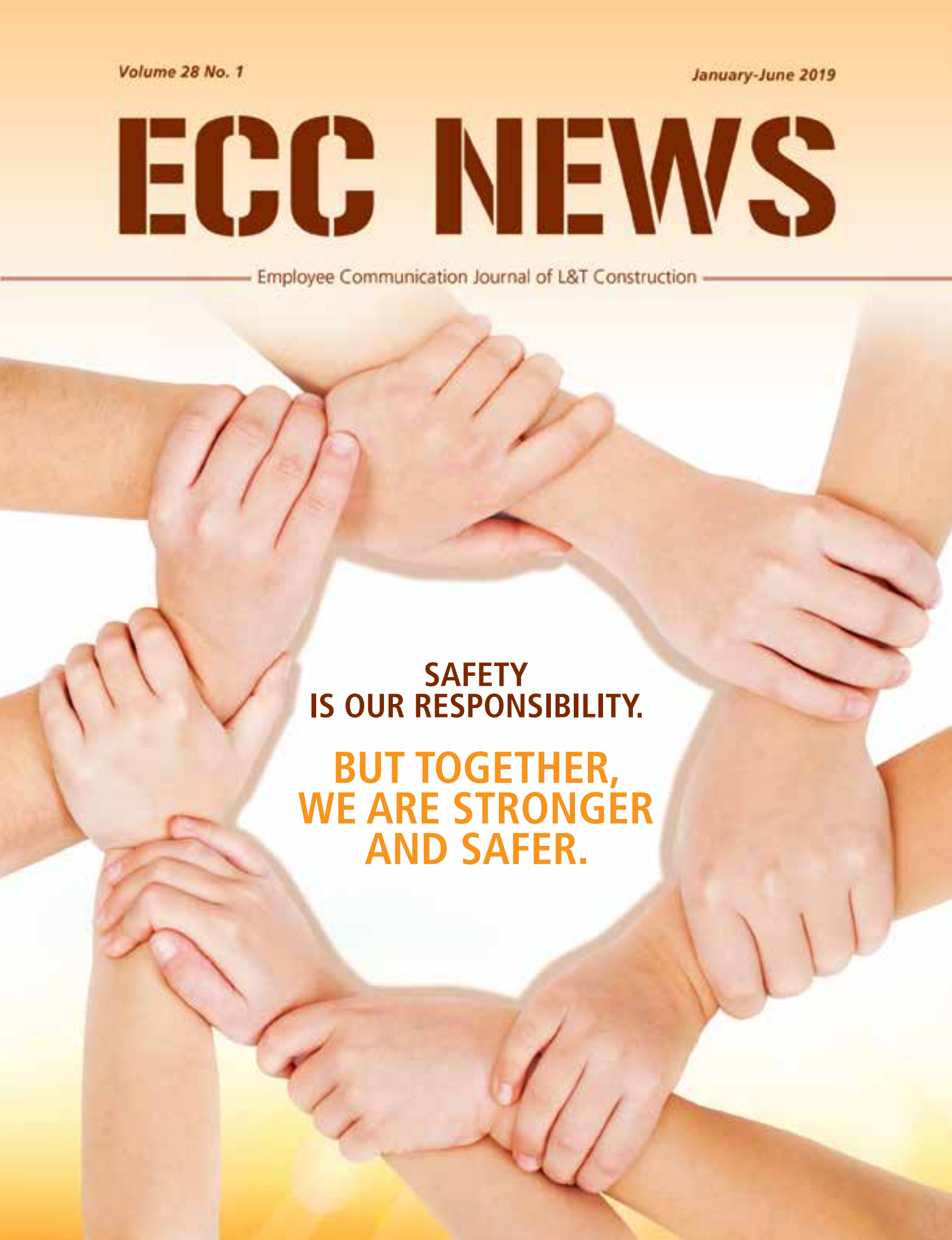


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ECC NEWS

Employee Communication Journal of L&T Construction



**SAFETY
IS OUR RESPONSIBILITY.**

**BUT TOGETHER,
WE ARE STRONGER
AND SAFER.**



Dear Colleagues,

If every individual working at a site, manager, supervisor, engineer or workman, started a shift everyday with one thought that all should return home to their loved ones at end of that shift, then as an organization, we can achieve our goal of 'Vision Zero.' It is a mindset that needs to be inculcated first in oneself, followed diligently and spread vigorously to make safety a second nature for everybody. It is certainly achievable because over the past few months, we have delivered two mega projects, the Statue of Unity and the Medigadda Barrage, and apart from the size, scale and speed of construction, what was most commendable was that both these projects were executed without a single fatality!

Integration

Safety is an attitude that must be imbibed by every individual in the organization

and every functional department can and need to contribute to create and maintain a safe work culture. Each one has a vital role to play and by integrating EHS into all our business processes, we have already made it clear how important safety and a positive attitude towards EHS is in our general scheme of things.

During recruitment, we have already started to verify EHS competence and attitude; planning teams have been impressed upon to consider risk reduction, hazard elimination and safe execution as critical criteria when evolving plans. Even the procurement department when prospecting has started to indicate EHS requirements like ergonomics, noise, vibration, guards, safety devices and the like, while ordering material, machinery and equipment and a hierarchy of controls has been instituted to streamline the entire process.

Individual focus

Of course, our systems and processes are comprehensive but ultimately safety is an individual's responsibility first and a collective responsibility next. One person's momentary lack of concentration could lead to a huge accident injuring many, even claiming lives. Therefore, while we have our EHS objectives at the organizational, functional, cluster and project levels, it is even more critical to

drive these down to the individual or personal level to monitor and measure safe behaviour. It is imperative to make it a consultative and participative process in which every individual at site is fully aware of what is expected of him or her to maintain complete safety. This is the only way we can make people own their responsibility and make them accountable for their actions.

Conflict management

Project directors and managers sometimes complain that safety could suffer if the pace of construction is too fast. Speed of construction has nothing to do with safety compliance at site. It is all about creating a safety culture where everyone feels safe working at site, where everyone is always careful to ensure that there are no incidents. It is often said and proved that safety is top-driven and therefore leaders across L&T Construction need to re-align themselves to the demands of maintaining the highest safety standards at their respective sites irrespective of delivery pressures. This is non-negotiable. Our safety record is a basic consideration for even qualifying for a tender especially overseas and now increasingly in domestic tenders too.

As per records, there were fatalities in FY 19 across ICs and sites. It shows that on many occasions across various sites our safety systems and processes failed.

Lives are too precious to be lost due to elementary mistakes and therefore we need to be extra careful to ensure that no lives are lost.

Cause analysis

Near miss reporting is perhaps the most crucial aspect of safety management because a near miss is an accident waiting to happen. It reveals a lacuna in the system, a gap that needs to be immediately identified and plugged. Every individual, especially workmen, should feel empowered to report near misses which is in turn all about creating a positive (no blame) EHS culture at site. Be it an organization or a project site, leadership influences and shapes the culture hence it is the responsibility of the leaders at site to set the benchmarks, show zero tolerance and thereby ensure 100% compliance.

Managing the workforce

Maintaining high safety standards with our largely unskilled and migrant labour force is understandably a tough ask. Training, training and more training is the only answer so that safety norms become a muscle memory and all ICs should avail off the curriculum and course of our Safety School of Innovation to address this issue.

Modern research reveals that when dealing with the workforce, it is not just their safety that is important but creating an entire eco-system wherein they are able to perform without fear that will automatically enhance productivity. It is about improving their wellbeing by introducing concepts of work life balance, art of living and the like by which their 'happiness index' will increase that will go a long way towards retaining them.

DIGITALIZATION IS THE VITAL EDGE WE ENJOY, AND DIGITAL TOOLS CAN MAKE THE BIGGEST IMPACT TO FURTHER IMPROVE OUR SAFETY RECORD. WE JUST NEED MORE OF YOU TO CHAMPION THIS CAUSE.

Sustainable solutions

The slew of safety awards that we, as an organization, have been winning reflects that our EHS management is of a high order. We need to maintain these standards and keep raising the bar. Our robust practices should be more widespread to cover every site and function at L&T Construction. We are developing well-planned induction processes, evolving emergency response plans, conducting periodic mock drills, initiating training and dovetailing them with our business continuity plans to sustain our efforts, widen our horizon and go even beyond just health and safety.

Digitalization the answer to several questions

The Safety App has certainly revolutionized EHS reporting and such a good solution must have 100% implementation across all sites irrespective of geographies. All our assets need to be fitted with sensors to stream 'live' data for us to make informed decisions. We have already developed tools to monitor workmen health, productivity and behaviour that must be used across sites, more regularly and AR and VR are changing the methods of safety training. Digitalization is the vital edge we enjoy, and digital tools can make the biggest impact to further improve our

safety record. We just need more of you to champion this cause.

Creating a positive mindset

A safe workplace is one that exudes positive energies; it is all about influencing our employees at all levels to choose the right (safe) behaviour, instead of wrong (unsafe) behaviour. The only sure way to influence safe behaviour is to provide Positive, Immediate and Certain (PIC) consequences and avoid unsafe behaviour by triggering Negative, Immediate and Certain (NIC) consequences. The PIC and NIC models of providing consequences to influence behaviour is the fundamental principle of Behaviour Based Safety (BBS), a successful tool implemented and being practiced by many organizations worldwide to sustain a positive culture at the workplace!

Ultimately, it is in our hands to create and maintain a safe workplace. We have all the systems, processes and tools at our disposal; all it requires is the correct mindset to apply it with zero tolerance and I am hoping that all of you have it and will do it.

All the best!

S.N. Subrahmanyan

CEO & MD
Larsen & Toubro



L&T CONSTRUCTION FELICITATES Mr. A M Naik

“My heart and dream were always with Larsen and Toubro so from Rs. 800 I agreed to join L&T for 760 with a difference of 40 to fulfil my dream,” shared Group Chairman, Mr. A M Naik, speaking at a grand function organized at the L&T Construction Manapakkam HQ to felicitate him on his great achievement of being conferred with the Padma Vibhushan, the second highest civilian award of the country on July 12th, 2019.

The second in a series of three celebratory events planned for Mr. Naik, was attended by several distinguished personalities from within and outside L&T to honour Mr. Naik for his lifetime of service to the nation, society and company.

Whole Time Director and Senior Executive Vice President (Infrastructure), D.K. Sen, began the felicitations by applauding Mr. Naik for his ‘superhuman’ qualities and achievements and attributed to him as being the force behind the rapid pace of growth for L&T during his tenure as Chairman. Whole Time Director and Senior Executive Vice President (Buildings, Minerals and Metals) M.V. Satish, next took the podium and complimented Mr. Naik for his entrepreneurial skills which saw the Company unleash a string of highly successful businesses during his time at the top. “Being a visionary, Mr. Naik has converting dreams to reality by setting start-ups especially in the service industries,” he added.

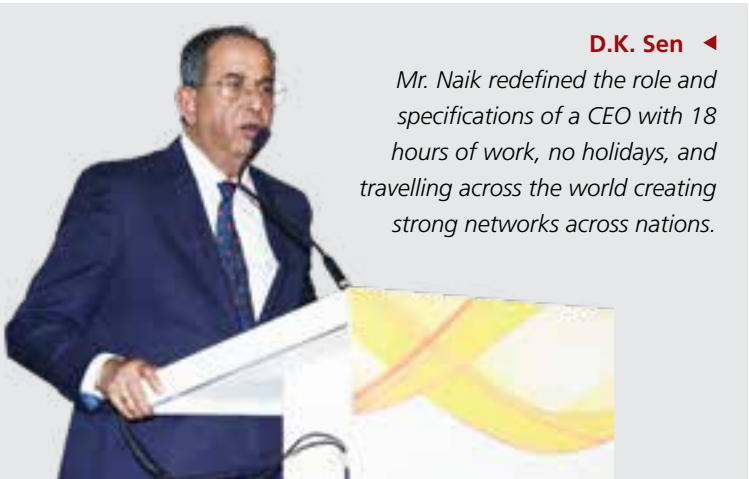




► **A.M. Naik**
"My heart and dream were always with Larsen and Toubro so from Rs. 800 I agreed to join L&T for 760 with a difference of 40 to fulfil my dream! Through faith in oneself and willingness to work with devotion, passion, conviction and commitment, one can always be a winner and be fearless if you are honest!"

Fondly referring to his association with Mr. Naik that dated back to the late 80s, renowned journalist, economist, social commentator and public thinker, Mr. S. Gurumurthy praised Mr. Naik for his "old-fashioned toughness and rectitude" and recalled how Mr. Naik had single-handedly steered L&T through some of its darkest hours. "I see him not just as an engineer but also as a man well-versed with law and taxation" and that "By conferring the Padma Vibhushan on him, the government has elevated the prestige of the award."

Dr. Prathap C Reddy, the Founder-Chairman of Apollo Hospitals and a Padma Vibhushan awardee himself was equally generous in his praise for Mr. Naik stating that it was nearly impossible to achieve all that he had in his lifetime. "It is remarkable how even while building a company and running a highly complex business, he was still able to do so much for the society."



D.K. Sen ◀
Mr. Naik redefined the role and specifications of a CEO with 18 hours of work, no holidays, and travelling across the world creating strong networks across nations.



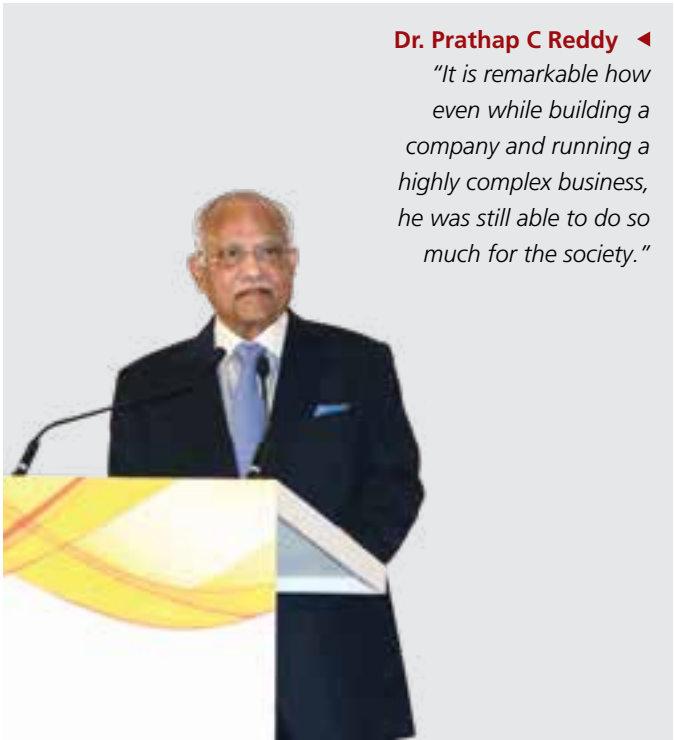
► **S.N. Subrahmanyam**
"He is an unique and rare entrepreneurial professional who was risen without patronage, who treats his employees as shareholders and has created a culture of innovation and technological excellence within this mighty organization."



M.V. Satish ◀
"Being a visionary, Mr. Naik has converted dreams to reality by setting start-ups especially in the service industries which includes L&T Infotech, L&T Technology Services."

long into the future. "He is an unique and rare entrepreneurial professional who has risen without patronage, who treats his employees as shareholders and has created a culture of innovation and technological excellence within this mighty organization."

Mr. Naik in his address expressed his immense gratitude for the opportunity to live his dream. Urging everyone to commit themselves to the growth of L&T and the larger cause of nation building, he declared in his usual inimitable style that "L&T has come a long way from its humble beginnings and we have to ensure that it continues to grow and contribute to the growth of the nation." As a personal message to all attending the function

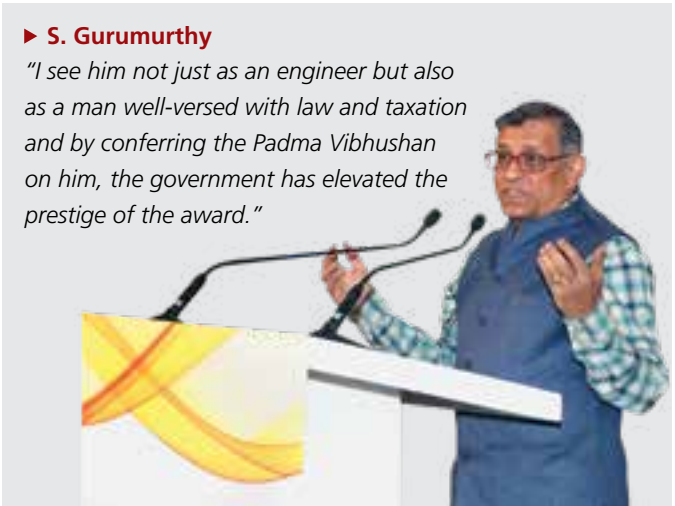


Dr. Prathap C Reddy ◀
"It is remarkable how even while building a company and running a highly complex business, he was still able to do so much for the society."

While there is no doubt that the L&T he has built will last forever, his charitable efforts will continue to benefit an untold number of people for a long time to come."

