashtra	Thane	12.81	No	Pratham Education Foundation
Tamil Nadu	Coimbatore	75.00	No	Genesis Foundation
Maharashtra	Mumbai	0.83	No	National Centre for the Performing Arts
Tamil Nadu	Chennai	0.50	No	Indian Red Cross Society
Tamil Nadu	Chennai	44.06	No	Vidyasagar Trust
Tamil Nadu	Chennai	7.43	No	Deaf Enabled Foundation of India
Tamil Nadu	Chennai	3.60	Yes	
Tamil Nadu	Chennai	32.38	No	Bhumi
Tamil Nadu	Chennai	300.00	Yes	
New Delhi	New Delhi	60.75	No	Seth Vidyalaya Trust
Gujarat	Ahmedabad	9.43	Yes	
Puducherry, Karnataka, Assam, Maharashtra, Telangana, West Bengal, Jharkhand, Punjab, Uttar Pradesh & Gujarat	Puducherry, Bangalore, Dibrugarh, Raigarh, Sangareddy, Hooghly, Palamu, Mohali, Meerut, Saharanpur, Hapur, Bulandshahr, Ranchi & Ahmedabad	41.73	Yes	
Puducherry & Tamil Nadu	Puducherry & Tiruvallur	10.97	Yes	

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<b>Sl. No.</b>	<b>Name of the Project.</b>	<b>Item from the list of activities in Schedule VII to the Act.</b>	<b>Local area (Yes/No)</b>
60	School Adoption Project in government schools	(i) (ii)	Yes
61	Greening of public spaces at Talegaon	(iv)	Yes
62	Multi skill training center for rural youth	(ii)	Yes
63	Education support for Special Children	(ii)	Yes
65	WASH Facilities in Government Schools	(i) (ii)	Yes
66	Infrastructure support for Model School	(i) (ii)	Yes
67	Support for School Infrastructure Upgradation	(i) (ii)	Yes
68	Support for education to vulnerable children	(ii)	Yes
69	Tree Plantation	(iv)	Yes
70	Health Support to underprivileged children	(i)	Yes
71	Blood donation Camp	(i)	Yes
72	Providing Skill Training to Youth On Data Entry / Retail Courses	(ii)	Yes
73	Education Support for vulnerable children from urban communities	(i) (ii)	Yes
74	Vocational Training for Women	(ii)	Yes
75	Support to children for urban children from vulnerable Communities	(ii)	Yes
76	WASH programme in government School	(i) (ii)	Yes
77	Mother & Child – Health Programme	(i) (iii)	Yes
78	Mobility Aids and Mainstreaming	(ii)	Yes
79	Infrastructure support for WASH programme, rainwater harvesting at Government school	(i) (ii)	Yes
80	Infrastructure development of village	(x)	Yes
81	Creation of public green spaces	(i)	Yes
82	ITI Workshop Upgradation	(ii)	Yes

<b>Location of the project</b>		<b>Amount spent for the project (in ₹ Lakhs).</b>	<b>Mode of Implementation: Direct (Yes/No).</b>	<b>Mode of Implementation - Through Implementing Agency</b>
<b>State</b>	<b>District</b>			<b>Name</b>
Tamil Nadu	Coimbatore	203.89	Yes	
Maharashtra	Pune	5.05	Yes	
Andhra Pradesh	Visakhapatnam	69.74	Direct implementation till Dec. 2020	TATA Strive
Andhra Pradesh	Visakhapatnam	15.34	No	The Ability Peopole and The hidden sprout special school, Vizag
Tamil Nadu	Coimbatore	23.94	Yes	
Andhra Pradesh	Visakhapatnam	20.94	Yes	
Maharashtra	Pune	11.02	Yes	
Punjab & Haryana	Mohali & Sonipat	7.30	Yes	
Tamil Nadu, Uttar Pradesh, Maharashtra, Telangana & Madhya Pradesh	Chennai, Allahabad, Nagpur, Hyderabad, Lucknow & Bhopal	0.55	Yes	
Orissa	Khordha	0.59	Yes	
Orissa	Khordha	0.40	Yes	
New Delhi	New Delhi	2.40	No	1. NIIT Foundation 2.Max Educational Trust
West Bengal	Kolkata	26.56	No	1.RNL Force 2.Bagmari Government Highschool 3.Disha Foundation 4.Path welfare 5.All Bengal Women union
West Bengal	Kolkata	25.68	No	1.Anandan 2.Disha Foundation 3.Cathedral Relief Services
West Bengal	Kolkata	25.21	No	Child in Need Institute Care and Counselling Institute of child health CRS foundation
West Bengal	Kolkata	3.35	Yes	
West Bengal	Kolkata	1.29	No	Cathedral Relief Services
Maharashtra	Pune	12.00	No	Bharat Vikash Parishad
Tamil Nadu	Kanchipuram	3.50	No	Integrated Development Initiatives & Alternatives Foundation India – NGO (India NGO)
Maharashtra	Ahmednagar	14.99	Yes	
Maharashtra	Buldhana	6.16	Yes	
Gujarat	Vadodara	20.96	Yes	

