

*Blossoms
of
Hope*

Social Welfare & Community Services



LARSEN & TOUBRO

It's all about Imagineering



Mr. A. M. Naik
Chairman & Managing Director

An active, productive society is based on the foundations of health, education and environmental conservation. L&T has invested in these vital areas by way of money, material, and the unique combination of professionalism with the personal touch. Almost since its inception in 1938, L&T has been making a significant impact on the lives of the communities around its facilities and offices. All across the country, we have catalyzed the growth and development of local communities. As our businesses grow and flourish, we ensure that our social welfare initiatives bring growth and prosperity to the local communities.

Disease. Ignorance. Poverty. Pollution. These are the shackles that bind vast sections of Indian society, stunting growth, preventing progress. Turning Indian society around requires sustained will, vision and an emotional link with India's well-being.

L&T is helping people break free from their chains. Reaching out to the communities around its establishments all over India, L&T has enriched lives through broad-spectrum initiatives. Today, if even a few thousands walk tall because of our initiatives, we can draw satisfaction of sowing the seeds that have turned into blossoms of hope.

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CSR Policy

L&T is strongly committed to fulfilling social obligations of conducting business. The company supports various community welfare programmes in health-care, environment and rural development. Across the company, there is a total commitment towards environmental protection, implementation of safety measures and conservation of natural resources.

'Be the change you seek around you'
- Mahatma Gandhi

Health



Education



Livelihoods

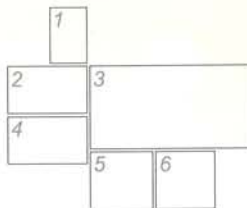
Environment

Health is the greatest of blessings.



Good health is a prerequisite for a productive, satisfying life. Soaring costs put even basic healthcare beyond the reach of the underprivileged. To bridge the gap between poverty and well-being, and to lay the foundations for a healthy future, L&T's health centres offer a range of services to prevent, diagnose and cure disease. Health centres conduct medical camps and awareness projects, and focused programmes for disease-eradication and immunisation. Wherever possible, L&T works in tandem with local governmental and non-governmental bodies to maximize impact.

A gentle touch, a helping hand, a caring ear, and the professionalism that binds it all – that is L&T's unique contribution to the well-being of the less-privileged.



1. For a happy smile - a dental camp at Chennai.
2. Mother and child care camp at Chandigarh.
3. Care for the community - health camp at Mysore.
4. Health education programme at Sari village, near Chacharwadi, Ahmedabad.
5. Protection against disease - immunisation at a school in village Pimpalgaon Malve, Ahmednagar.
6. Measuring growth milestones at a well-baby clinic in Madurai.

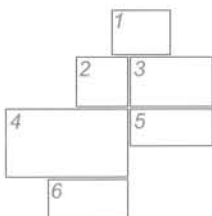
Health

The wellness quotient



The range of services offered includes:

- Diagnostic and curative gynaecological services like sonography, prenatal and postnatal services.
- Promotion of breast-feeding
- Immunisation against common childhood diseases
- Focus on implementation of National Pulse Polio programme in partnership with local health authorities
- Health centres for marginalised women and children
- Special care for malnourished infants and their mothers in anganwadis



1. Toddler clinic in Vadodara keeps children healthy.
2. Immunisation of infants at Mysore prevents debilitating diseases.
3. Villagers flock to a medical camp at Neervalur (near Chennai)
4. Mothers queue up for periodic check-ups at Mumbai.
5. Doctor's dispense advice to young mothers at Kansbahal.
6. Reproductive health explained at health centre in Mumbai.

HIV/AIDS

Policy on HIV / AIDS

- L&T shall foster a culture of caring towards individuals who are infected with Human Immunodeficiency Virus (HIV) / Acquired Immune Deficiency Syndrome (AIDS).
- Awareness will continue to be imparted to all employees on HIV / AIDS.
- L&T does not discriminate against employees based on known or suspected HIV status.
- Medical check-up of employees does not include testing for HIV/AIDS status.
- The Management respects the right of confidentiality about the HIV status of employees.
- Counselling services are available for employees and their family members seeking help on issues related to HIV/AIDS.
- Health care personnel follow 'universal precautions' to prevent spread of the disease.