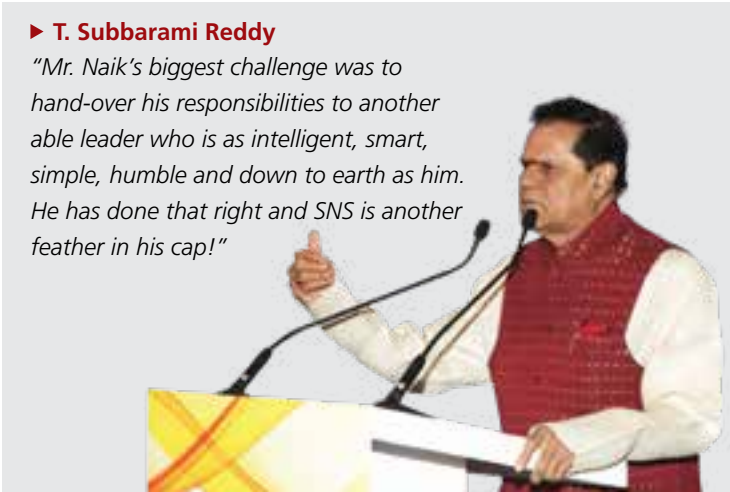
Industrialist, politician, film producer, philanthropist T Subbarami Reddy, in a rousing address, hailed Mr. Naik as the architect who had redefined the construction industry to create an image and respect for all construction professionals. "Mr. Naik's biggest challenge was to hand-over his responsibilities to another able leader who is as intelligent, smart, simple, humble and down to earth as him," he said. "He has done that right and SNS is another feather in his cap!" In a short address, Founder and Managing trustee of Sankara Eye Foundation, Dr Ramanathan V. Ramani, said that he was impressed by certain qualities of Mr. Naik's great personality like dynamism, passion and hard work that have taken him to this level.

Thanking Mr. Naik for having reconfigured the construction business and setting it on the path of accelerated growth, L&T Chief Executive Officer & Managing Director, S.N. Subrahmanyam, spoke about his vision and leadership. Calling him a fatherly figure and a perfect role model, SNS said that the seeds of entrepreneurship, innovation, and technological excellence sown by Mr. Naik will continue to inspire him and generations of L&T-ites



► **S. Gurumurthy**
"I see him not just as an engineer but also as a man well-versed with law and taxation and by conferring the Padma Vibhushan on him, the government has elevated the prestige of the award."

and thousands of employees watching the webcast, he averred, "Through faith in oneself and willingness to work with devotion, passion, conviction and commitment, one can always be a winner and be fearless if you are honest!"



► **T. Subbarami Reddy**
"Mr. Naik's biggest challenge was to hand-over his responsibilities to another able leader who is as intelligent, smart, simple, humble and down to earth as him. He has done that right and SNS is another feather in his cap!"



Mr. Naik and Mrs. Geeta Naik were felicitated with a memento presented to him by the entire senior management of L&T Construction.

The evening was set alight by a melodious and energetic musical performance by well-known singer, Karthik and band.



To construct some of the most imposing infrastructure like metros and bridges, dams and barrages, both over ground and underground, projects teams from Heavy Civil IC face a variety of hazards that are as distinct as they are unique and here are a set of Safety Champions sharing how they mitigate these hazards.



THERE ARE NO 'OFF-DAYS' FOR SAFETY

Rupam Kohli
Deputy General Manager (P&M)

Educating our newly inducted trainees and workmen the importance of safety and making them understand the broader perspective of safety in construction remains our biggest challenge.



We had a deadline to complete the Sahar Elevated access road connecting the forecourt of the Mumbai International Airport to the Western Express Highway, shares Deputy General Manager P&M, Rupam Kohli. "There was a huge quantum of work still to be completed and the target appeared very daunting, yet we were able to complete before the deadline with great teamwork and support from the seniors which has been one of the great memorable moments in my career." Pride in his work, characterizes Rupam, as he currently executes the East West Corridor UG 2 package of the Ahmedabad Metro. "Educating our newly inducted trainees and workmen the importance of safety and making them understand the broader perspective of safety in construction remains our biggest challenge."

After stints at Heavy Civil IC projects of Chennai Metro, Narmada Bridge, Panipat Flyover, Delhi Metro (IMCC JV) and at Chennai RO, Rupam is handling a tough and unique assignment. "This is the first project involving TBM that we are handling independently without any JV and at 1.976 Km, we are constructing our longest metro tunnel by single shield EPB-TBM for the first time in India between two stations and so the onus on me to ensure safety is paramount." Rupam's primary challenge is to ensure that workmen can see and breathe easy in the confined space and heavy lifts of TBM shields weighing up to 120 T done safely.

"Being a metro job, most of the station works are happening adjacent to 'live' traffic so all construction vehicular movements and concrete plying has to be carried out without disrupting traffic," he says, "and since our batching plant is near a residential area, we had to control cement dust from the silos for which we

have installed special relief valves." ASLIs in gantry cranes with displays to show weight lifted and wind speeds, human sensors in gantry cranes to avoid collisions with workmen during movement, GPS devices to track vehicles, their routes and hawk eye systems in crawler cranes to monitor heavy lifts are some of the digital tools he uses.

Rupam is quick to concede that despite the best intentions, near misses do sometimes occur, "mainly due to lack of attention or failure of equipment. We then do risk analysis of the activity and review engineering controls to prevent them happening again."



His better half, Dr. Anjali Kohli has done her BHMS, and is presently a homemaker looking after his home and two children, daughter, Dishita and son, Harshit.

Rupam feels that while L&T has made a mark at home in the realm of safety, "however in comparison to global benchmarks we need to strive to achieve more," but quickly adds, "with the seriousness we give to safety in our daily activities, we can only improve!"

BUILDING BRIDGES OF COMMUNICATION

We initially faced a huge communication barrier as our workmen were all from different backgrounds speaking different languages and we were unable to get across to them. We resolved the issue by choosing a leader from among the workmen who could understand our language and then he would deliver the safety prestart briefings.

- **Rabindra Kumar Ray**
Assistant Construction Manager



An Assistant Construction Manager in Heavy Civil IC for the Rewari - Dadri section of the Western Dedicated Freight Corridor (Phase-2) – (Special Steel Bridge Works Contract Package – 15C), Rabindra Kumar Ray has an uncomplicated, ‘non-EHS’ perspective of safety. “At L&T Construction, safety is often associated with keeping good records, housekeeping, waste management, environmental pollution checks, following and imposing sets of rules to maintain safe spaces but for me ‘safety’ is actually about feeling safe in a place and that should come from self-realisation and discipline from the very start of each activity, which is otherwise known as safety culture.”

‘Safety’ is actually about feeling safe in a place

Having established his perception of safety, Rabindra ticks of his main challenges at site viz: skewed perception of risk, unavoidable environmental hazards, lack of communication and state of mind of his fellow workers towards safety. “We initially faced a huge communication barrier as our workmen were all from different backgrounds speaking different languages and we were unable to get across to them. We resolved the issue by choosing a leader from among the workmen who could understand our language and then he would deliver the safety prestart briefings.” About ‘state of mind’ he says, “we faced various groups of workmen from different organisations without a safety culture. To overcome this issue, we arranged several on-job training programs from CSTI and trained the workmen according to our need and safety culture.”

Digitalization has made safety monitoring easier for Rabindra and his project safety team. “We use the safety app for near miss reporting and prestart briefing and digital cameras to monitor site activities and safe practices.”

He then takes a step back to take a broader view of things. “We manage various business risks to expand our horizons in almost every sector and to cover these risks at projects we follow ISO 9001, ISO 14001 and ISO 45001 management systems. The ‘safety’ space thus created reduces absenteeism, increases retention, improves productivity, enhances our reputation that translate into better compensations and claim costs associated with these risks. Merging these management systems with the Company’s vision works well for our projects.”

“I come from Suraundha village of the Chapra district of Bihar and I was the first engineer from my village which is a source of great pride for me,” he shares with a wide grin. His wife Guriya Kumari is a homemaker looking after their three children, Aakarsh, Khushi and Yash, who is the youngest. “My hobbies are listening to music and playing cricket,” and nods to another query of mine, “Of course, I surely take out time from my work schedule whenever possible to pursue my hobbies.”

“WHERE EVERYONE CAN WORK WITHOUT FEAR!”



A workplace where no accidents occur, the company’s reputation is enhanced and productivity is always on the rise!

Ajay Kumar Jayani
Assistant Manager (P&M)

Heavy Civil IC’s Assistant Manager – Plant & Machinery (P&M) department, Ajay Kumar Jayani can also be referred to as the ‘Hydel Man’ for ever since his induction into L&T in 2011, he has been involved with hydel projects. His first posting as DET was at the 330 MW Srinagar Hydroelectric Power project, then as Site Engineer P&M at the 850 MW Ratle Hydroelectric Power project and he is presently at the mega 1200 MW Punatsangchu Power project. Having worked at such high-risk projects, it is only to be expected that his goal from a safety standpoint is to create a “safe and healthy workplace where workers can work without fear and give off their 100%; a workplace where no accidents occur, the company’s reputation is enhanced and productivity is always on the rise!”

Being a Maintenance Engineer at Punatsangchu, there are countless challenges from a safety perspective, he says. “Maintenance is a high-risk activity with different types of hazards and risks involving

different tasks like inspections, replacements, repairs, adjustments, fault finding, servicing, lubrication, testing and many more. Maintenance often involves unusual work, non-routine tasks and mostly these have to be performed in exceptional conditions to achieve ZERO HARM by following our corporate EHS Policy.”

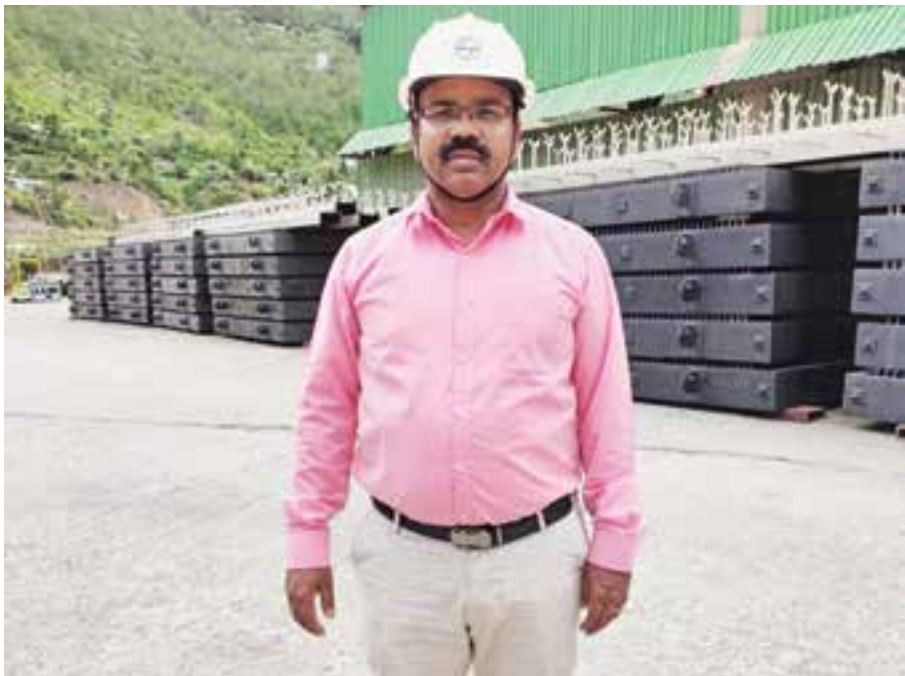
At Punatsangchu, in the upper reaches of the Himalayas in Bhutan, Ajay and his team face have to contend with, “adverse climatic conditions, natural disasters, the issues of our remote location, non-availability of resources, unskilled manpower and many more,” but even so, Ajay enthusiastically shares a couple of innovations that he has introduced at site. “I fabricated a broom (single & multi rows) and a butter bar (both fixed & rotating) for the dental cleaning of the dam that earlier had to be done manually. Till now we have already cleared more than 2000 cubic mtr of muck and it has many advantages: reduces manpower, reduces risk, saves time and we get more output with less resource.” He smiles triumphantly and then adds, “I have also fitted a pressure relief valve in the concrete pipeline for cleaning which automatically releases the higher pressure created during the cleaning of the pipeline with pressurised air.”

“Getting selected by L&T from my campus was a wonderful moment,” Ajay shares with delight, “the other was my sister’s selection to the government services.” Hailing from Fatehabad, Haryana, Ajay is unmarried and has a list of hobbies: playing cricket, sight-seeing, gaming, etc. “but time is a constraint,” he says with a knowing smile.

He strongly believes that “greater involvement, certification and training of non-EHS people like me in safety will certainly improve our safety record.”



"ALWAYS PUTTING HUMAN SAFETY AS TOP PRIORITY!"



intake reinforcement, a pile reinforcement ring making machine to reduce labour effort and a unique jig arrangement to make 2 m dia piles." He pauses and then adds proudly, "Despite the non-availability of skilled and qualified workmen, we have still maintained a highly skilled core fabrication team for the last 10 years."

At a site that is unstable, near misses are bound to happen but as Jayaprakash cautions, "the important thing is to stop work and take remedial action immediately to avert danger. Sometimes it is a case of small items falling when working at height; sometimes blocks caused by debris or rubble falling. We need to quickly clear them to create safe access pathways." Apart from biometric punching, the site follows daily pre-start briefings.

Senior Construction Manager – Mechanical, Heavy Civil IC, K Jayaprakash is a long way away from his home in God's own country: a Keralite who is currently in faraway Bhutan at the Punatsangchu hydroelectric project. But being away from Kerala should not bother him too much because all his previous assignments with L&T have been in different locations across India. He started off at the RPL, Jamnagar as Site Engineer, then was at the Chennai Metro Water Project – 2 after which, he became Package In-charge at the new Sterlite Sulphuric Acid Plant at Tuticorin, then Planning In-charge at Kuttiyadi HEP and Section Head HM and Fabrication works at PHEP, Bhutan.



Something that I am extremely proud of is that human safety is always top priority in all activities that L&T takes up!

- K Jayaprakash
Senior Construction Manager - Mechanical

"Untrained workmen and adverse climatic conditions," are two of his primary concerns at site that he flags off straight away and then settles to share some of the improvements that he and his team have introduced at the Punatsangchu site. "We created access to different locations of the power intake structure, made access platforms and a jig frame to hold and place the power

During his free time, that he has very little of, Jayaprakash watches TV, reads and plays badminton. "My wife, Priyasree Nair R is a homemaker and I was most delighted to hear the news of the birth of my daughter, Anagha Prakash." He quickly adds that being promoted to the coveted cadre at L&T gave him great joy too.



"Our inability to retain trained workers and create ownership among supervisors and staff are two factors that are adversely affecting our EHS performance but something that I am extremely proud of is that human safety is always top priority in all activities that L&T takes up!"



"EVERYONE AT SITE IS A SAFETY MANAGER!"

Amit Kumar Chauhan
Construction Manager - Civil

Heavy Civil IC's Construction Manager – Civil, Amit Kumar Chauhan is not a safety man but has realized through his long career that safety is an imperative for perfect delivery of construction projects. "First, we must understand project requirements in a positive manner and then develop a safety culture from Day 1 of every project involving everyone at site – staff, supervisors, workmen," he says, "in fact, everyone at site has to be a safety manager which I am sure will improve our safety record." He is confident that by "making everyone aware in detail of every safety aspect followed at site, it will encourage people to work safely."

After a stint outside L&T, Amit has worked on projects like the Panipat Elevated Corridor, Airport Metro Express Line Project in New Delhi, "my 3rd project was CMC-1 which was a defence and metro project that included various unique and special structures." Presently, he is at the Ahmedabad Metro project where, "I'm working as Precast Yard In-charge and TMT Rebar In-charge with the additional responsibility of the construction of cross passages between tunnels and handing over of tunnels after completing all scope." In charge of the precast yard, Amit initially faced a lot of interference from the locals who prevented work for almost 2 months. "After several discussions, they finally allowed us to work but we had to shift the working boundary by 25 m and raise the barricades from 3 m to 8 m in height."

About creating a safe environment at site, Amit shares that when he first started to work, his superiors and workmen used to tell him that if progress was required, safety had to take a back seat. "Initially, I had to listen to them but later through my work, I

showed them that by working safely, we could be more efficient and improve progress. I was able to convince them to change their attitude which works best for L&T," he smiles.

He flags off some of his key initiatives at site like developing a 2,500 sqm green zone near the precast yard, "all the plants are alive," he quickly adds, utilization of all waste water for site activities and "we used broken cement concrete cubes instead of burnt clay brick in the transit mixer washing unit and for wall construction in the precast yard."

"I love watching movies and find time for one movie a month but don't find enough time for my other hobbies, cricket and badminton," shares Amit who comes from Taharpur village in UP's Amroha district. He is married to Shikha Chauhan who "looks after our home," he grins. Amit has two children Tanushka and Tushar Chauhan.



"ALL DRAWINGS SHOULD NECESSARILY BE VETTED BY SAFETY!"

It is a matter of great pride for Assistant Engineering Manager, Naveen Babu D that he was a part of the team that constructed the iconic Mandovi Bridge in Goa which he describes, "is a first-of-its-kind, cable-stay bridge entirely engineered, designed and executed by Indian engineers; truly 'Make in India'!" Therefore, it is hardly surprising that the highpoint in his relatively young career has been its inauguration. Having joined L&T as a PGET in 2013, Naveen had the opportunity to work on technical assignments at EDRC, Chennai for such important projects like the 3rd Narmada Bridge, special bridge for the DFCC, Kachhi Dargah, Patna and Hyderabad Metro before moving to Goa.

"The most challenging aspect of the Mandovi bridge was that it was being constructed between two existing, fully-functioning bridges and that threw up several seen and unseen risks," he begins enthusiastically leaving no doubt that the project has been his all-consuming passion. "For the foundation, we encountered rock boulders left behind from the construction of the previous bridge that were loose and did not support our piling operations, so we had to chisel and ground them into smaller pieces and salvage them to reach sold rock." Working at height was another hazard for which, Naveen says that modular staging was resorted to and "several dangerous activities like connecting frames and braces were avoided while overhang working platforms with crash barriers were provided when working above 'live' traffic or water."