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<b>Sl. No.</b>	<b>Name of the Project.</b>	<b>Item from the list of activities in Schedule VII to the Act.</b>	<b>Local area (Yes/No)</b>
83	HIV AIDS Awareness Prevention & Support System	(i)	Yes
84	Support to Community Development Centre at Mora	(ii)	Yes
85	Providing educational kits	(ii)	Yes
86	Providing Digital Classrooms in Schools	(i) (ii)	Yes
87	Providing educational kits	(i) (ii)	Yes
88	Health & Hygiene programme for adolescent health Awareness	(i)	Yes
89	Maintenance of Public green spaces	(iv)	Yes
90	Infrastructural support to rural school	(i) (ii)	Yes
91	Drinking Water facilities at village	(i) (x)	Yes
92	Drinking Water facilities at government school	(i) (ii)	Yes
93	Construction of Classrooms at government School	(i) (ii)	Yes
94	Setting up Computer Lab at High School	(i) (ii)	Yes
95	Rural health support	(i)	Yes
96	'Aadhaar'- Skill Building for Community Women	(ii)	Yes
97	School Infrastructure Support for Boys government school	(i) (ii)	Yes
98	Infrastructure development support at Primary School	(i) (ii)	Yes
99	Renovation of Community drinking water facilities	(i) (x)	Yes
100	AutoCAD training for underprivileged youth	(ii)	Yes
101	Providing educational support to tribal communities around L&T campus	(i) (ii)	Yes
102	Maintenance of Public green spaces	(iv)	Yes
103	Education support to vulnerable children	(ii)	Yes
104	Educational infrastructural support to vulnerable children	(i) (ii)	Yes
105	Health Infrastructural Support at Tanda	(i)	Yes
106	Infrastructural support at special children School	(i) (ii)	Yes
107	Infrastructure Development for Government Boys Higher Secondary School	(i) (ii)	Yes
108	Support to Government Higher Secondary School	(i) (ii)	Yes
109	Support to Government Girls Higher Secondary School	(i) (ii)	Yes
110	Basic Infrastructure upgradation in government primary schools	(i) (ii)	Yes
111	Basic Infrastructure upgradation in Government Primary School	(i) (ii)	Yes

<b>Location of the project</b>		<b>Amount spent for the project (in ₹ Lakhs).</b>	<b>Mode of Implementation: Direct (Yes/No).</b>	<b>Mode of Implementation - Through Implementing Agency</b>
<b>State</b>	<b>District</b>			<b>Name</b>
Gujarat	Surat	18.77	No	Gujarat State Network of people Living with HIV+ (GSNP+) and Swayam Welfare Center
Gujarat	Surat	16.41	Yes	
Gujarat	Surat	21.88	No	Hazira Vikas Mandali
Gujarat	Surat	132.13	Yes	
Gujarat	Surat	65.30	Yes	
Gujarat	Surat	1.77	Yes	
Gujarat	Surat	76.93	Yes	
Gujarat	Surat	50.02	Yes	
Gujarat	Surat	75.60	Yes	
Gujarat	Surat	54.22	Yes	
Gujarat	Surat	45.10	Yes	
Gujarat	Surat	28.08	Yes	
Gujarat	Surat	3.04	Yes	
Gujarat	Surat	4.55	Yes	
Gujarat	Vadodara	19.56	Yes	
Gujarat	Vadodara	37.69	Yes	
Gujarat	Surat	74.56	Yes	
West Bengal	Hooghly	21.99	Yes	
Orissa	Sundargarh	280.00	Yes	
Gujarat	Vadodara	30.21	Yes	
Gujarat	Vadodara	39.59	No	
Madhya Pradesh, Haryana, Rajasthan & West Bengal	Singrauli, Faridabad, Chittorgarh & Paschim Bardhaman	52.95	Yes	
Uttar Pradesh	Ambedkar Nagar	1.94	Yes	
Tamil Nadu	Cuddalore	2.66	Yes	
Tamil Nadu	Chennai	35.00	Yes	
Tamil Nadu	Chengalpattu	25.00	Yes	
Tamil Nadu	Chennai	15.00	Yes	
Uttar Pradesh	Sultanpur, Jaunpur, Ghazipur & Mirzapur	62.40	Yes	
Tamil Nadu	Cuddalore	10.00	Yes	