A.M. NAIK
MANAGING DIRECTOR &
CHIEF EXECUTIVE OFFICER

October 24, 2000

- HIV/AIDS awareness, detection and counseling – including peer training
- TB eradication
- Eye camps for cataract and glaucoma
- Counseling services on childcare and nutrition, family planning, etc.
- Temporary contraception (condom-distribution, IUD-insertion, etc.)
- Permanent contraception (vasectomy and tubectomy)
- Infertility counseling, treatment
- Awareness programmes for specific target groups
- Health camps in rural and urban areas, including construction sites and business outreach camps, e.g. for electrical products

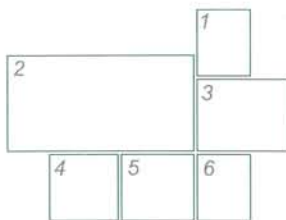


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1. Demonstration of safe sex practices at a construction site in Mumbai.
2. AIDS Day observed at the construction site of the Bangalore International Airport.
3. Female laparoscopic sterilisation in Mumbai.
4. L&T's HIV/AIDS policy - a pioneering effort.
5. Patients await their turn for eye surgery at the eye camp at Kansbahal, Orissa.
6. Male sterilisation (vasectomy) at a village at Hazira, Gujarat.
7. Opening eyes to a brighter world at an eye camp.
8. TB clinic at the L&T-MCGM Centre, Mumbai.

Only the educated are free.

Education is the foundation on which progress depends. L&T moulds the minds that mould the nation in many ways – from construction of rural schools to on-going help for students and teachers. An initiative that is making a major impact on society is the setting up of skill training institutes. Basic training in vocational trades has virtually opened up a new future for underprivileged youth.



- 1 Children of construction workers are taught at Siruseri site, Chennai.
- 2 Confidence gets a boost at a Bhubaneswar school.
- 3 Municipal-school children at a geography workshop organised by L&T at Mumbai.
- 4 Schoolboys log on to the future at Coimbatore.
- 5 Math lab for teachers adds value to primary school in Mumbai.
- 6 Quiz-time at Bhopal.



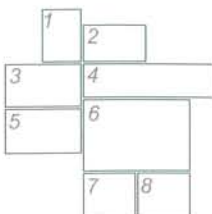
Education

Building tomorrow's India



L&T's initiatives include:

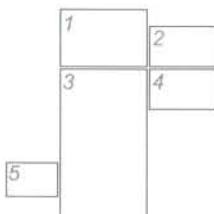
- Support of balwadis and community study centres
- Construction and infrastructure improvement of schools
- Teaching aids, uniforms, computers
- Focused training programmes (in maths, science, English, health, hygiene and safety)
- Teacher training
- Summer camps and toy libraries as recreation centres
- School visits to institutions and places of educational interest
- School health check-ups



1. Municipal-school children eagerly set off to see Mumbai's landmarks.
2. Mobile toy library - because every child deserves a childhood.
3. Building strong minds in strong bodies - a yoga camp at Navsari, Gujarat.
4. Infrastructure aids education - school wall constructed by L&T in village Dyavarhalli near Bangalore.
5. Innovative teaching methods spark pupil interest at a municipal school.
6. Creativity to the fore - a drawing contest in Vadodara.
7. Schoolgirls click their way to success - a computer lab at Hazira, Gujarat.
8. Balwadi teachers make progress possible - L&T shows appreciation.