He refers to a vibration monitoring system that was pressed into service especially during piling operations and a dyna force Electromagnetic sensor system to monitor the impact of heavy winds. "We had to be extra careful during all our underwater operations, ensure the safety of traffic and people on the adjacent two bridges during our work and we even monitored the behaviour of the cable and deck during heavy windy conditions

that ultimately helped us to establish the stability of the bridge." With the Mandovi Bridge project taking up so much of his time and mind space, Naveen is still single though now that bridge has



In an EPC environment, a single window for design operations is better integrating temporary with permanent works engineering. It is imperative to have all designs necessarily vetted by safety before being released for execution that will eliminate many potential hazards.

- Naveen Babu D
Assistant Engineering Manager

been built, he should find more time to build some relationship bridges. "I love exploring new places, reading about new construction technologies and try them out in our workplaces," he shares with youthful buoyance.

In conclusion, he has some very practical suggestions to share. "In an EPC environment, a single window for design operations is better integrating temporary with permanent works engineering. Secondly, it is imperative to have all designs necessarily vetted by safety before being released for execution that will eliminate many potential hazards and each drawing should ideally be accompanied by representative pictures of a person to easily ascertain scale, size and volume of work."



PLAYING A KEY ROLE IN A HUGE PROJECT



Jayesh Tukaram Patil
Construction Manager - Civil

I played a major part in the making of the documentary with the Nat Geo team; it was shown on 19th October 2014 and I appeared in one clip which was seen by my relatives and friends. Oh yes, it was a proud moment.

It is matter of pride to be involved with a project that has been recognized as the world's largest metro rail elevated corridor project on a PPP mode and, for Jayesh Patil, Construction Manager - Civil, Heavy Civil IC, it was another matter of pride that it was his very first project and even greater pride being featured in a documentary produced by National Geographic on the Hyderabad Metro project. "I played a major part in the making of the documentary with the Nat Geo team; it was shown on 19th October 2014 and I appeared in one clip which was seen by my relatives and friends. Oh yes, it was a proud moment," shares Jayesh with obvious delight.

Building any metro faces two major issues: 'live' traffic and pedestrians. "Since our alignment was through the heart of the city and covering some of the most congested parts of Hyderabad, the challenge for us was not to disrupt vehicular traffic or cause any inconvenience to the general public. We moved from one activity to the next ensuring this by resorting to a range of engineering solutions." Jayesh elaborates, "we did precast portal beams instead of cast in situ and converted some of the junction spans into precast segments, both to avoid the risk of in situ staging and activities over 'live' traffic."

Jayesh certainly had his hands full in charge of one of Asia's largest precast yards with the additional responsibility to complete the precast viaduct parapet wall erection.

"Yes," he nods, "we had a number of near misses and some of the practices that we introduced after some incidents were lowering and lifting of the macalloy bars using wire rope slings and hook

latches instead of nylon ropes and locking the precast segment by using macalloy bars instead of a chain arrangement on trailers during transportation to site."

As a green initiative, since all the relevant documents were submitted to the client in soft copy, paper was saved which was shredded in a self-fabricated shredder and given to an authorised agency for recycling. "We recycled about 13 metric tons of paper at site which is equivalent to saving 221 trees, 52,000 kW of energy, 344,472 litres of water and 66,000 kg of carbon dioxide!"

Hailing from Dhule in Maharashtra, Jayesh's better half is Janhavi, a homemaker and they have a son, Mohnish. "I like to start my day with a game of shuttle and listen to music when I travel in the car," he shares about his hobbies and adds, "whenever I get the chance I browse the net to find out about fresh technologies."





"EVERY WORKMAN SHOULD FEEL SAFETY BY HEART!"

Satheesh Sudhakaran
Construction Manager - Mechanical

Construction Manager – Mechanical, Heavy Civil IC, Satheesh Sudhakaran recounts a near miss at his Vizag Vessel project that illustrates that accidents happen most often either due to human error or oversight. "In the midst of a welding activity inside a tank, the welder went outside for a break without switching off the welding machine." Even Satheesh shakes his head at the workman's careless behaviour. "Suddenly, the welding torch handle started to burn, and smoke started to fill the compartment. The helper immediately placed the torch near the suction point of the exhaust in the tank to blow the smoke outside. P&M personnel quickly identified the machine, isolated the supply and averted a major fire. Later, we found out that the torch handle had melted due to a loose contact in the welding cable." In 2018-19, the site reported 62 near miss cases with an average of 5 cases per month that has increased to 6 cases per month clocking 19 cases as of Jun'19 for the FY 2019-20. "We have reward systems for reporting near misses."

Our ultimate goal is to achieve zero harm at all our projects and operations globally so as to ensure that everyone goes home safely at the end of every work shift!

Satheesh's main concern is the safety of his workmen as they carry out blasting and painting within confined spaces. "Initially, we had no provision to stop the blasting operation so there was great danger if an operator happened to fall unconscious. Hence, we introduced a pneumatic dead man switch that was attached to the gun, but operators found the gun too heavy and unwieldy in the confined space of the tanks. We, therefore, introduced an electrical dead man switch whereby the occupational hazards

were reduced, increased safety of the blasters and reduced the chances of any damage to the structure or equipment."

"We are highly digitalized. In fact, our customers and external agencies are talking about it," laughs Satheesh referring to the many digital tools in use at site: online screening, evaluation of subcontractors through the online portal, use of the OSCAR (Online Safety, Compliance & Records) portal, conduct of online safety quizzes, RFIDs during mock drills of emergency evacuations, webcams for digital inspections during HPT of tanks and venting and VR devices to simulate real-life training.

Satheesh comes from Alappuzha in Kerala, famous for its backwaters and therefore his interest in photography is understandable apart from a love for music. His better half, Bhavani Satheesh, is a homemaker; they are blessed with a daughter Sethu Lakshmi and a son, Abhi Ram and what thrills Satheesh's soul most is the gratitude he sees in those he can help.

"We need a cultural change at L&T to improve our safety record and work towards a generative stage where every workmen feels safety by heart that they have to wear PPE and not because someone is watching them. After all," he says, "our ultimate goal is to achieve zero harm at all our projects and operations globally so as to ensure that everyone goes home safely at the end of every work shift!"



"IF SAFETY IS OUR FIRST PRIORITY, WE NEED TO ACT ON IT!"



Maneesh Kumar
Assistant Manager (P&M)

Young Maneesh Kumar, Assistant Manager – P&M certainly does not mince words. "The management's commitment to achieving zero harm at all our projects and operations globally is working very well for us so if the management has given first priority to safety followed by quality, then it should not merely be in words only but we need to act on it at ground level by training workmen, supervisors and engineers on safety on a regular basis." Working on his first assignment at L&T at the Vizag Vessel project, Maneesh mentions the safety hazard of carrying out blasting and painting in the confined areas of tanks and the initial lack of a provision to stop work in case of an emergency. Attaching a pneumatic dead man switch to the blasting gun did not work out due to its weight and therefore "we introduced an electronically operated dead man switch that has helped us reduce a major risk to the operator and prevent damage to equipment in the vicinity."

Of the 19 near misses recorded this year, he shares one. "A modification was planned in a spool that had recently undergone trials performed by the customer. After taking the customer's confirmation regarding de-energisation of system in which the related spool was installed, the modification started with workmen removing the dummy when we observed that there

was a considerable amount of air pressure in the spool that could have resulted in a bad accident if our workmen had cut it." The customer was informed, the case scrutinized, and the findings circulated to all for future reference.

When asked about some standout moments, Maneesh enthusiastically shares about the Strand Jack Project, "a unique, one-of-its-own-kind exercise where we had to skid a segment of 2800 ton for 97 meters. With 24 push pull jacks and 24 strand jacks working in a synchronised manner, we first lowered it to 15 meters. Due to time constraints and customer commitments, the teams deployed had to work both day and night shifts but the enthusiasm shown right from the PM to the workmen was very high and the smile on each and everyone's faces after completing a project of national importance was wonderful and a matter of great pride for all of us and for me in particular."

If the management has given first priority to safety followed by quality, then it should not merely be in words only but we need to act on it at ground level by training workmen, supervisors and engineers on safety on a regular basis.

"I think in terms of safety a lot can be done in introducing engineering controls based on IOT modules because in some cases, substitution and elimination controls to remove hazards, cannot be followed," he cautions.

Hailing from Alwar, Rajasthan, Maneesh loves to listen to music during his free time that he spends most with his wife, Sushma Sharma and son, Parth Bharadwaj.



“NEVER COMPROMISE ON SAFETY!”

It is very important to follow EHS procedures, implement safety standards during execution, ensure the proper use of PPEs and never compromise at any point of time in any condition that can make the environment unsafe for our staff and workmen.



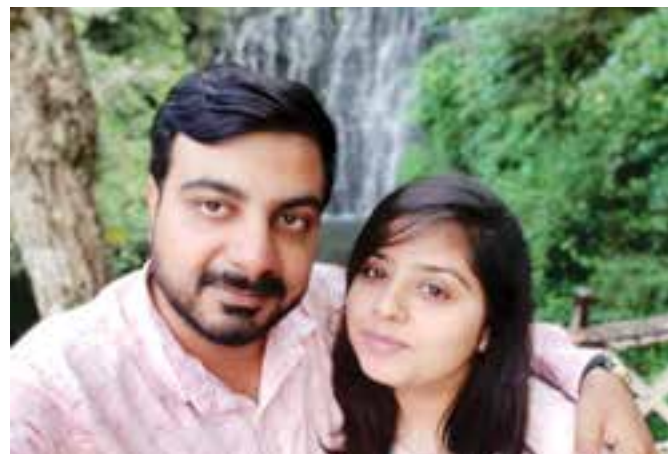
Bharat Dutta

Assitant Manager - Electrical

For young Bharat Dutta, Assitant Manager - Electrical, Heavy Civil IC, constructing an underground RCC structure-2 for the Air Force in Shillong and as P&M In-charge, which is also his first project, has been a baptism by fire in a harsh and uncompromising environment. “Our site is in a remote, hilly location where we face very adverse weather conditions of heavy rains and really cold winters,” but when speaking about safety, he is firm and focused. “It is very important to follow EHS procedures, implement safety standards during execution, ensure the proper use of PPEs and never compromise at any point of time in any condition that can make the environment unsafe for our staff and workmen.” The challenge to achieve this for Bharat and team at site is not easy. Implementing L&T’s EHS standards through the sub-contractor is difficult and there is the issue of lack of skilled manpower which is “not available and difficult to locate.”

Though combating some stiff challenges, Bharat is happy to share about a couple of innovations that he has been able to introduce to improve overall work conditions. “To create a dust-free environment in the underground main building area, we started to operate a synchronized air ventilation motor with dust-air water dilution system, humidifiers and industrial exhaust fans. Then, we have installed self-backup LED lamps as emergency lights in the same area; these do not require a UPS or power back-up to light up as they are self-charging and automatically glows during an unexpected power outage which is more effective than conventional wired ups systems.” Another innovation he refers to is the manual drive they have made using scrap MS plates, springs and iron bars at the site workshop to operate the gearbox to rotate the transit mixer drum.

Being a Defence project, Bharat is not allowed to use high-end smart devices at site but when away from work, during his free time, he follows his desire to read books and surf the net to learn about new technologies. His better half is Shikha Dutta, a homemaker, and “my most memorable moment was when I met my life partner,” smiles Bharat happily.



“It is an established practice to report every incident or near miss case to our site EHSO, take immediate corrective actions, implement preventive measures to stop future recurrence and simultaneously brief all the workmen, explaining the root causes and measures,” he explains and although the EHS demands from a Defence site are stringent, Bharat is confident of meeting them because as he declares, “L&T has the best safety record and it is only getting better day by day!”

HCI IC launches ConEase, a new app

ConEase, a new app to fulfill project requirements was launched on 6th March 2019 by Mr. A.H. Khan (Task Force Leader- Mumbai Metro), Mr. H. Jayarama (Project Manager, Mumbai Metro UGC-07) in the presence of other functional Heads of Mumbai Metro UGC-07. ConEase addresses some of the major issues at project sites covering material request tracking & monitoring, concrete order placing & tracking while bringing all digital initiatives at HQ including CCTV surveillance, workmen tracking, employee details, P&M tracking, etc. on to one platform. ConEase has both a web dashboard and a mobile app with access for all major stakeholders in the project.



A first-of-its-kind application for Fabricated Asset Management launched

Mr. S V Desai (SVD), Senior Vice President & Head, Heavy Civil Infrastructure IC launched E-Tap for Fabricated Asset Management, a first-of-its-kind in L&T, developed by HCI CMPC on 4th February 2019 at Chennai in the presence of Mr. T. S. Ananthakumar Head - Ports & Harbours, Mr. Jayaprakash P Head-Finance Accounts & Admin, Mr. K Senthilnathan VP & Head EDRC, Mr. T Vijayakumar GM & Head CMPC, Mr. Nakkiran Head-Corporate Centre, Mrs. K Bhavani Head-Procurement and other seniors from Heavy Civil IC.

E-Tap or Enabling structure tracking App is an asset management system developed to track & monitor steel structures fabricated at sites. It uses QR code technology integrated with a mobile application and a web portal to keep track of the usage and movement of fabricated enabling structures. This breaks the conventional, manual method of inventory management processes and brings transparency to material availability across sites to just a click away. It revolutionizes decision making for competitive bidding, enhances site

planning, and improves reusability. New fabrication can be avoided, thereby reducing cost and time, eventually enabling the site to achieve milestones. SVD appreciated the concept and advised the team to roll out this initiative across the IC to all project sites.





Stringing transmission lines perched atop transmission towers, high above the ground, across varied and tough terrains is a way of life for PT&D project teams. Rain or snow, desert or forest, the lines must be strung and here is how some hardy Safety Champions strive to do their job safely.



"CONSIDER SAFETY AS A PRIORITY; NOT A DISTRACTION!"

Senior Engineer – EHS, Sashi Bhusan Nayak has a long list of what works well at L&T Construction in the EHS space and prominent is that "our employees should consider safety as a priority and not as a distraction." He then ticks off more on his fingers. "Their skills have to improve hazard identification techniques, they should be competent enough to prepare SOPs for their respective jobs, report near misses to counter repetition, improve compliance and be sharper in the selection of sub-contractors with respect to EHS competency."

A veteran of nine other projects, Sashi is at present working at the 765 kV S/C Ghatampur-Kanpur project, Package – 1 at Kanpur and shares that, like in any PT&D job, "fall from height is our biggest concern." In addition, he says, "we need to educate unskilled workmen, provide them with better facilities and, most importantly, handle and satisfy the EHS requirements of our client." After a momentary pause, he says, "This is the first time I am working with a new tower design."

As an EHS professional, Sashi believes that there should be "more focus on strategy building to improve the effectiveness of the existing company standards from each employee, more frequent job specific safety training to all concerned across L&T Construction, adopt more digital initiatives to monitor unsafe acts & conditions at the workplace and top management should appreciate employees on a regular basis to create competitiveness."

Coming from Odisha, Sashi wife is Pravati Nayak and his son is Sai Swagat Nayak. His hobbies are listening to and singing songs and reading spiritual/motivational literature. "Yes, I have a practice to read books at every night," he nods and then shares that what

thrills his heart: "Seeing the happy faces of those backward and school drop-out tribal children whom I encourage to continue their studies by providing free education & financial help during my student career. Now, they have all completed their graduation, are earning their livelihood and I am very satisfied that I have transformed those children into good citizens of the society."



In conclusion, Sashi says that "Technology is enabling our staff to engage with safety. In fact, it has made safety a part of our everyday life, anywhere, anytime; it has made reporting quick and easy, it helps employees to effectively engage with safety and shows how our people complete the many tasks."

We need to educate unskilled workmen, provide them with better facilities and, most importantly, handle and satisfy the EHS requirements of our client.

- Sashi Bhusan Nayak
Senior Engineer - EHS



CONVERT A NON-BELIEVER OF SAFETY INTO A BEST FOLLOWER OF SAFETY

Anand Raj

Assistant Manager - EHS

Converting a non-believer of safety into a best follower of safety and conflict resolution are the two main challenges flagged off by Assistant Manager – EHS, Anand Raj. After the completion of the ODSSP Phase 1 Package 7 project, which was Anand's first, he is presently at the ODSSP Phase 3 Package 4 where he is contending with a project site spread across some 700 km where the team has the mandate to construct 53 33/11 kV substations. "It is not only tough to implement the EHS management system across 53 scattered locations, it is even tougher to control implementation of EHS procedures to stop unsafe acts and unsafe conditions at all these locations," says Anand spreading his arms wide to mime his project spread. "Added to this is the task of converting unskilled workmen into a competent enough labour force to follow EHS procedures at site which is also difficult because of the frequent change of workmen at sites."

In a flash of honesty, Anand admits, "Sometimes I lose my patience and so now I am working very hard to improve my capacity for patience at work." As an EHS professional, Anand would like to spend "less time on paperwork and more time out in the field conducting safety activities, utilize analytic data

The task of converting unskilled workmen into a competent enough labour force to follow EHS procedures at site is difficult because of the frequent change of workmen at sites.



to focus on safety trouble areas to improve the conditions and behaviour of our workforce, ensure compliance of legal and statutory requirements, deliver consistent safety training to all our employees including workmen across L&T Construction and adopt more digital initiatives to monitor health and safety of workmen using RFIDs in helmets." That's a tall list, one would think but he isn't finished for he sums up that "appreciation from top management for employees and workmen is most important."

Hailing from Ara in Bihar, Anand was ecstatic when he was selected in L&T through a campus interview. He loves to watch TV and surf the net when he is not spending time with his wife, Sonali Kumari and son, Alok Raj.



To round off, he says that the advent of technology into construction is most welcome. "Technology is helping our people to engage with safety better, it has made reporting quick and easy and by adopting the Safety app and the VR training kit for workmen, life has really changed for all of us safety people," he smiles and adds, "for the better!"