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<b>Sl. No.</b>	<b>Name of the Project.</b>	<b>Item from the list of activities in Schedule VII to the Act.</b>	<b>Local area (Yes/No)</b>
112	Basic Infrastructure development in Government Boys and Girls Higher Secondary School	(i) (ii)	Yes
113	Sanitary Napkin Vending Machine and Incinerator Installation	(i) (ii)	Yes
114	Basic infrastructure Upgradation in Getticheviyur girls government school	(i) (ii)	Yes
115	Creating Infrastructure Facilities in School	(i) (ii)	Yes
117	School Infrastructure Development	(i) (ii)	Yes
118	WASH facilities and awareness at Government Schools	(i) (ii)	Yes
119	Infrastructure development (Solar Power System) at Government Schools	(i) (ii)	Yes
120	Infrastructure development (Desks and Benches) at Government Schools	(i) (ii)	Yes
121	Health infrastructure support	(i)	Yes
122	Contribution to PM Cares Fund	(viii)	Yes
<b>TOTAL</b>			

\* While these are multi year projects, the budget allocation for these projects is approved on an annual basis.

<b>Location of the project</b>		<b>Amount spent for the project (in ₹ Lakhs).</b>	<b>Mode of Implementation: Direct (Yes/No).</b>	<b>Mode of Implementation - Through Implementing Agency</b>
<b>State</b>	<b>District</b>			<b>Name</b>
Tamil Nadu	Namakkal	40.00	Yes	
Maharashtra	Pune	47.60	Yes	
Tamil Nadu	Erode	53.01	Yes	
Orissa & West Bengal	Jharsuguda, Mayurbhanj, Darjiling & Jalpaiguri	20.41	Yes	
Gujarat, Rajasthan & Maharashtra	Mehsana, Vadodara, Mumbai, Satara, Aurangabad, Raigad, Pali & Jodhpur	64.66	Yes	
Rajasthan, Madhya Pradesh, Odisha, Maharashtra & Haryana	RJ(Naguar, Dungarpur, Ajmer, Ganganagar, Jhunjhunu, Tonk), MP (Chhatarpur, Rajgarh, Sehore, Satna), OD (Keonjhar, Subarnapur), MH (Nashik) & HR (Faridabad)	56.60	Yes	
Rajasthan, Madhya Pradesh & Odisha	RJ (Alwar, Nagaur), MP (East Nimar) & OD (Sundargarh)	13.89	Yes	
Rajasthan, West Bengal, Madhya Pradesh, Maharashtra, Gujarat & Haryana	RJ (Banswara, Dungarpur, Kushalgarh, Naguar), WB (Medinipur, Bankura), MP (Tikamgarh, Chhaigaonmakhan, Kalisindh), MH (Pune), GJ (Surendranagar) & HR (Faridabad)	40.25	Yes	
Madhya Pradesh & Tamil Nadu	Rajgarh & Coimbatore	4.54	Yes	
Pan India	Pan India	289.00	Yes	
<b>14,405.61</b>				

# In Appreciation



The pandemic taught us many new lessons. It taught us the real meaning of resilience and collaboration, and the impact that we could truly create and sustain through our CSR programmes despite all challenges.