- Skill-training for poor youth through the Larsen & Toubro Public Charitable Trust's Vocational Training Institutes at Mumbai, Lonavala, Aurangabad, Latur and Kharel
- Preparing dropouts for jobs in the construction industry at the Construction Skills Training Institutes at Ahmedabad, Bangalore, Chennai, Delhi, Kolkata and Panvel
- Vocational training aimed at self-sufficiency of marginalised groups like rural women and the HIV+
- Grooming Adivasi school children to prepare them for the outside world
- Scholarships to prestigious institutes like Indian Institute of Technology and Sardar Vallabhbhai National Institute of Technology
- In-plant internships for undergraduates in professional streams like engineering, business, law and finance.



1. Youngsters receive hands-on training in masonry at Mumbai.
2. Youth at L&T's Construction Skills Training Institute at Ahmedabad learn 'bar bending'.
3. Building a future for underprivileged youth at Chennai - formwork training.
4. Training in welding - from experts in the field.
5. L&T develops the electricians of tomorrow.

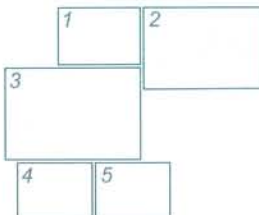
We are the environment.



Environmental conservation is closely intertwined with human welfare. Clean air, sparkling water, a lush green cover - all these enhance the quality of the environment and the quality of human life. L&T believes that development need not be to the detriment of the environment. The company's care and concern for the environment manifests itself at all its facilities, establishments and project sites.

L&T's environment conservation initiatives include:

- An internal environment analysis reporting system in line with ISO 14001 requirements
- Eco-friendly production processes
- Water conservation measures in rural areas through dams, tube wells, etc.
- Re-use and recycling
- Effluent treatment
- Minimisation of waste
- Replacement of high-pollution materials with safer ones
- Solar lighting in rural areas



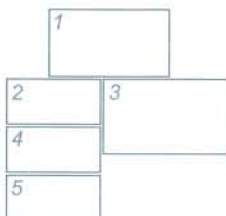
1. Check dams built by L&T Public Charitable Trust help conserve and manage water at village Ambessary, Dahanu.
2. A civic sense is inculcated in the young - clean-up at Kansbahal.
3. Vermi-composting turns garbage into green gold.
4. Beautiful and beneficial - tree plantation drives reduce pollution.
5. Sewage treatment plant minimises industrial impact on the environment.

Environmental Conservation

Solutions for a cleaner planet



- Use of clean energy – wind, solar and bio-gas
- A green cover of around 35% at its factories
- Use of organic fertilizers on factory premises
- Generating awareness among youth and school children
- Large-scale tree-plantation
- Maintenance of urban gardens and lawns
- Rainwater harvesting
- Digging tube-wells, recharging old wells, providing piped water supply to drought-prone areas



1. A slice of green in the concrete jungle - a garden maintained by L&T in Mumbai.
2. Garden maintained by L&T in Ahmednagar.
3. L&T's horticulturist helps inculcate environmental awareness in the young.
4. Saplings distributed to Adivasi women at village Kamdipada at Kasara near Mumbai by L&T Ladies Club, Tarang.
5. Roses, roses all the way - an award-winning selection from L&T's Powai Campus.

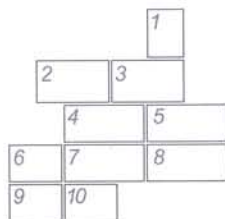
Together, we make a difference

L&T's employee volunteers are self-motivated participants in community welfare projects. Each L&T office or campus has structured employee volunteering cells. L&T-ites devote their personal time, talent and effort to transforming the lives of the underprivileged. Equally energetic are the Ladies' Clubs formed by employee wives. In giving of themselves, these volunteers gain much - leadership skills and the deep satisfaction and inner happiness that comes from knowing they have made a difference.