"MAKING PEOPLE TO ADMIT THEIR MISTAKE IS A BIG CHALLENGE"

One of the biggest safety challenges for Assistant Manager – EHS, Mohmed Rafiq, is to get people to admit to their mistakes. "Unless people say "Yes" we have committed a mistake, it is very difficult to correct them," he laments. "In our field of construction, even a small mistake can lead to a big disaster so for EHS Managers like me, changing people's behaviour is a big issue." The other issue he mentions is the lack of EHS compliance from sub-contractors. "On one hand, we have our client, Saudi Aramco, who have very high levels of EHS standards and requirements, and, on the other hand, our sub-contractors are not on the same level at all. Making them aware of all these requirements and complying is another big challenge. So, we continuously train and monitor the sub-contractor management and employees with regards to EHS which is helping us run our project without any Lost Time Incidents."

With a site spread over 450 km in the eastern region of Saudi Arabia, deep in the desert, the pressure on maintaining Safety can well be imagined. "In most desert areas, we do not get proper mobile signals, so we have equipped our vehicles with GPS systems to overcome this problem." Each driver in Rafiq's project drives an average of 350 km a day so road safety is another big issue. "Through our driver motivational program and GPS monitoring, the project received the Silver Award for Fleet Safety from RoSPA competing with giants like Road & Transport Authority of Dubai and Kuwait Aviation Fuelling Company," shares Rafiq proudly.

Rafiq is far away from his native place in Tamil Nadu and reading books is his hobby though is unable to do much reading with so much travel involved at site. His wife, M. Anisfathima, is a

homemaker and they have three children: Muhammadh Haroon, M. Muhammadh Yoosuf and M. Muhammadh Faheem.



"Technology has made the world very small with information reaching people in a few seconds that is all thanks to digital growth and the correct use of this digital development will make a very big impact," opines Rafiq, mentioning the online EHS Quiz that was conducted for the first time in the Saudi Arabia operation for all the employees including workmen. "The questions for workmen were in multiple languages and this new initiative created a lot of interest among the workforce towards learning EHS," shares Rafiq with a satisfied look.

Unless people say "Yes" we have committed a mistake, it is very difficult to correct them. In our field of construction, even a small mistake can lead to a big disaster so for EHS Managers like me, changing people's behaviour is a big issue.

- Mohmed Rafiq

Assistant Manager - EHS





"AN EHS PERSON HAS TO BE BALANCED!"

Young Officer – EHS, Panuwat Leepkakhun reveals a wisdom beyond his young age in our interaction. "The most important challenge facing an EHS person is balance," he says, "understanding the requirements to control hazards and embrace the business climate in which we are working. Achieving this balance, would then allow one to gain management support for the much-needed controls and influence those individuals that require using the controls. I believe all EHS professionals need to continually improve their knowledge and ability to interact with that knowledge."

Presently stationed at Bangkok in Thailand at his very first site, the 230 kV Khlong San Substation (GIS), Panuwat feels that making employees follow the safety policy is "both my duty and our toughest challenge. I understand," he continues, "that it is of vital importance to create an effective safety culture but that will be extremely difficult if management support is not there." He shakes his head when asked about near misses at site. "No, there have not been any near misses at our site. We help each other to work safely and hope that nothing will happen to us here," he says with a boyish smile.

Still single, Panuwat's hobbies are tree planting and playing the guitar during his free time and quotes John Wooden when queried about his most memorable moment in his young life: *The most important thing in the world is family and love.*



The most important challenge facing an EHS person is balance.

- Panuwat Leepkakhun
Assistant Manager - EHS

Panuwat agrees that digitalization is making a difference in the world of EHS and positively influencing people's attitude towards EHS. "Digital initiatives like forming online work groups to spread safety awareness is helping to update all people together and, at the same time, motivate them towards safety requirements. And, of course, digital applications are very good tools to record safety statistics," he adds quickly.

His response to our question as to what he, as an EHS manager, would like to change at L&T Construction for a better safety record, is again well considered and thought out. "I believe that if we want to develop our organization on any subject, it must start with changing ourselves first. Then I will start to develop myself. Because development is a change!"

DIGITALIZATION IN SAFETY IS MUSIC TO HIS EARS

Engineer (Civil) – EHS, R Hariprasath is a gifted violinist who has won the Tamil Nadu State Best Violinist Award in 2012, the proudest moment of his life. As we converse with him, we realize that for him the introduction of digitalization into the realm of safety has really been music to his ears. "Digitalization is the prime change and the chance to have a better safety record for easy monitoring and mitigating hazards instantly," he enthuses. "It stands to reason that the quicker an issue is dealt with, the lesser the chance of injury and the Safety app does exactly that. What's more, one can directly input all the necessary details into the mobile app right away."

He continues singing praises about digitalization. "Digital initiatives work very well to avoid any untoward incidents. Like, for example, in the Safety app, you can instantly raise the unsafe act and unsafe condition or report near miss cases, issue shutdown permits, shutdown normalization and the like and such features really help to closely monitor a site." It will only be stating the obvious that Hariprasath's life as a safety person at his 55MW / 77MWp-WIPL Solar PV Power Project, Udumalpet has undergone a sea change and he is undoubtedly very happy about it.

Not everything, however, has changed for he mentions that a big challenge he faces at site is behaviour-based safety of workmen. "The challenge is to make workmen self-accountable for their own and the safety of their colleagues. Forcing behaviour takes

that power to change right out of their hands," he laments. "Of course, another huge danger at site is of workmen taking short cuts and ignoring rules that lead to unsafe acts and unsafe conditions."

One way to address this situation is to empower the EHS personnel. "We should be given the authority to stop a workman or have an employee to leave the work area if the workplace is not safe for working or if the person has a health condition."



Already a veteran of five other projects, Hariprasath hails from Cuddalore in Tamil Nadu, is still only married to his work and, of course, his music. Hardly surprisingly, he says that "playing violin and classical music are what I love," but adds with a long face, "I don't get enough time to play the violin these days!"



Digitalization is the prime change and the chance to have a better safety record for easy monitoring and mitigating hazards instantly. It stands to reason that the quicker an issue is dealt with, the lesser the chance of injury and the Safety app does exactly that.

- R Hariprasath
Engineer (Civil) - EHS



PLANTING L&T'S EHS SYSTEMS ON FOREIGN SOIL



After his association with the 203-km 500kV HVDC Ethiopia-Kenya Transmission Line, Assistant Manager – EHS, Sunil Yadav is presently associated with his second project in Kenya, the Kenya Electricity & Modernisation Project - Lot 6, a distribution project spread over 2654 Km to electrify 10 counties of Kenya. The images that 'Africa' normally conjures up are those of large, barren tracts of land, wild animals and people speaking strange lingos and Sunil's challenges are much the same. "The biggest hazard is the tough terrain for the line passes through remote barren areas filled with wild animals where resources like water, health facilities and communications are scarce and the other challenge we face is the language and cultural barrier that makes it very difficult for us to create awareness among local workmen."

Sunil and team have a tough task on their hands to implement L&T's EHS standards in Kenya. "Our standards were new to the locals for whom working without fall protection equipment, induction testers and FRP ladders was fine. In fact, these items were not even available there and we had to convince our site management to import these from India."

Another unique problem Sunil faced was to implement the Shutdown procedure. "Since the project is being executed across a vast area simultaneously, shutdown of



"It is very important to amend and adapt our EHS procedures to suit different countries, cultures and terrains for them to be successful."

- Sunil Yadav
Assistant Manager - EHS

low and high voltage lines was frequently required at an average of some 20 per month," explains Sunil. "This was new for them, so the client's personnel were reluctant to sign the Shutdown work permit. It required a high-level meeting with the client for us to explain to them the benefits of a shutdown after which it was mandated by client to their personnel to sign the work permits."

Another bottleneck was near miss reporting both because of the communication issue and the ignorance of the local workforce to what exactly constituted a near miss. "We had to implement recognition systems for reporting near miss cases before we were able to create a culture of near miss reporting," shares Sunil.

Sunil feels that digital initiatives have enhanced monitoring by reducing the resolution time of observations and issue tracking and "we can surely enhance our EHS capabilities by introducing VR-based training and other learning videos in the local language for Africa."



Sunil's native place is Kushinagar district of Uttar Pradesh and his most joyous moment was the birth of his twin daughters, Nisha and Manisha. He also has a son, Piyush and his better half is Geeta.

"It is very important to amend and adapt our EHS procedures to suit different countries, cultures and terrains for them to be successful," he signs off.

BEING ASSERTIVELY SAFE

Soumya Kanti Ghosh

Assistant Manager - EHS

It has been a baptism by fire says Soumya Kanti Ghosh, EHSO, at the 400/220 KV GIS Substation in Mylasandra, Karnataka. "My uncompromising nature when it comes to safety created many a harsh situation at work but then the message was loud and clear that safety is above everything."

"As our site is in a remote location with adverse working conditions, it is all the more necessary to align with the EHS procedures, implement safety standards, ensure proper use of PPEs and never compromise at any point of time in any condition that can make the environment unsafe for our employees and workmen." While combating stiff challenges, Soumya, delightfully shares a couple of value additions at work that were instrumental in prepping up safety, "A safety park was established at the 765 kV GIS Aligarh substation that provided workmen and employees an overview on the essentials across work fronts, while other initiatives such as welfare measures, play courts for recreational activities at the workmen camp helped in nurturing a safety culture at site."

The way forward is straight, the in-house EHS system and processes are very robust and all we have to do is to upgrade from time to time depending on the present situation to ensure that we have a safe and healthy workplace for all.

While rewards are important for motivation, Soumya insists, "Penalties are required at least for critical lapses as these will bring about enhanced focus across stakeholders with safety being a multi-disciplinary function." The way forward, he assures is straight, "The in-house EHS system and processes are very robust and all we have to do is to upgrade from time to time depending on the present situation to ensure that we have a safe and healthy workplace for all."

An avid cricket fan, Soumya admits that nowadays he hardly gets to play thanks to his hectic schedule at site but acknowledges watching the game across various formats is engrossing. At home, Soumya along with his better half Manisha have their 3-year-old son keeping them happy and occupied.



“Think beyond what others think & focus on time, quality & safety!” - SNS to onboarding GETs



In a rousing address delivered in his own inimitable style, CEO & Managing Director, Larsen & Toubro, Mr. S N Subrahmanyam, urged the nearly 700 onboarding Graduate Engineering Trainees to “think beyond what others think and focus on time, quality and safety.” Presenting a broad overview of the organisation, he shared some iconic, mega projects that L&T had or were in the process of executing. Reflecting on his journey with L&T, SNS stressed the importance to engender a feeling of belongingness towards the company and to work hard to rise to any level in organization. “Ours is a company that allows you to make mistakes, to do your own things and set your own challenges,” he declared, adding that L&T was a professionally managed company with strong values.

After his motivating and stimulating speech, SNS gave awards to the top 3 winners of RapL, a micro learning platform, which DC-HR has recently launched.

SNS was speaking on July 5th, though the orientation programme, organized

by Divisional Corporate HR at the Main Hall, Convention Centre in L&T HQ, had begun on July 1st, kicking off with the much awaited ‘Meet the Management’ session. After the ceremonial lighting of the lamp, Dr. C. Jayakumar, Vice President & Head - Human Resources, Divisional Corporate, took the podium to welcome the GETs, acquaint them with the arduous selection process and give them a taste of things to come. Several IC and business heads then took the podium to address the GETs.

Ms. Soujanya Sandesh, Senior Manager, Talent Acquisition, Divisional Corporate – HR, introduced the top management and Ms. V. Sheeja, Asst. Manager – HR, Divisional Corporate proposed the vote of thanks and compered the entire event.



The first two days of the orientation programme gave the new aspirants a glimpse of all the operations across L&T Construction through various enriching sessions. Chief Digital Officer Mr. Anantha Sayana and Mr. V. Prabhu, Sr. DGM – Digital, introduced the GETs to the digital journey of L&T Construction while Mr. Ashish Kumar Agarwal, Head – BIM Technology & Implementation spoke about the BIM initiatives. Strategic Perspectives & IT Initiatives session by Mr. K. Srinathan, GM-System & Process Improvement, Mr. Sanjay Mishra, Head – Information Systems, Mr. Srinath Jangam, Head-Advanced Analytics & CoE and Ms. Lorde Horrion Leo, Sr. Manager-Corporate Centre gave the GETs insights into various IT initiatives taken across the organization including those under Centre of Excellence in Divisional Corporate. A session on ‘R&D Capabilities’ by Dr. B. Sivarama Sarma, Head - Research & Development, gave the GETs an overview of the R&D centre and its capabilities.

The aspects of transition from campus to corporate with specific reference to the importance of soft skills and tips on etiquette in the corporate world were shared by Mr. T.K. Premkumar, Sr. DGM-Training & Development, B&F IC while



Cdr S Manjunatha, Head - CSTI & CSR led a session on CSR initiatives and the work at CSTIs, supported by Mr. R. Rajasekara, Sr. Manager and Mr. J. Raguraman, DGM - Skills Training.

In the Leader’s Speak session, ex-GETs who now occupy key positions - Ms. Anila Manoharan, Head – Supply Chain Management, L&T GeoStructure, Mr. S. Jayachandran, Head - Corporate Centre, HC IC and Mr. Sekar Balasubramanian, Segment Head (Transmission Line), PT&D IC shared their experiences, the projects handled by them and narrated success stories.

The GET cohorts who had joined L&T in the recent past, narrated their journey in the ‘Ex-GETs: Experience Sharing’ session for a closer look at career growth, learning opportunities, recreation facilities and how to overcome challenges at job sites. Mr. P. Srinivasan, Sr. DGM. Human Resources shared an overview of ‘HR Policies & Benefits’ in an exclusive session.

The common orientation programme concluded with a panel discussion that featured senior executives and HR Heads from across ICs who gave the GETs an opportunity to pose their questions, air their concerns and have them addressed .



“You have chosen one of the world’s best employers known for its corporate governance and cosmopolitan culture. Now is also the best time to join as L&T is working on some of the biggest projects coupled with the stability of a settled government at the centre.”

♦ **Mr. D.K. Sen,**
Whole Time Director & Senior Executive Vice President, Infrastructure



“L&T is a learning organization where everyone is passionate about what they do. B&F IC is the business that does some of the most beautiful projects like airports, stadia, statues, hospitals, convention centres and the like.”

♦ **Mr. M.V. Satish,**
Whole Time Director & Senior Executive Vice President, Buildings, Minerals & Metals



"Being GenY and with your high IQs, we will seek your advice and let me assure you that you have joined a winning team. Let me wish you all a long career path and fast growth with L&T!"

♦ **Mr. S. Rajavel,**
Senior Vice President & Head
Water, Smart World &
Communication



"A small step for the GETs but a giant leap for L&T! We are putting the future of the company in your hands and with patience, persistence and performance, you will be successful!"

♦ **Mr. T. Madhava Das,**
Senior Vice President & Head,
Power Transmission & Distribution



"All of you are the most expected and sought-after employees in the whole of L&T with the best opportunity to grow. You will definitely face a lot of challenges, work on new technologies and have numerous learnings at L&T."

♦ **Mr. S.V. Desai,**
Senior Vice President & Head,
Heavy Civil Infrastructure.



"The future belongs to those who believe in the beauty of their dreams and, we at L&T, dream and believe in the dreams of our employees. So, start thinking, learning, benchmarking and executing!"

♦ **Mr. S. Kanappan,**
Head & Chief Executive,
L&T GeoStructure



"To become great leaders and project managers, you need to have knowledge in Finance, Accounts and Administration along with technical expertise. Safety and Quality substantially avoids rework and therefore should be your focus areas."

♦ **Mr. K. Nagarajan,**
Executive Vice President & Head,
Finance & Accounts



"Speed and scale, Innovation, Digitalization, Values & Culture and People are some of the most discerning aspects of L&T Construction!"

♦ **Dr. C. Jayakumar,**
Vice President & Head - Human
Resources, Divisional Corporate



An Ice Breaking session was organized on the open ground that saw active intervention featuring activities, games, music and, most importantly, bonding.

As a digital intervention, a GET Orientation App was used extensively to share information like IC details, profiles of senior management, programme schedules, speaker details, hotel & training venue details & IC HR co-ordinates. To make the programme more appealing and engaging, live polls were conducted for the GETs after every session through the RapL app.





When building some of the most beautiful infrastructure like airports, buildings, convention centres, stadiums, commercial complexes and the like, the prime focus for project teams of B&F IC, is to be always careful about working at heights and preventing fall of men or material from heights. Presenting a set of non-EHS Safety Champions who consistently fulfil this tall order of maintaining safety at their respective sites.



A QUESTION OF SOLVING THE CONFLICT BETWEEN PROGRESS AND SAFETY

Biswadeep Mitra

Assistant Construction Manager

Safety is a question of solving the conflict between progress and safety and always preference needs to be given to safety at any point of time.



Safety, according to Assistant Construction Manager, Biswadeep Mitra, is a question of solving the conflict between progress and safety and “always preference needs to be given to safety at any point of time,” he emphasises. A GET from the 2011 batch, Biswadeep is presently working on B&F’s Oberoi Eternia project in Mumbai having started his association with L&T at the ‘The Address’ project in Mumbai. He shares another interesting safety insight that “every working professional should love and not fear safety.”

Every working professional should love and not fear safety.

It is this love for safety that has driven him to introduce a series of improvements at site. “Visibility of the tower crane hook block at night was not good so we introduced solar blinkers on the hook block and then implemented a biometric system to prevent unauthorized operations of batching plants and passenger hoists. These we have implemented across our cluster,” he adds. “We then introduced an anti-collision device to prevent cranes from

colliding as their work zones overlapped and installed cameras in operator cabins of tower cranes for a better view of the hook block and load while lifting and/or lowering loads.”