At the very start, we wish to convey our gratitude to the CSR Board Committee for their guidance, effective and quick decision-making and support that provided a direction to L&T's CSR efforts during the pandemic and helped us devise sustainable and effective strategies to tackle the crisis. Their empathetic response during the pandemic is much appreciated.

**We are also immensely grateful** to our NGO partners whose tenacity and resilience during COVID, on-ground experiences, network, and expertise enabled us to reach vulnerable communities quickly and efficiently. Their continued efforts despite the pandemic helped us reach our targets surely and effectively.

**We wish to acknowledge** the contribution of the sincere and committed Apex team in Mumbai for driving the CSR as well as COVID care activities this year. The team continued to remotely aid capacity-building of site offices, regularly monitored the projects and also took up additional administrative responsibilities while responding to the crisis.

**We want to extend heartfelt thanks** to the CSR teams at all our area offices, campuses and sites where projects and COVID-19 relief work 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, proving 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 tirelessly extended their

services to the last mile and filled the void of quality healthcare services to the poor, especially during the pandemic.

**We also thank** the managers and staff of all our Construction Skills Training Institutes for providing world-class skill-training and opportunities for the youth to become employable and self-reliant. They were quick to adapt to the COVID-19 norms and continued to provide training to thousands of trainees during and after the lockdown.

**We appreciate** the sincere and dedicated efforts of all our employee volunteers at different locations who brought the spirit of volunteering alive during this year. They are our real foot soldiers managing activities with the communities and reaching out to the underprivileged at their respective locations. Despite fears and restrictions, they managed to reach out to the community through digital media and enabled continuity of care and learning, lifting the spirits of many in the process.

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 to continue uplifting the underprivileged in the years to come.

Discover more about these initiatives at  
[www.intsustainability.com](http://www.intsustainability.com)

# Our CSR team – 2020-21

L&T has a dedicated CSR team at the corporate level, committed to maximising the company's social impact. This team acts under the guidance and framework approved by the CSR Board Committee. The CSR team comprises senior management representatives with decades of experience in the field, ably supported by an enthusiastic set of thinkers and implementers across the rank and file. Together, they devise, execute and monitor

CSR programmes – implemented on their own and with the help of implementation partners – NGOs committed to individual causes and teams based at L&T's campuses and businesses. This report, while showcasing L&T's CSR programmes and their output in FY 20-21, also reflects the behind-the-scenes efforts made by the CSR team, in Mumbai and campuses/ businesses all over India

## **Mabel Abraham**

Sr. DGM and Head  
Corporate Social  
Responsibility

## **Swati Pongurlekar**

AGM  
Corporate Social  
Responsibility

## **Neeraj Prasad**

Manager,  
Corporate Social  
Responsibility

## **Deepinder Janeja**

Manager  
Corporate Social  
Responsibility

## **Chetana Pathare**

Asst. Manager  
Corporate Social  
Responsibility

## **Ankita Bose**

Officer  
Corporate Social  
Responsibility

## **Snehal Bhosale**

Associate  
Corporate Social  
Responsibility

## **Nikita Ghamande**

Associate  
Corporate Social  
Responsibility

## **Shrutika Patil**

Associate  
Corporate Social  
Responsibility

We acknowledge the contributions of CSR coordinators

Electrical and Automation (E&A)	Mr. Anand Kurien
Heavy Engineering	Ms. Tejal Shah, Mr. Prasad Patil
Power	Mr. S. K. Mishra, A.P. Chhabra
Domestic Marketing Network	Mr. J. S. Gill, Sanjay Deoghare
Metallurgical & Material Handling	Mr. G. Srinivas
Heavy Civil Infrastructure	Mr. Aloke Kumar Bandopadhyay
Power Transmission & Distribution	Mr. P. T. Selvam
Buildings & Factories	Suresh Kamal
Smart World & Communication	Ms. Vijayalaxmi L.
Construction Divisional Corporate	Mr. Vinod Jacob Chacko, Mr. Rajshekhar Pandy, Ms. Subha Anand, Mr. Prashant V.
Water & Effluent Treatment	Ms. S Mohana Latha
Ship-building	Mr. Viswanathan N
Transportation Infrastructure	Chetana Patnaik, Mona Kapoor



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