L&T's volunteers undertake a slew of activities, including:

- Blood donation
- Tree plantation
- Teaching and other enrichment activities
- Visiting old-age homes, orphanages, the terminally ill, etc.
- Disaster management – rescue, relief and rehabilitation work
- Fund-raising
- Organising medical camps



1. Volunteers from L&T Infotech, Chennai, cheer children at a specially organised Bal Dhamaal (Children's Funtime).
2. The gift of life - employees donate blood at Chennai.
3. A homeopathy camp organised by L&T's Ladies' Club, Prerna, at Visakhapatnam.
4. L&T's Ladies' Club at Kansbahal feeds orphans.
5. Swayam, L&T's Ladies' Club at Hazira, helps the HIV/AIDS-affected to support themselves.
6. Nutrition for the nation's young - L&T's employee volunteers raise funds for the Mid-day Meal scheme.
7. Medical camp organised by Prayas - the L&T Ladies Club at Chennai.
8. L&T's volunteers and the underprivileged play a friendly match - howzzat for togetherness!
9. Sponsored by L&T's Ladies' Club, Tarang, village youth build toilet blocks at Kamdipada near Mumbai.
10. L&T-ites turn teachers as part of a volunteering programme at Mumbai.

Volunteering

People caring for people



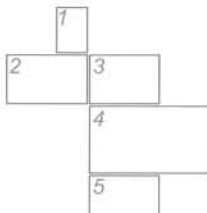
Disaster Management

When disaster strikes, L&T strikes back! Earthquakes, floods and the tsunami saw the company and its employees rush to mitigate the effects of these natural calamities. L&T's disaster-management skills are appreciated by the affected as well as government authorities.



L&T's disaster management efforts include:

- Corporate donations
- Employee donations
- Construction material
- Construction services
- Road-cleaning equipment
- Repair of damaged switchgear
- Medical supplies
- Food supplies
- Clothes



1. Dumpers clear debris after the floods in Gujarat.
2. L&T's volunteers visit tsunami victims in Chennai.
3. Rescue and relief being offered by an L&T supply van.
4. Grain collected for the tsunami victims by an L&T Ladies' Club.
5. L&T volunteers reach food and water to flood victims in Surat.

While social welfare initiatives are their own reward, L&T's endeavours have received recognition in terms of awards and citations. Here are a few.

- 1999** Business Excellence in Response to HIV/AIDS from the Global Business Council, London.
- 2000** Civic Award conferred by the Bombay Chamber of Commerce & Industry for outstanding contribution in community service.
- 2001** Golden Peacock Innovative Product/Service Award 2001 for L&T's Mysore Works from Institute of Directors for innovative product/service in health care sector.
- 2002** Jamnalal Bajaj Uchit Vyavahar Puraskar - 2002 Award for high ethical standards, high quality of products and services, emphasis on customer satisfaction and commitment to social obligations, by the Council for Fair Business Practices (CFBP), Mumbai.
- Worldstar 2002 award for developing an eco-friendly packaging for switch disconnecter fuse FN-63 by the World Packaging Organisation in Sweden.
- 2003** Mother Teresa Award from Loyola College of Business Administration-Chennai for Corporate Citizen - 2003 for services to the socially weak and disadvantaged sections of society, by Loyola Institute of Business Administration.
- FICCI Award 2003 for L&T's exceptional efforts in fulfilling its social obligations, especially its contribution to promoting better family welfare in the community, by Federation of Indian Chambers of Commerce & Industry (FICCI).
- 2004** Trophy for Best Garden Prize awarded by the Tree Authority - Municipal Corporation of Greater Mumbai for Maheshwari Udyan maintained by L&T.
- 2005** Greentech Safety Award for the Engineering Sector by Greentech Foundation, New Delhi
- 2006** BSR Award from BSE-Times Now for Best Corporate Social Responsibility Practice.
- 2007** Multiple awards presented by National Society of Friends of Trees



Accolades...



Maheshwari Udyan - a green oasis at the heart of Mumbai, maintained by L&T.

Business solutions for a better world



Oil & Gas Platforms



Refineries



Power Projects



Airports



Urban Infrastructure



Marine Projects



Heavy Engineering



End-to-end IT Solutions



Construction Equipment



Steel Plants



Switchboards



Industrial Valves



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