Near misses are an unavoidable part of construction life and Biswadeep has already faced a fair share of them. “Once, a live cable passing through the ground was pinched and damaged when we laid a concrete pipeline. To ensure that this did not happen again we introduced cable hanging stands across the site. Another time, there was a short-circuit in the distribution board after which we started weekly instead of monthly RCCB inspections.”

“I am the only son of my parents who are residing in Kolkata which is also my native place,” he shares fondly. “I live in Mumbai with my wife, Swagata Mitra, who is a freelance content developer and son, Rudra Mitra. I am a workaholic and therefore spend very little time with my family,” he shares without rancour, “but I do find a little time for my hobbies that are listening to music and doing charity.” He has several precious moments to share: securing 100% in mathematics in 12th standard, cracking the GATE entrance exam in 2011, his marriage and Rudra’s birth. “Receiving a certificate from L&T management for the first biometric system in the passenger hoist was also very heartening.”



Digitalization, to him, is the best thing that could have happened, as “everything is easily available, tracking, maintenance of EHS records and even micro-level observations are now possible.” To improve EHS performance, he advocates, “extensive interactions, rewards and recognition of safety-conscious persons and encouragement to think of new innovations.”



Shivprasad Patil
Construction Manager - Civil

Shivprasad's native is Kolhapur in Maharashtra, his wife, Ujwala Patil is a homemaker and they have a son, Prajwal, who's birth was one of Shivprasad's happiest moments. He loves travelling, watching cricket, playing kabaddi but expectedly claims that he finds very little time to follow his hobbies.

"NO NEED TO CHANGE; JUST KEEP A GOOD THING GOING!"

We have a very good system to work in a safe environment, declares Shivprasad Rajaram Patil, Construction Manager – Civil, B&F. "We have very good systems to implement safety at site, so there is no need for any changes; just that we need to implement and ensure compliance of the same at every point of time." He pauses then adds after a moment of thought, "I am sure in future with technology growing and new products coming, we will certainly get new innovations to improve our EHS system but for the moment it is going very well," he smiles.

Shivprasad has been a high-rises man having started his career in L&T as a Senior Engineer at the Ahuja Towers (55 floors) project which "I completed from foundation to roof in 4 years," he shares proudly, "after which I was Assistant Manager at the Omkar 1973 (76 floors) project for 3 years where I completed the structural work till the roof top. We achieved a historic record of 3 days per floor for the inner lobby slab." Shivprasad certainly takes pride in his achievements and there are many of them for him to share. Presently, he is at the Piramal Aranya project as In Charge of one of the towers.

"Of course, there are many hazards in high rises," he shares glancing up at one of the tall towers. "The first hazard that comes to my mind is fall of workmen and material from height because as we go higher, the risk keeps increasing. Safe working at height and ensuring hot work with all the standard operating procedures are the most challenging EHS aspects although we use the sophisticated Auto Climbing Formwork system. Near misses happen despite all our best efforts like when a timber beam fell from podium 1 to the ground floor. Thank God, no one was working below. It fell because the safety net below had been removed for lifting loads. This is the attention we need to have regarding safety."

His concluding remark is from an overall perspective. "According to me, if we provide better facilities to our workmen and create a friendly environment at site, then we will be able to achieve our targets in the scheduled time with no loss."



NOT AN EHS MAN; BUT SURELY A SAFETY MAN

Site engineer, Ashish Kumar, is the perfect example of a non-EHS professional who passionately drives safety. "As a site engineer, I believe having a pair of eyes and ears in all areas can avert potential incidents and I fully believe that a well-trained staff in all the 3 areas of construction: safety, quality and planning can make a major impact to the safety performance of any organisation," he declares, "so it is very important that people are given frequent training on all aspects of construction at every stage of the project cycle which will encourage them to contribute more and remove monotony at a personal level."

Having wet his feet at Experion Windchants, Gurgaon and C-17 Hindon, Ghaziabad, Ashish is now in Mumbai at B&F's ICC Towers project that he informs is very close to completion. "Being a high-rise project, the primary concerns for our EHS team were working at height and falling of men and material from height though apart from EHS procedures and processes, we also had to manage resource utilization, support administration, logistics and other facilities functions." Staring at a very aggressive delivery deadline, several work fronts had to be opened simultaneously and as Ashish remarks, "Enveloping both the towers with glass façade was a critical milestone that we achieved."

What is Mumbai without the experience of facing the Mumbai rains and for young Ashish, the hazards arising from the lashing rains were new and troublesome. "We conducted micro-level inspections to ensure that all our fit-outs that were water susceptible were kept dry. We had a stringent monsoon protection plan in place to implement while we had to manage RSP operations in all 4 elevations. There was always the risk of some windows being opened by subcontractors but the most critical task was hoisting the heavy glass panels with winch machines fitted on the monorail system to the top level of the building from the outside and finally removing the debris from inside the building."

He smiles when I ask him about near misses and shrugs, "Obviously when executing a project of this scale with quick turnover of workmen, near misses are inevitable but with reward schemes and constant encouragement, workmen began reporting near misses which we capture on the Safety app for immediate corrective action or escalation."



As a site engineer, I believe having a pair of eyes and ears in all areas can avert potential incidents and I fully believe that a well-trained staff in all the 3 areas of construction: safety, quality and planning can make a major impact to the safety performance of any organisation.

- Ashish Kumar
Site Engineer

Ashish loves Punjabi music and reading novels in his spare time though presently he is single and only married to his work. With a board smile, he says quite predictably, "My most memorable moment was to receive my first safety award for topping in the proactive monitoring score in the staff category!"

ALWAYS DO YOUR VERY BEST

Engineer – Formwork, B&F IC, Praveen Kumar Maurya has a very simple mantra to life: always do your very best and the results will follow. “My most memorable moment was when my Project Head called me and gave me the responsibility as a Formwork In-charge at the Indira Gandhi Hospital project (where he is currently working) and I am doing my level best.” Although he is not an EHS professional, his orientation to safety is sharp and has a point of view about it. “We need to integrate EHS with our business processes and other departments, we need to deploy professional sub-contractors and workmen, our material management needs improvement for us to have adequate quantities of all required components in good quality rather than having to make do with old material from other projects and we need to reduce paperwork.”

To a large extent, Praveen’s last point has been addressed by the introduction of digital tools at site. “Yes,” he quickly admits, “I’m using Safety App for work permits, safe to start, pep talks, near miss reporting, EHS suggestions, safety improvement slips and safety observations.” At site, he adds, “we have implemented safe access scaffold as per the scheme drawings.”

Referring to some of the issues he faces at site, Praveen mentions a few: untrained workmen, the temporary nature of workmen who change frequently, legal obligations and compliances at site, lack of resources at times to implement EHS and the lack of professional sub-contractors. “Many of these lead to reducing the safety at site like I once caught a workman throwing a stone from the 2nd floor to the ground where work was in progress. Fortunately, no one was hurt. I called that workmen and explained

to him how dangerous his act was for others. I sent him to the safety induction house for orientation and informed both the Section In-charge and the Safety Manager.”



Praveen, who comes from Bhivani, Pratapgarh in Uttar Pradesh is married to Sonam Maurya who is pursuing a career to be a Chartered Accountant. Playing cricket and reading books is what Praveen indulges in when he is not working.

“I still feel that roles, responsibility and accountability should be well defined in our EHS system,” he says, “screenings, inductions and training help us and other supervisors to get quality product with safety. I also think that our workmen need to be treated better with recreational facilities, help them maintain a hygienic habitat, do health awareness programs and regular health check-ups. Motivational activities like SCOPE Awards, regular safety campaigns and competitions will help greatly!”



Praveen Kumar Maurya
Engineer - Formwork

I still feel that roles, responsibility and accountability should be well defined in our EHS system. Screenings, Inductions and Training help us and other supervisors to get quality product with safety.

WORKMEN CAN MAKE OR BREAK A PROJECT

Assistant Manager – Finishing, B&F IC, Sanjay Verma’s favourite pastime is listening to and singing Hindi songs but the problem of untrained and unskilled workmen is threatening to make him go out of tune. “With the pressure on us as contractors increasing to deliver better projects in quicker time, we depend heavily on our workmen to deliver but the biggest problem we are facing is that we are just not finding skilled workmen. As soon as we train those who come, they leave suddenly and we are again faced with having to retrain the new ones who come. Surely, workmen can make or break our projects and today we are really struggling.”

Sanjay’s first project at L&T Construction was the Integrated Development of Seawood Station (Seawood Grand Central Mall) at Navi Mumbai where he was Floor Manager for finishing activity of the lower ground floor after which he has moved north to New Delhi and is in charge of ‘A’ Block of Ward Block Building at the Indira Gandhi Hospital project at Dwarka. But be it Mumbai or Delhi, Sanjay is hamstrung by lack of quality labour. “The situation is better when we have professional sub-contractors but we are not always very lucky,” he grins but sobers up as he says, “Even as a finishing person, I appreciate the importance of keeping everyone safe at the site and I really hope that everyone does so because then we will be able to collectively influence our sub-contractors and change their attitude towards safety.”

He mentions a near miss at site when a partition brick wall on the 8th floor collapsed while the mobile scaffold was being moved for underdeck insulation work. “Fortunately, it was inside so no one was injured, and work could proceed. After the incident we conducted a special training for the supervisors and workmen, discussed it at the pep talk to see that it did not happen again. This also shows why scaffolding management is so important at site.”

“I am from Rajasthan,” he shares about his personal life. He is married to Manusiya Sanjay Verma and the couple have three children, Hanshika, Harshita and Shristi. One can almost hear him break into one of his much-loved Hindi songs as he shares proudly that “I got the 1st rank within our city in the state board examination for metric level that was appreciated by one and all. I was 14 then,” he adds with a smile.

Continuing his theme of workman, he says that “standard processes for screening, induction and training will definitely help us to make our workplace safe and deliver a quality product with safety compliances.”



Sanjay Kumar Verma
Assistant Manager - Finishing

Even as a finishing person, I appreciate the importance of keeping everyone safe at the site and I really hope that everyone does so because then we will be able to collectively influence our sub-contractors and change their attitude towards safety.



“A NEAR MISS IS AN ALERT THAT WE ARE NOT ALERT ENOUGH!”

Senior Engineer – Civil, B&F IC, R Ananthan has spent almost all his working life in Hyderabad with one aberration when he worked at the Motera Stadium site in Ahmedabad after stints at TCS, IIT, CTS and L&T Metro Rail projects, all in Hyderabad. Now, Ananthan is back where he belongs, as it were, working at the Hyderabad International Airport expansion project. Though not an EHS person, Ananthan is fully aware of the importance of safety in construction life and mentions near misses as alerts that “we are not alert enough.” He then shares two near miss instances delivered in a matter of fact tone.

“A workman drops a hammer off a scaffold, which falls 15 m to the ground landing only a few feet away from another operative. No one is injured. The hammer was returned to the workman and everyone continues their work. Following the near miss report, the scaffold was inspected and was found to have missing toe boards from where the hammer slipped through. This was immediately rectified preventing other materials falling and causing accidents in future. In another instance, an employee trips over an extension cable that is running across the middle of an office area. He manages to regain his footing and continues walking. No one notices. Again, following the near miss report, a workplace assessment showed that several trailing cables were routed across

walkways. Some are not even in use! Others could be plugged in closer to where they were needed and removed from traffic routes. Quick changes greatly minimize the risk of injuries.”

Ananthan is uncompromising in his view about safety at site. “The system has to be top driven and the project head should be made more accountable on safety implementation. During recruitment, employees should give more weightage to safety and all lateral entries should have at least 3 days’ induction program in HQ/SIS for more clarity on our EHS MS, and resource provisions. Finally, listening to issues raised and ‘Walking the talk’ are expected from the management.”

Hailing from Madhanam near Chidambaram in Tamil Nadu, Ananthan is yet single and loves to play cricket and read books but even before he finishes, shakes his head that he hardly gets any time to pursue his hobbies.

For a better safety culture, he advocates, “face-to-face discussions, focus groups addressing critical safety concerns, employee surveys, a system for logging issues and resolutions, safety newsletters, regular safety meetings, in-depth tool box discussions, practical safety, reducing paper work, arranging resource (MMM) and considering safety performance during appraisals.”

The system has to be top driven and the project head should be made more accountable on safety implementation. During recruitment, employees should give more weightage to safety and all lateral entries should have at least 3 days’ induction program in HQ/SIS for more clarity on our EHS MS, and resource provisions.

- R Ananthan
Senior Engineer - Civil

“ONE GOOD NEW SAFETY PRACTICE A MONTH SHOULD KEEP DANGER AWAY!”

General Foreman, Brij Raj Singh is a veteran at L&T Construction (B&F IC) having begun his journey in 1996 at the Binani Cement project in Sirohi, Rajasthan. Since then, he has been posted at 14 other projects, his latest being the Gomti Enclave, a residential affordable mass housing project in Lucknow. Right through his career, Brij has followed a simple mantra to improve safety at his sites: “every site engineer should send at least one good, new safety practice to the cluster every month and if that happens then just imagine how many ideas we will have as an organization to improve safety at our project sites!” Which is perhaps why he has won the Proactive Performance several times and proudly shares, “Last year, I was awarded the Numero Uno Badge for the best performance in Procube app implementation!”

Although a person involved only in execution, Brij is another true safety champion who understands and appreciates the importance of keeping men and material safe at sites. “The biggest issue we face is shortage of skilled workmen to handle our work. They also leave very quickly taking our training with them.” About safety initiatives, Brij shares that he has been involved with several safety initiatives and good practices like “No-Go zone protection, putting up canopies for shifting of steel and other material, putting up mobile barricades, horizontal protection with GI sheets in lift shafts and many more.”

He mentions several near misses he has experienced through his long stint in construction but “we have group investigations after every near miss incident and after finding the cause we assemble the workmen to discuss our shortcomings and suggest control measures to them.” Other safety-related activities he is involved in are reporting near misses and issuing improvement slips, helping



Brij Raj Singh
General Foreman

Every site engineer should send at least one good, new safety practice to the cluster every month and if that happens then just imagine how many ideas we will have as an organization to improve safety at our project sites!

the EHS team in various inspections of assets like harnesses, power tools and others through the Ib4U app. “I also give the EHS department many suggestions,” he smiles, and we know he has many of them.

Listening to old songs when he gets the chance and playing cards are his favourite hobbies and shares that some of his best moments “were during the construction of DMRC IT Park in Delhi in 2004-2005. I come from Mujdar village in the Mau district of Uttar Pradesh, my wife, Savita Devi is a homemaker and I have three children: Sunil Chauhan and Satish Chauhan are my two sons and Pratiba Chauhan is my daughter.”

At the end, he is happy with safety at L&T for he says, “every department is well aware about their roles and responsibilities to maintain a good EHS culture at site!”



Working with 'live' traffic is a 'live' threat that all project teams from TI IC must live with and evolve fool proof transport management plans to keep men and material safe. Here's sharing with you a bunch of Safety Champions who have hit the road and toil night and day to keep their safety records clean.



YOUNG BUT RARING TO GO THAT EXTRA MILE!

Shubham Soni

Senior Engineer - EHS

He is a new kid on the block, a fresh GET from the 2018 batch but Shubham Soni, Senior Engineer - EHS, is already doing a man's job managing EHS operations at TI IC's Dwarka Expressway Package 4 project site, Gurugram Sector 88.



Still a trifle green behind the ears, Shubham passionately shares about the 'Green Card' safety system that he has implemented to ensure that the plant & machinery deployed at site are safe and functioning well. "We started this system of green colour coding P&M at site in which before any earth-moving equipment is deployed at site, it is mandatorily inspected jointly by the Project EHS and P&M teams and signed off with a validity date." He points to a flow chart that has been developed to effectively implement the Green Card system. "It is also a continuous monitoring process in which deviations are tracked, corrected or improved," he adds.

In his hectic tenure of just over a year, Shubham has faced two major challenges. "I observed that since most of our site engineers were from different companies, they were unaware of our EHS system, so I took it upon myself to get all of us onto the same page. I have achieved about 70%," he grins, "but my target is to complete the process this year." The other challenge was huge rejections of RTR. "We had training sessions and now have started to penalize site engineers which has improved the situation."

Like at any site, Shubham nods when queried about near misses at site but is diffident to get into details though he shares that all near misses are thoroughly investigated, information gathered and then shared with all site engineers so that such incidents do not recur.

While receiving his offer letter from L&T was a high point in his young career, Shubham's greater joy was seeing his mother's happiness at his first salary slip. Hailing from Chandigarh, his other moments of happiness and hobbies are typical of any youngster: his first mobile phone, his first bike ride, "travelling and gyming are what gives me the spark!"

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"To digitalize the entire safety implementation process is my next goal," he shares seriously, "because then we will have all our activities on record, we will know exactly the number of workers, supervisors, equipment, vehicles at site and for exactly what activities they are involved with for us to have a better grip of things." The EHS systems and processes are very robust at L&T, he smiles, "all we have to do is to follow them vigorously to ensure that we have a safe and healthy workplace," he concludes, showing all the guts and gumption to go more than an extra mile!





"NOTHING IS GOING TO HAPPEN IS A WRONG ATTITUDE!"

Yadhukrishnan R

Senior Engineer - EHS

For R Yadhukrishnan, Senior Engineer - EHS, working on TI IC's Pragati Maidan project, the biggest pain point, as an EHS professional, is having people going around the site with a 'Nothing is going to happen' attitude. "This is an attitude problem and takes a Herculean effort to tame it," he shares seriously. After five months at the Delhi-Agra Road project, he was transferred to the Pragati Maidan site and life has been on a faster track ever since. "Changing the attitude and behaviour of frontline engineers, their subordinates and workforce from a reactive safety culture to one of independent safety takes time, patience and constant support from the top management at site." He is quick to acknowledge that considering the stringent budgets and schedules that projects are being executed these days, "EHS requirements do take a back seat but it is our responsibility to condition everyone to an EHS mindset."

Speaking specifically about his project, Yadhukrishnan points out that the main activity presently is excavation and "attaining a depth of 8-10 meters in the heart of Delhi in the middle of main roads where the sandy soil strata poses the risk of soil collapse and cave ins is very challenging."

Changing the attitude and behaviour of frontline engineers, their subordinates and workforce from a reactive safety culture to one of independent safety takes time, patience and constant support from the top management at site.

"We live with the issue of space constraints and with various contractors working simultaneously at the same location, the option of sloping and benching to prevent collapse is ruled out so we

depend on sheet piling as our best and most effective method." Of the 18 near misses that the site has had, Yadhukrishnan refers to one where some sheet piles tilted slightly which was later found to be due to lack of attaining adequate depth to drive the sheet pile. "We immediately took stringent measures to ensure that trenches were dug to the required depth before sheet piling with the result no such incident has recurred and our productivity has actually improved," he says with a thumbs up.

Freshly married, as recently as April 21st, 2019, he refers to his marriage as his most memorable moment. Quite expectedly, one would add, though an answer that would have undoubtedly thrilled the heart of his wife, Aswathi, who has completed her MBBS and is presently preparing to do her Masters. Like a true Keralite, he is an ardent fan of football and volleyball. "I represented my college in both but these days ..." his smile says it all.



To improve EHS performance, he feels that sub-contractors need to be severely penalized to make them toe the line for the present method of a warning followed by a memo is leaving them unmoved. "Unless and until the imposed penalty is debited and there is a monetary loss, there won't be much of a difference. I also strongly believe that EHS is not a standalone function but requires a multi-disciplinary approach to succeed."

"SAFETY CAN INDIRECTLY ADD TO LOSSES!"

K Vignesh

Engineer (P&M)

"Although I am not an EHS professional, I have realized the importance of safety in my area of work," says K Vignesh, Engineer – P&M Department at TI IC's Dwarka Expressway Package 3 project. "Machines are extremely vulnerable to changes and several issues associated with machines can arise every now and then that require immediate and timely repair and delivery. At times, you are in a dilemma whether to give importance to productivity or to safety, but I have realized that safety can silently and indirectly add to our losses if we are not careful."

During his 5-year tenure at the Delhi-Agra Road project, Vignesh recounts a near miss due to a battery fault because the vent holes were not opened during charging. "I immediately alerted the Safety team and along with the electricians, we conducted a detailed investigation, identified the root causes to ensure that a similar problem did not occur again. Later, we shared our conclusions with all at site and even incorporated them into our training for people associated with P&M." Carrying his experience from the Delhi Agra Road Project, Vignesh introduced a couple of safety related engineering controls. "For example, the 'safe starter' which is a vital control measure that helps prevent run over incidents was missing so I got them immediately installed in all rollers and graders. I also introduced the habit of following daily pre-start checklists for operators to inculcate the habit of safety."

Vignesh refers to the successful implementation of the Green Card tracker system "that gives us total information of all

At times, you are in a dilemma whether to give importance to productivity or to safety, but I have realized that safety can silently and indirectly add to our losses if we are not careful.

the equipment at site and those that have been checked (pre-deployment inspection) which is circulated every month and "this system helps maintain machines better and even flag off those with problems." The RTR tracker system is the other one he mentions that provides complete information of the engineer who is submitting a RTR and the number of RTRs expected for the month which are submitted every month to the project manager and site in-charges.



"My most memorable moment would be the new home I built recently," shares Vignesh with pride, "especially after all the struggles and problems I had to face to achieve my dream. I am also very proud of being recognized as the Best Safety Conscious Staff and the engineer with the maximum rate of RTR implementation." He now seeks an online digital app like the RTR app to improve vehicle monitoring.

Vignesh hails from Salem in Tamil Nadu, is single and loves cricket, "in fact, when time allows me, I take part wholeheartedly!"

"FOCUS ON TEAM EFFORT TO ACCOMPLISH EHS GOALS!"

Very early in his career that started with L&T on June 26th 2007, Assistant Manager – EHS, S Shanmuga Sundaram (SSS) understood that "it was more important to focus on team effort to accomplish EHS goals. Nurturing the EHS team, satisfying their expectations, providing them with all necessary supports and training them was the first major challenge I faced in my career," he says. "Other major concerns towards safety are behavioural issues in experienced employees and lack of knowledge in new joiners for which added weightage during annual appraisal process towards safety for the former and a comprehensive training module for newcomers are a must."

After having worked on three road projects, SSS's sternest test from an EHS perspective was at the Kannur International Airport project where he was EHS In-charge. "The situation was new, the challenges new, what we had learnt at other projects did not seem to be helping us so we had to learn everything afresh," he shares.

It was more important to focus on team effort to accomplish EHS goals. Nurturing the EHS team, satisfying their expectations, providing them with all necessary supports and training them was the first major challenge I faced in my career.

- S Shanmuga Sundaram
Assistant Manager – EHS

"Doing some 45 million cum of earth work was stressful enough, but it led to other safety issues like the movement of many vehicles in a confined space with poor visibility because of all the dust flying around. We did reinforced soil slope fill of about 78 m, a sensitive work, keeping all safety aspects in mind. Kerala receives a huge amount of rainfall during the monsoon months which had to be addressed as the work was progressing on a slope with heavy machinery deployed." Having taken off from KIAL with flying colours, SSS has landed at his present assignment at the Bengaluru International Airport runway job where the tests are slightly different. "The BIAL client wants to implement international standards. Initially we faced a lot of problems to implement EHS as per international standards, but once we cleared the requirements with the execution team as per the approved procedures, we spread awareness among the team to ensure total compliance."

Quite predictably, the highpoint in SSS's EHS career was winning the EHS Award for KIAL in 2017. "I received the award from SNS Sir which has been one of the proudest moments in my career," he beams. A native of Tamil Nadu, SSS is married to S Suganya, a homemaker, and the couple are blessed with a 2-month-old daughter, Logida. "I watch news regularly to keep updated on political scenarios, also watch cricket and play carrom. On Sundays, I spend time with my family shopping."



Switching back to EHS mode, SSS says that "E-Tics or Electronic Tracking Inspection Compliance Status is the best system introduced so far in the EHS space. It works as a corrective measure and with the involvement of top management, we have a quick fix for EHS compliance."

"TODAY'S NEAR MISS IS TOMORROW'S ACCIDENT!"

Ensure that always the Right Tools, Right Skills and Right Processes are engaged for all activities, only engage sub-contractors based on their past EHS record and show zero tolerance for any deviation from method statements.

- Swarup Kumar Mohanty
Senior Engineer - EHS



One of the major safety-related issues that TI IC's young Swarup Kumar Mohanty has been facing at his first site of posting involving the six-laning of the Delhi-Agra Road, is the reluctance of people to bravely report near misses. "Both the workers of sub-contractors and even our own people are hesitant to report near misses which makes it very difficult for us to minimize the occurrence of the same by taking precautionary measures," laments Swarup, who has joined the project as a GET, "because today's miss is tomorrow's accident!" To address this issue, the site has introduced monthly reward systems for both staff and workmen which has improved the situation.

When a near miss is reported, "To avert danger we carry out proper investigations to find out the root and underlying causes," informs Swarup, "after which we prepare a CAPA i.e. Corrective Action & Preventive Action which is then shared with work sites, HQ and implemented to prevent the re-occurrence of a similar situation. We address near misses and precautionary measures to be taken at daily Tool Box Talks every morning." He mentions the Near Miss Report Boxes installed at sites for people to share without fear and the Robot Flagman System that has been introduced on 'live' roads. "The other issue I have faced is of workmen coming and going too frequently that makes it difficult for us to train them," he says and smiles knowing that there is not much he can do to rectify that situation.

"The ARVR training that we are giving workmen on a monthly basis by creating real life case scenarios at site is really helping," Swarup enthuses, "and we have implemented the Digital Work Permit System i.e. the Reverse the Risk system that has enhanced our efficiency and of course, reduced paper work," he grins.

Swarup, who comes from the Rourkela in Odisha, is still single with a passion for painting. "On Sundays, I get some time for my hobby," he shares happily, and recalls the first prize he won at district level in 10th standard for a science exhibition as one of his life's most memorable moments.



"Yes," he nods emphatically to my question, "there's a lot I would like to change at L&T Construction like the mind set of both employees and workmen towards EHS, ensure that always the Right Tools, Right Skills and Right Processes are engaged for all activities, only engage sub-contractors based on their past EHS record and show zero tolerance for any deviation from method statements." A strong 'To do' list but Swarup is committed to succeed and we wish him well!

A one-of-its-kind Tunnelling Excellence Academy inaugurated

With the increasing demand for developing underground infrastructure, the need to hone our capabilities especially in tunnelling was keenly felt, in answer to which the Heavy Civil Infrastructure IC has developed a one-of-its-kind Tunnelling Excellence Academy (TEA) at Kanchipuram that was inaugurated by Mr. S N Subrahmanyam, CEO and Managing Director, Larsen & Toubro on February 11, 2019.

Envisioning the academy to be a Global Centre of Excellence for research in various areas of tunnelling, drilling & blasting methods, SNS said, “Over time, we at L&T, have built expertise in over ground construction but now in the light of changing dynamics, it was imperative to hone our tunnelling skills which is why we have invested time, talent and resources to create the Tunnelling Excellence Academy. Am confident that this Academy will play a significant role to create specialized talent in tunnelling for our industry that is constantly hamstrung due to a dearth of skilled manpower. With this Academy, we are building on our efforts at skilling through the various Construction Skills Training Institutes across the country. Wish the Academy all success in the future!”

This unique, purpose-built centre of excellence will teach and train next gen construction professionals in the key skills required for underground construction. Beginning with a carefully evolved curriculum, TEA plans to work with experts from around the globe, professional bodies, partners and academia to keep improving and honing the courses on offer.



While touring the academy, SNS visited the Cutter Head Workshop, Foam Station, Laboratory, Erector Simulator Facility and the Multi-purpose Auditorium. Mr. A H Khan, Vice President and Task Force Leader, Mumbai Metro Project, presented an overview of TEA while others who spoke at the function included Mr. S V Desai, Senior Vice President & Head - Heavy Civil IC, Mr. S Kanappan, Head & CEO, GeoStructure and Mr. A L Sekar, Senior Vice President Special Projects. Mr. Barttanu Kumar Das, Head-HR Heavy Civil IC, delivered the vote of thanks acknowledging EDRC for their unique design and highlighted the contribution of those involved right from the stage of construction to the launch of the academy.



The hi-tech, new age L&T-Nxt Digital Hub – a new statement of our digitalization journey

“We’re here to put a dent in the universe. Otherwise why else even be here?” is Steve Jobs’ thought-provoking quote that challenges you at the hi-tech, new age ‘Digital Hub’ on the 4th floor of CRR Centre that was inaugurated on 6th July 2019 by Mr. S N Subrahmanyam, CEO & Managing Director, L&T.

Attractively adorned for the inauguration, the ‘Digital Hub’ will be the new office of L&T-Nxt where, according to Chief Digital Officer, S Anantha Sayana, “innovative digital solutions will be conceptualized, designed and created in an environment that fosters collaborative team working, inspires creativity, stimulates out-of-box thinking and spurs innovation.”

“Superb, beyond expectations,” is how a thoroughly impressed SNS described the ‘Digital Hub’ which will play a dual role of being both a showcase of our digital solutions as well as a workplace. The showcase spaces have been created as several demo pods where visitors will see models, artefacts, solutions and experience geospatial and AR/VR technologies – a far cry from tedious powerpoint presentations. The workspaces, for a part of the digital team stationed here, are designed around these demo pods, amidst many collaborative



zones with inspiring names and various interesting quotable quotes of various thought leaders. Two spaces that caught the eye were a Brainstorming Zone that should stimulate blue sky thinking and a comprehensive project monitoring dashboard showing ‘live’, real time data streaming in from across several major sites.

“It’s great to see nearly 10,000 assets connected, nearly 28,000 workmen



connected, many materials being tracked, there’s the safety app, AI, AR, VR, machine learning and many other things that show that we have gone down a completely different path to elevate ourselves to being different,” shared SNS, in an inspiring address to the digital team. “In digital, we are far ahead of competition and L&T-Nxt is the opportunity for all of you to do some great, innovative things. Sky is the limit,” he concluded, exhorting the team to seek and find new frontiers.



WET IC launches Cognisite, mobile app for quality management

Mr. S. Rajavel (SRV), Sr. Vice President & Head, Water, Smart World & Communication launched the Cognisite Mobile Application for Quality Management for the Water Supply and Distribution BU during the business review meeting on 22nd January 2019 at Chennai. Mr. K Asok Kumar, EVP & Head, WET, Mr. S Jagannathan, CTO, WET IC, Mr. E P Sajit, VP & Head, WSD BU and Mr. T Sukumar, VP & Head, FAA, WET IC and other senior executives from the BU and WET IC were present.

Cognisite is a server based, GPS enabled field supervision platform to integrate product quality and document management. It enables proper synergy between central quality and site execution teams by providing comprehensive solutions for quality assurance and

control. It covers quality compliance cards, requests for inspection, PEP talks and facilitates documentation for major reports. SRV appreciated the concept and advised the team to roll it out to all the project sites for better Quality Management.



BIM Academy turns ONE



The BIM Academy celebrated its first anniversary on 18th January 2019. The well-attended event was graced by Mr. M.V. Satish, Whole Time Director & Senior Executive Vice President (Buildings, Minerals & Metals), Mr. S.V. Desai, Senior Vice President and Head HCI IC, other senior executives, BIM managers, L&T-ites and representatives from technology partners. The Academy had already trained 3,500+ employees covering 43 out of the total 118 modules, had forged collaborations with global universities and leading technology experts, 38 international faculty members had shared insights and innumerable future-ready technological contributions had been made towards design and construction operations across ICs.

In his welcome address, Mr. P. R. Surendhra Babu, Vice President & Head – Digital Engineering emphasized the importance of accommodating BIM as a ‘way of life’ be it for data capture by linking models,

cloud-based solutions, use of design parameters by enhancing efficiency or integration with other functions of digital technology, especially EIP and felt that the challenge for the BIM Academy was to align these to creating adaptive training programmes.



Delivering the keynote address, MVS, congratulated the BIM team on its achievements and urged other ICs to implement BIM across all projects especially full-fledged BIM & COBie tools at the Bengaluru Airport project.

The highlight of the event was a panel discussion. With EDRC at the forefront for projects, Mr. K. Veerappan – Head EDRC, B&F appreciated the teams for accommodating 3D BIM technologies across all EDRCs & ICs and 4D BIM on selective projects. Mr. K. Senthilnathan, Head-EDRC & CMPC, HCI IC spoke about the implementation of 3D BIM for the Mumbai Metro project and 4D stimulation for clients, adapting to constant sequence and workflow variations. Mr. Nakkiran – Head Corporate Centre, HCI felt that BIM could improve the bottom line by increasing sales, volume of business, efficiency and cost; win clients by collaborating with them during the conceptualization stages. While Mrs. K. Bhavani – Head Procurement, HCI shared the benefits of integrating BIM for procurement through Block-chain technology to bring all stakeholders on a single platform, Mr. P. Niranjana – Vice President & Head of Special Bridges and Nuclear BU - HCI shared how visualizing project construction through BIM could increase operational efficiency by explaining the structures to unskilled workers through 3D models.



Mr. Amit Guha – Head Corporate Centre, PT&D IC shared how BIM reduced 60-70% of design time, complementing project timelines, client priorities, effective project management and actual progress at sites on real time basis. Mr. S Ramkishore – Head HR, WET IC addressed the various initiatives by his IC including a 15-member core team to steer BIM across projects, create awareness for IC leadership by organising a virtual walkthrough. Elaborating how BIM would soon be a basic requirement, Mr. R. Ganesan – Head Corporate Centre - DC, highlighted the



importance of academic training to create internal talent who could contribute to the evolution of BIM across L&T.

Key technology experts: Autodesk, Bentley, Dassault Systems & Trimble in collaboration with BIM Academy put up exclusive stalls and experience zones where L&T-ites could experience various digital offerings hands-on. Apart from case studies, some technical papers were presented by Geetha Hariharan (PT&D), Bentley, Surya Prakash (B&F), Autodesk, Arun Venkadesh (WET), Antara Roy (MMH), Trimble and Dassault Systems.





Earmarking, barricading, excavating, laying pipes, backfilling and restoring spaces is the onerous task of project teams from WET IC often carrying these out amidst teeming, bustling cities with dense vehicular and people traffic. And to do all this safely seems almost too much to ask for but here is a bunch of Safety Champions who think otherwise.



DOING WHAT HE IS BEST AT, ACHIEVING ZERO HARM

Abhijit Rout

Assistant Manager - EHS



ESO, Abhijit Rout has been doing what he is best at, achieving zero harm across water infrastructure projects and is keen to pursue the safety mission at the Barrackpore Sewerage Integration Work and Wastewater Treatment site. With close to a decade's experience mostly outside L&T, Abhijit began his innings in L&T at the Ganga River Front Development Project, a unique job for WET IC. "Over a 11-month period, I quickly gained insights on the safe management policy of WET IC and I must say that it is one of the most comprehensive systems developed for a range of project execution tasks on par with international standards." Especially for someone coming with an outside background like me, this was an invaluable learning, adds Abhijit.

Putting all the SOPs at work at site, Abhijit has been reaping the rewards, "We achieved more than 2.5 million safe man-hours which is commendable considering the kind of challenges and risks mitigated involving deep excavation, working at heights and laying conduits across constrained and densely populated areas."

A safety professional's scope is never defined, says Abhijit, "Its a versatile role that is partly functional as well as advisory and at times, there is a need to go round about and convince the local bodies and public on the constraints while taking up composite tasks in open areas by giving them the larger picture. This approach worked very well here when we were doing the excavation as the required depth was more than 4 m across a section of the new road in one of the most congested areas."

We achieved more than 2.5 million safe man-hours which is commendable considering the kind of challenges and risks mitigated involving deep excavation, working at heights and laying conduits across constrained and densely populated areas.

A perfect score card at site has to be read closely, avers Abhijit, "While we largely achieved the mission, there was a near miss incident involving an external party but nevertheless we had it covered and it was a learning for us as we were in a public zone." With digitalization, he acknowledges that life is becoming easier for professionals like him but the onus of driving the message of safety across various levels at site is always important, he declares.

Hailing from Rourkela, Abhijit along with his wife Chinali, share a fondness for arts and crafts but he admits that it requires quality time which is becoming difficult these days.



KEEPING A SAFE VIGIL

Prevent, Protect and Prepare are the dictums that drive Abhinav Kotiya, EHS In-charge at the Indore Urban Water Supply Scheme as he keeps a constant vigil ensuring safe execution across work fronts. Having been with WET IC for 4 years, Abhinav has his fair share of milestones, "Beginning with the Udaipura Multi Village Rural Scheme in February 2016 which was more of an orientation phase, I moved over as EHSO for the Nashik Water Supply Scheme, a project that involved construction of significant structures such as the 137 MLD Water Treatment Plant, 400 MLD Jackwell and 16 km of 1800 mm dia. rising main."



It's more of a behaviour-based approach that needs to be self-driven and the challenge for EHSOs is to get everyone in the safe line of thinking while inculcating a safety culture across levels.

- Abhinav Kotiya
Assistant Manager - EHS

Stepping aside from the criticalities, Abhinav shares the larger safety perspective, "It's more of a behaviour-based approach that needs to be self-driven and the challenge for EHSOs is to get everyone in the safe line of thinking while inculcating a safety culture across levels." At Indore, Abhinav, has his hands full as the alignment passes through the heart of the city and being his hometown, there is a pride of association towards fulfilling a vital need. "It's a familiar area and with known folks around, I'm doubly cautious," he mentions while admitting, "Yes, there have been 3 near misses reported at the site but thankfully we have learnt our lessons well with corrective actions." What keeps us together on a safe mission, are, "The PEP talks with workers, site specific training and committee meetings where the essence of being safe is reinforced time and again."

Of course, Abhinav acknowledges that digitalization is making lives easier for EHSOs like him, "View EHS and SafeArmZ applications are the most comprehensive safety monitoring platforms with the registered Safe Execution Card giving a range of details about the activities performed, number of workmen along with the active locations in a single window ensuring a great deal of transparency as any unsafe act/condition captured at site is viewed by the top management along with the compliance."



Abhinav eagerly looks forward to getting back home after a long day at site. "My toddler boy has his own routine of keeping us awake till late at night as my wife Payal takes care of him while I'm happy to spend a few hours sharing the joys of parenting."

ALWAYS STANDING BY THE RIGHT CHOICE

Murugan Lekshmanan, EHSO, ascertains that making the right choice is key to one's development and says that this principle holds good both across work and life at large. Though, he frankly admits that there were setbacks, he yet vouches that every challenge is an opportunity to outgrow potential and that's what he has been doing consistently over the last 5 years across WET IC projects.

Beginning his career at the Melur Water Supply Package in 2013, Murugan took up the mantle of larger projects that included laying of 1200 Dia MS pipes across a critical 17 km stretch within the cities of Asifabad and Kaghaznagar and 700 Dia pipes for 30 km over a hillock in Telangana. "This was a dream project for India's youngest state with WET IC being entrusted a major portion of the scheme covering 21 mandals across 3 districts to bring water to more than 10 lakh people." Apart from the safe milestones that included a 5-star rating from

CII for this project, the joy of transforming people's lives was largely felt here, he adds.

At ISP Kalisindh Phase-1 MLIS Project, Murugan is busy with the alignment running across 4 districts involving laying of 3000 Dia pipes over stretches that include hills and forest areas, deep excavation up to 30 m for the pump house and intake well works while also overseeing 3 pipe manufacturing plants that cater to the sprill mill and conventional method of pipe laying. The future looks bright, says Murugan as smart technology is making the impossible possible, "We are just about tapping the many applications of virtual reality in EHS training and for sure, this is going make a huge difference to bridge the gaps while nurturing a behaviour based safety approach among the workmen."

On the home front, Murugan has the able support of his wife Selvi, who is instrumental in nurturing their two daughters, Madhumitha and Swetha who are in classes seven and third respectively.



We are just about tapping the many applications of virtual reality in EHS training and for sure, this is going make a huge difference to bridge the gaps while nurturing a behaviour based safety approach among the workmen.

- Murugan Lekshmanan
Assistant Manager - EHS



TREADING NEW GROUND

Nitin Prabhakarrrao Manikkule is treading new ground at Bidkin Infrastructure Works where he has a significant role to play as a single point of contact with the client to implement the EHS system for both WET and TI ICs. "As the project is a joint venture between both the ICs with a lot of cross-functional scope, preparing a comprehensive system taking into account the risks was challenging."

A safe scheme for works was conceived considering the interdependency of tasks with WET IC entrusted with the construction of infrastructure for roads, drains, culverts, bridges, water supply, power system including sewerage and common effluent treatment plant, informs Nitin. "For the client, it was a single system and had to be so defined whereas there were differences in the functioning for various tasks among us." Similarly aligning the digital system was tough as both the ICs have different applications, but he assures, "It's a process that was integrated with a lot of planning and hopefully going forward it will get better and better."



As the project is a joint venture between both the ICs with a lot of cross-functional scope, preparing a comprehensive system taking into account the risks was challenging.

- Nitin Prabhakarrrao Manikkule
Assistant Manager - EHS

It's a delight to see this smart infrastructure coming up nicely across a 10 lakh sq.m site area with close to 70% of the works completed but the initial days were tough as villagers frequently trespassed raising safety issues along the line of works. "We took up this issue with the local administration and worked out a feasible strategy involving the locals, briefing them about the dangers while being near to on-going works. Today, we have developed a futuristic infrastructure that can be expanded seamlessly unlike other places around the country where work and rework is common."



The last 6 years have been thoroughly satisfying for Nitin as he has been part of some significant water infrastructure schemes including GIDC Bharuch, CETP Narol and Sauni-L2P4 projects. Being away from family is always a tough call, says Nitin but whenever he catches up with his wife Amrapali and elder daughter Priyanka there is a lot to bond which is all the more now with a new baby girl born on July 12th 2019 and they are busy finding a nice name for her.



THERE IS ALWAYS A PRICE TO PAY FOR SUCCESS AND ITS HARD WORK!



There is a price to pay for success. One cannot go only by the system as it needs an amicable approach with consistency and motivation to take the extra step.

- Saravanan Muthusamy
Assistant Manager - EHS

Saravanan Muthusamy is a youngster on the go in his first project, the Erode Water Supply Scheme, where a lot has happened. It is worthy to mention that the young man knows a thing or two about handling work pressure in his own way, "Playing with Oscar, my pet dog, after a hard day's work is always refreshing and keeps the stress away." Probably those who have pets will tend to agree!

What got him into L&T was his versatile credibility across a cross-section of industries like FMCG, heavy machinery erection, wind turbines that is keeping him in good stead to take up greater responsibilities. Citing some of the significant milestones at site, Saravanan, mentions, "Construction of a pipe carrying bridge across the Bhavani river was carried out through an elaborate safe methodology which is now a ready reckoner for me when doing such jobs in future. The process involved provision of MS handrails along the entire span for safe operation while erecting the elements and later the pipes were integrated with roller bearing assemblies from the riverbank. The project bagged a 5-star commendation from CII and from the client as well for defining a risk-free process."

There are many safe gains through digitalization, highlights Saravanan, "In addition to the 'View EHS' app, we also have the

benefit of an exclusive site app that covers inductions, observations, vehicle inspections, PPE tracking including first-aid essentials such as connecting with blood banks." However, he agrees, that there is a price to pay for success, "One cannot go only by the system as it needs an amicable approach with consistency and motivation to take the extra step and this has taken a lot of my time at site."

Today, Saravanan is poised to make the big leap across mega projects while his parents at Neyveli are happy to see their son make a safe beginning in L&T.



SPREADING THE SAFE WORD AND MAKING SAFETY EVERYONE'S RESPONSIBILITY

Vaniya Satishkumar Babulal

Engineer - EHS

Across work fronts this is a dictum I follow and have experienced how communication ensures danger-free work at site. Moreover, it is an all-inclusive approach wherein safety becomes everyone's responsibility.



Vaniya Satishkumar Babulal is one among the many 'Desert Warriors' of WET IC who has made safe inroads across a couple of key water infrastructure projects in Rajasthan. As ESHO for Integrated Water Supply & Waste Water Project Jhunjhunu, Vaniya is proud to be associated with the state's first Non-Revenue Water project. "It's a little different from the normal schemes as the water losses have to be minimized in line with international standards which meant that every drop has to be measured!"

A tall task, avers Vaniya, "With a long list of house service connections to be fixed, the major scope comprised construction of reservoirs, pumping stations, water transmission mains along with allied sewer works with a maintenance period of 10 years." Charting a safe course of work was important as the integrated package involved both water and sewer networks which is unique, highlights Vaniya. "With most of the alignment running inside the city area, the risk was huge while lining up the channel way for pipelaying across narrow streets with continuous heavy traffic. By taking up stretches based on criticality, a safe ploy was deployed for excavation with adequate soil support and stabilisation." Wherever it was tough to make headway during the day, a cautious work-at-night approach was implemented. "A detailed SOP with the risk factors and mitigations was prepared taking into consideration essentials such as proper illumination, noise control, staying away from power line cables along with necessary PPEs for workmen."

When there is interaction especially down the line with the crew there is always a double layer of safety ensured, highlights Vinay, "Across work fronts this is a dictum I follow and have experienced how communication ensures danger-free work at site. Moreover, it is an all-inclusive approach wherein safety becomes everyone's responsibility."

Hailing from Gujarat, Vaniya is married to Shilpa who is a homemaker. The couple love to travel and explore new regions while cricket is their all-time favourite sport.



PURSUING CHALLENGES SAFELY

Chasing challenges is a delightful pursuit, says Raghunandan Kushwaha, EHSO at Alirajpur Lift Irrigation Scheme and that's what has driven him to join L&T after raising a safe benchmark at a major cement plant project that included the construction of Asia's largest overland belt conveyor across 23 km. "At L&T, there is always so much happening across projects and the shift towards larger public infrastructure construction has been rewarding."

Beginning with the Bankura WSS scheme, Raghu, moved over to the composite Garden Reach Water Treatment Plant. "Between supply, distribution and treatment projects there is so much to cover from the safe execution point of view and it is always a great learning. The advantage at L&T is that the processes are well defined through SOPs and it is all about aligning to the EHS system."

Well it may sound easy, but he cautions, "As a safety officer, it is always a demanding portfolio wherein the delicate balance has to be maintained among various stake holders which comprises interfacing with the external elements in such long span projects." In a short span of time Raghu has gained insights on channelizing safe networks both above and below ground. "A special winch arrangement system was installed and commissioned for the first time for MS pipe laying while the 38 m deep pump house was safely raised in line with the SOP at the Alirajpur Lift Irrigation Scheme."

Relating to his present workforce, Raghu lists out the constraints. "We are now across one of the most remote regions doing the integration for the lift irrigation pipeline and with the locals here having hardly seen any heavy P&M equipment up close, there is a surprise factor with crowds thronging as we prepare logistic movement that has to be constantly mitigated which is ensured through continuous safety and risk awareness briefings."



As a safety officer, it is always a demanding portfolio wherein the delicate balance has to be maintained among various stake holders which comprises interfacing with the external elements in such long span projects.

- Raghunandan Kushwaha

Assistant Manager - EHS

While on field, Raghu shares that making the unskilled workmen understand the importance of safe working is very challenging, he sees a way forward with digitalization, "Applications like Virtual Reality are making a big difference in nurturing a safe behavioural approach."

For Raghu, L&T has been a good beginning, "My first promotion happened here. Meeting my soulmate, Vimpal was perhaps the greatest joy and I owe it to give back many safe milestones to this great organization."

SAFETY CHAMPIONS

SMART WORLD & COMMUNICATION BU

History was created at the Prayagaraj Smart City Project as L&T successfully integrated a range of smart infrastructure over a short period of time for the world's largest religious gathering and for Chetan Damodhar Dambhare, EHSO, safety was the ultimate winner. "With over 120 million people participating across this 55-day event, the stakes were always high, but our safe methods steered us through the milestones."



PLAYING A SAFE ROLE FOR THE WORLD'S LARGEST RELIGIOUS FESTIVAL

As a single point of contact for EHS, Chetan had to do a lot of running around, "Being a fast-track job, we just could not afford to slacken and hence it called for long work hours stretching over to continuous shifts whenever there was a critical task to ensure that all the EHS compliances were in place."

Giving a tall list of accomplishments, he shares the criticalities at work, "Putting together 271 junctions, 347 precast installations, 346 pole installations, network connectivity, 984 camera installations and commissioning across a cramped city was the biggest challenge." While he agrees that it is easy to up the tempo whenever required, sustaining it 24x7 over a three-month period was tough, "Keeping the morale high of the team, workmen and vendors was essential for implementing the EHS scheme." Some

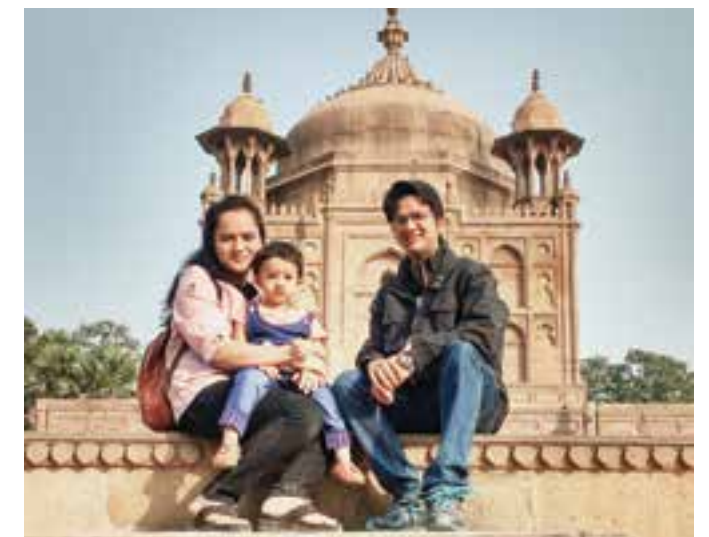
of the safe benchmarks achieved at site include the installation of precast elements weighing close to 3.2 t and installation of poles, cameras at temporary locations near the riverbank where accessibility was limited.

Shifting tracks with a stern outlook, Chetan candidly shares the need to take tough decisions, "Sometimes you need to go against the flow which might not be very convincing to the execution team but then as an EHSO the responsibility of achieving a safe mission is up and above everything else." Chetan's hard and safe work was rewarded when the project bagged the EHS award, "A cherished accomplishment that also brought joy to my wife Samika and daughter Nitya."



Sometimes you need to go against the flow which might not be very convincing to the execution team but then as an EHSO the responsibility of achieving a safe mission is up and above everything else.

- Chetan Damodhar Dambhare
Engineer - EHS





Working under bustling cities to build car parks or deep basements, working next to the sea or water bodies to build diaphragm or restraining walls or doing deep piling works, require a special expertise coupled with a fine sense of what is safe and what is not. Presenting a team of Safety Champions from L&T Geostructure who ensure that their safety record always remains intact.





“OVERCONFIDENCE CAN BE A BIG SAFETY HAZARD!”

When listing down some of the challenges he faces to achieve his EHS objectives and targets with zero tolerance, Senior Engineer – EHS, P Ganesh Kumar of L&T Geostructure mentions overconfidence as a big safety hazard. “The issue is that normally it is people with experience who show overconfidence in accepting suggestions for improvements from EHS personnel during execution and endanger not only their lives but also of others working at site,” he says. “Handling a taskforce with behaviour-based safety issues is another issue that is serious and needs to be handled tactfully.”

Ganesh Kumar Panchatcharam

Senior Engineer - EHS

Ganesh cut his teeth with a stone column construction project for the Indian Navy. “It was my first project and we had to construct 14,687 columns with varying depths of 25 – 32 meters but what was most challenging was to meet the expectations of the PMC of the project, Jacobs, who had very extensive safety systems and needed minute details of all our work methods. I am happy we were able to meet and even exceed their expectations,” enthuses Ganesh for whom, the client’s appreciation for their team efforts to maintain a positive EHS culture at site during a Safety Month closing ceremony was extremely satisfying and certainly his most memorable moment.

We, as a safety team at L&T, are very serious about safety implementation and the EHS team is always on test.

His confidence is bolstered by the “visible commitment of senior management towards EHS implementation at site. We, as a safety team at L&T, are very serious about safety implementation,” he says with an equally serious expression, “and the EHS team is always on test. We put in all effort to avoid even minor observations and despite the interference from external and internal customers, with the leadership of our Project Manager, we have maintained our performance and hope to sustain it till the end,” referring

to his present Central Square project in Chennai for the Chennai Metro Rail Corporation.

Ganesh mentions a near miss at site of a minor spill of Bentonite in the public access area. “The access was cleared at once, housekeeping was performed, and the access was immediately made safe for public use after which we conducted a detailed incident investigation, root cases were identified and corrective action taken of building a bund wall and PCC works.”

Still single, Ganesh hails from Dindigul in Tamil Nadu, loves listening to music and believes that “EHS commitment, consultation, participation of employees, regular monitoring and inclusion of individual EHS performance in the appraisal process are some means to improve EHS culture at our site premises.”



"AN EHS MANAGER SHOULD BE BOLD ENOUGH TO SAY "NO"!"

One of the first challenges that Suresh Balu, Senior Engineer - EHS, faced at the L&T GeoStructure site to construct the IWT Terminal at Sahibganj was to say "No!" "This is my first site and, during my early days, I found it difficult to say "No" because ideally an EHS person should be bold, unbiased and not be in any dilemma to stop something unsafe or stop an activity that may lead to something unsafe because our primary aim is to keep lives safe." Gradually, as Suresh got integrated into the system and his colleagues started to accept him, he started to muster up courage to say "No" irrespective of levels and positions.

His other issue was to shed the tag that an EHS person always stops work. "No," he shakes his head vigorously, "we want to be part of the solution set and my effort is to find ways for work to happen safely. This has taught me the importance of proactiveness, and that well-planned work always saves time."

He is effusive in his praise for the Safety App mobile application that has significantly enhanced safety performance. "We use this app for a variety of activities: safe to start submissions, pep talk reporting, EHS inspections, reports, compliances, near miss reporting, getting EHS updates and a whole lot of other things. What's great is that it has made documentation simpler, easier and we completely avoid paper. Photographs are taken, and observations submitted instantly," he says with a click of his fingers.

Suresh fondly shares a special task he has been assigned to protect the aquatic species during the offshore piling work. "The piling work generates huge vibrations so we were under moral and

contractual obligations to safeguard the aquatic life especially the Gangetic Dolphins. We evolved a Dolphin Conservation Programme whereby an engineering control approach of creating air bubbles kept them out of harm's way during piling while an administrative control of forming a committee has proven to be very successful," he shares with a passion that clearly reveals that this matter is close to his heart.

Still single, Suresh spends his free hours listening to music and reading Tamil novels; "I am presently reading the novel, 'Ponniyin Selvan,'" he chips in and shares that gifting a saree to his mother from his first salary was a truly memorable moment.



"Education and knowledge sharing are vital to improve our EHS performance," he opines, "and of course digitalization. More than just saying, we must prove to our top management and clients that our EHS is the best," he concludes confidently.



This is my first site and, during my early days, I found it difficult to say "No" because ideally an EHS person should be bold, unbiased and not be in any dilemma to stop something unsafe or stop an activity that may lead to something unsafe because our primary aim is to keep lives safe.

- Suresh Balu
Senior Engineer - EHS



NEVER A 'CHALTHA HAIN', ALWAYS A 'CAN DO' ATTITUDE!



It is vitally important for organizations to recognize EHS as a strategic enabler for sustained economic growth. Investing in EHS initiatives is not at cross purposes with productivity and profit enhancement.

- Sakeer Babu Kuriyedath
Assistant Manager - EHS



There is a depth in Assistant Manager – EHS, Sakeer Babu Kuriyedath that is very much in sync with the business he is with – L&T GeoStructure. His responses are well-considered, detailed and elaborate getting into the nitty-gritty which is essentially the trait of a good EHS professional. Having joined L&T Construction on 6th July, 2015 and presently working at the Mumbai Trans Harbour Link (MTHL) project site, Sakeer advocates that it is imperative to "convert the chaltha hain to a 'can do' attitude which is only possible if safety is driven by the top management." He feels that it is vitally important "for organizations to recognize EHS as a strategic enabler for sustained economic growth. Investing in EHS initiatives is not at cross purposes with productivity and profit enhancement. In fact, these would only increase employee productivity and in turn that of the organization."

At MTHL, L&T GeoStructure is focusing on land and marine piling works using a Reverse Circulation Drilling (RCD) rig. From an EHS perspective, the onus is greater on Sakeer because not only has he to safeguard men and material but also the environment. "The project is environmentally very sensitive as the mudflats are the habitat of rare birds including flamingos and therefore we have

to preserve the mangroves by controlling the noise, light, debris during construction."

"Challenges," he laughs, "are a part of daily job. At construction projects, I think, managing unskilled workmen is the biggest challenge. Of course, we also manage legal compliances, multiple contractors, migrant workmen, workmen volatility, workplace violence, political interference, issues related to hygiene, food, water quality, workmen habitant, access to medical facilities, training ... the list is long. But we are successful at L&T because we have a good safety culture."

What cannot be measured, cannot be improved but the safety app has revolutionized monitoring and implementation of safety because as he shares with satisfaction, "now, all observation data is collected electronically, stored, always available, can set up alerts, pick up trends and even be proactive, for after all, prevention is better than cure."

Sakeer's tips to sustain our EHS performance are: make EHS our top priority, training, training and more training, getting workmen involved and invested, holding everyone at site accountable, reward the good but correct the bad and conduct daily site inspections and safety meetings. A handy list, indeed!

Hailing from Malapuram district, Kerala, Sakeer and his wife, Fousiya Chettialukkal, a homemaker, are blessed with two daughters, Shifna Kuriyedath (8 Years) and Iffa Kuriyedath (3 Years). He loves exploring places and seeing the smile of someone in need whom he has helped. He is especially proud of the Safety Award he won from the National Safety Council of India for his EHS performance at the LNG IOCL project.





"TRANSPARENCY IN EHS IMPLEMENTATION FROM TOP TO BOTTOM IS WORKING WELL!"

Of course, the safety of men is important but since L&T GeoStructure is also involved in deploying major heavy equipment at project sites such as trenching grabs, piling rigs, crawler cranes, etc., the safety of these equipment during operations is also critical for us, states Manager EHS, Jaison Xavier. "To ensure their safe handling, we have taken several precautionary measures and implemented many systems like periodic maintenance of P&M, operator skill enhancement through regular training, lifting plans for heavy lifts, daily pep talks, screenings and inductions."

This is obviously something dear to him because Jaison immediately shares an important heavy lift that he coordinated at the Dankuni-Chandan Nagar bridge and canal project in West Bengal. "We had to launch PSC I 30 m long girders weighing 96 MT involving more than 60 people. Though we outsourced the job to an experienced sub contractor, we were involved in the process right through: we put together a specific lifting plan, had safe work methods and training for all workforce involved in the launch. That launch went off successfully and at end of project, we achieved 7 million+ safe man-hours which was extremely satisfying for all of us."

At Jaison's present site, the 660 MW Ennore SEZ Super Thermal Power project for BHEL in the outskirts of Chennai, the main issue is of fly ash. "As our site is situated over a fly ash dyke, the air gets contaminated, so our workmen must always wear full face masks and safety goggles. We regularly sprinkle water to reduce the fly ash particles to ensure air quality and conduct frequent air monitoring system checks."

Jaison is very appreciative of the clear transparency in the EHS system that exists at L&T Construction. "It is right from top management to project site level which is great!" About digitalization, Jaison recommends that "although we have a safety app, it only makes generic inspections and observations. We now need to enhance it to have activity specific inspections and permit systems."

Jaison's wife, Divya, is a homemaker and the couple are blessed with two children: son, Jehonson and daughter, Grace Yutika. He loves to "travel a lot and improve my skills by surfing the internet for the latest technologies and keep up to date with current affairs. But," he adds with a smile, "I usually spend my free time with my children."

- Jaison Xavier
Manager - EHS



"LET'S RECOGNIZE THE SUB-CONTRACTOR FOR HIS SAFETY PERFORMANCE!"



M Arun
Assistant Manager - EHS

While most people keep talking how we can improve our safety record by streamlining internal systems and processes, Assistant Manager – EHS, M Arun of L&T GeoStructure introduces a fresh dimension that it will greatly help if the sub-contractor is also recognized for his safety performance. "Many of us complain that our sub-contractors do not support our safety initiatives but if we were to recognize their performance, they will be encouraged to perform better that will act as an incentive for other sub-contractors to follow suit and soon our entire safety effort will improve. I think this should be introduced across L&T Construction," says Arun, with strong belief.

Having joined L&T as a PGET, Arun has been around lending his hand at several GeoStructure projects beginning with the diaphragm wall and piling works in Pattisema, Andhra Pradesh to his present assignment at the 660 MW Panki Thermal Power Plant in Kanpur, Uttar Pradesh but wherever he has been, his main challenge has been to "educate workmen on behaviour-based

safety and work hazards: i.e. dividing the work group on the basis of their work and educating them." The problem, he says, is that "those we have trained soon disappear to be replaced by new workmen who have to be re-trained. To overcome this issue of frequent change in the workforce, we introduced an induction card on which we marked the training a particular workman had undergone so when he returns, we can train him on something new. This is working," he nods. "Then, to increase the redundancy of the safety device in batching plants, we connected two limit switches in a parallel connection, so that even if one limit switch fails, the batching plant will remain safe."

"One of my most memorable moments was when I delivered my first PEP talk in Hindi without actually knowing the language," he laughs at the memory. "I did a bit of acting to communicate for which all the workmen clapped!" Arun, who hails from Tirunelveli, Tamil Nadu, is yet to find a life partner and spends his free time reading novels.



"Yes, near misses are occasions for us to learn and rectify," he agrees. "Only recently, a DA regulator caught fire. We conducted a thorough investigation involving the manufacturer and found that the DA had decomposed and released through the DA blow valve because the cylinder had aged. To prevent any recurrence, we now accept cylinders only after thoroughly checking the manufacturing details."

"It is important for everyone to know their unique roles and responsibilities in safety; then it will be easy to know about safety at L&T, especially for a beginner," he signs off.

If we were to recognize their performance, they will be encouraged to perform better that will act as an incentive for other sub-contractors to follow suit and soon our entire safety effort will improve.

WET IC launches ‘View EHS’ an exclusive Safety App

An exclusive Safety App – ‘View EHS’ was launched by Mr. S. Rajavel, Sr. Vice President & Head - Water, Smart World & Communication along with Mr. K. Asok Kumar, Executive Vice President & Head - Water & Effluent Treatment on 23rd April 2019 in the presence of Mr. K. Masilamani, Vice President & Head - I&LWS BU; Mr. K.S. Suresh, General Manager & Head - WW BU; Mr. S.C. Satish, General Manager & Head - Smart Infrastructure BU; Mr. K.S. Sudheesh Kumar, Head- EHS, WSW&C IC, along with Segment Heads, Functional Departmental Heads, CEHSMs, EHSMs and other dignitaries.

‘View EHS’ is a centralized reporting, documentation and performance measurement system for WET IC EHS Management System that digitalizes the entire EHS Management process by linking the KPIs of every project, taskforce,

cluster, BU and IC to the EHS Objectives. Further, it facilitates extension of the current SafeArmZ programme by introducing changes which will make it faster, smoother and user-friendly. ‘View EHS’ has a mobile app and a web module for end users across locations with access to view their live EHS performance on dashboards. Project wise and individual EHS scores will be available for monitoring and improvements.

Mr. Minhaj Ahmed Ansari, IMS Coordinator, SWC EHS Dept., Mr. Mahesh Panicker, Assistant Manager-EHS, WET IC, under the guidance of Mr. K S Sudheesh Kumar worked along with Mr. V. Prabhu, DGM – Digital, Ms. Krithika Venkatesh, Manager – Digital and Ms. Vijayalakshmi Parameshwaran – Asst Manager - Digital to develop ‘View EHS’. A short video on the ‘View EHS’ functionality and benefits developed by EHS Team was shown at the occasion.



DC-HR launches Micro Learning Platform – RapL

A Micro Learning Platform - RapL, leveraging AI, advanced analytics and gamification was launched by Mr. D. K. Sen (DKS), Whole Time Director & Senior Executive Vice President (Infrastructure) on 24th May 2019 at HQ – Chennai, in the presence of Mr. R. Ganesan, Head – Corporate Centre, Dr. C. Jayakumar, Vice President & Head – HR, Divisional Corporate and Mr. Srikant Srinivasan, Vice President & Head - HR, PT&D.

Congratulating HR for this new digital initiative in the Learning and Development space, DKS said that using such state-of-the-art solutions with AI, advanced analytics, gamification, etc. on a mobile learning application would bring in more engagement as it was less time consuming and would reinforce constant learning among the employees. Other IC HR Heads present during the launch included Mr. S Ramkishore, WET IC, Mr. J Kabilan, B&F IC, Mr. Venkatraman Girish, SWC IC, and Talent Managers of ICs. Ms. Poonam Chandok, Head - HR, TI IC , Mr. Barttanu Kumar Das, Head - HR, HC IC, and MMH IC - HR team joined over VC along with their teams from Mumbai and Kolkata respectively.



A language agnostic platform, RapL is an end-to-end micro-learning solution that offers bite-sized learning on the mobile and web to employees across geographies in an engaging and personalized manner with measurable outcomes. Learning content can be pushed as quizzes through the app for the target group to respond with the option to conduct an assessment in confidence on the responses. Based on the confidence level and responses of the employee, the AI engine identifies the knowledge gap of each individual and uses spaced repetition of topics & scenarios to ensure learning and retention of learning and knowledge gained. Content used

for learning is available within the app anytime for future reference.

Every IC has the provision to rollout courses specific to their business requirements. Modules on L&T Overview, L&T Values, Code of Conduct, Dress Code Policy, Performance Feedback, Rater Biases, Digital Initiatives (3 levels) and Analytics developed by DC are already ‘live’ on the platform. Ms. V. Sheeja, Assistant Manager – DC HR presented the functionality and benefits of the solution. The success of any such platform is directly related to usage and hence employees are requested to RapL as much as possible!



TI IC's Railway SBG Launches Virtual Instructive Safety Training Affecting Reality module

Mr. Rajeev Jyoti, Chief Executive, Railway Business launched the Safety Virtual Reality module - 'VISTAR' on 5th February 2019 in the presence of BU Heads - Mr. S Ram Kumar, Mr. Sanjay Singhal, Mr. Puneet Arora and other Department Heads of Railway SBG at Faridabad HQ.

Ms. Avnee Jain from the digital team briefed about the module which will make workmen aware of safety hazards while working on live railway tracks. The EHS team of Railway SBG collaborated with the digital team to develop this VR module.



Formwork 3D Library launched

As part of the digital engineering initiatives, the Formwork 3D Library was launched by Mr. M. V. Satish, Whole Time Director & Sr. Executive Vice President (Buildings, Minerals and Metals) on 1st April 2019 at HQ in the presence of Mr. P. R. Surendhra Babu, Head-Digital Engineering, the Digital Engineering team and BIM Managers from across ICs as the library is designed to help CMPC, construction and formwork teams in all ICs.

The 3D Formwork Modelling Library has 15 systems and 196 components with all the models developed inhouse using 3D Revit. The list is increasing. Apart from reduction in time and avoidance of rework, BIM enables easier extraction of data for BOQ. Besides bringing a realistic expression of formwork, it will also help planning engineers to connect the formwork systems and resources with project timelines.



WET IC launches Quality Management System Course on ATL and a Calibration Tracker Module in EIP Vidhya

WET IC has been a front runner in creating customized technical learning courses on the ATL platform for a wide range of applications with the latest addition being a Quality Management System course on the ATL platform which was launched by Mr. S. Rajavel, Senior Vice President & Head – Water, Smart World & Communication. The course aims to keep WET IC's growing talent base updated on QMS Standards and their implementation mechanisms/processes established across the IC. The Quality team along with the HR Team initiated and formulated the course in line with business requirements.

Another significant initiative by the IC's Quality and Digital teams was the launch of the Calibration Tracker Module in EIP Vidhya to track the calibration status of equipment and ensure effective usage of

calibrated equipment across all project sites in WET IC. The module was inaugurated by Mr. K. Asok Kumar, Executive Vice President & Head – Water & Effluent Treatment.



4PL Service & Control Room

A transformational step towards smart logistic management was launched by partnering with a reputed 4PL service provider, M/s TVS Logistics Services Limited, to handle the logistics activity for steel, P&M, formwork, and other items in a phased manner and thereby achieve cost optimization, higher operational efficiency, traceability and seamless visibility across the supply chain through digital overlay. Mr. K. Nagarajan, EVP & Head, Finance, and Mr. R. Shankar, CEO – TVS Logistics exchanged the agreement copies in the presence of Mr. S.N. Subrahmanyam, Chief Executive Officer and Managing Director, L&T, on 11th February 2019.

Subsequently, SNS launched the 4PL service by raising the first live Transport Work Order in EIP with L&T's Simplified

Logistics Module now integrated with TVS Logistics Transport Management System. Mr. R. Ganesan, Head Corporate Centre, Mr. Binaya Bhushan Mishra, VP & Head SCM, Mr. Sanjay Mishra, Head ISD and Senior Management of TVS Logistics were also present during the launch.



Redefining the Industry – Institute Tie-up



The Water & Effluent Treatment IC in its endeavour to become a technology driven EPC, is fostering R&D tie-ups with various academic institutes of global repute. To recognize this initiative, the College of Engineering, Guindy, a 225-year-old institution, invited Mr. S. Rajavel – Sr. Vice President & Head – Water, Smart World & Communication as Chief Guest for this year's World Water Day Celebrations and the annual Dr. A. L Mudaliar Endowment Lecture. The event was presided over by Prof. M. K. Surappa – Vice Chancellor, Anna University who in his presidential address hailed the efforts of L&T Construction to encourage 'Application Based Research' and take it to the next level through 'Technology Transfer'. He expressed his interest in a long-term association with industry giants like L&T in various R&D initiatives spanning different fields including Digital & Artificial Intelligence.

SRV in his address spoke on the 'The Emerging Trends in Water & Wastewater



Sector' covering the present scenario, investment opportunities, emerging technologies, global best practices and the way forward laced with practical insights from WET IC's vast experience in executing mega water/wastewater projects in India and abroad. He encouraged scholars to be actively involved in application-based research and suggested ways for a mutually beneficial research model for both industry and academia as this synergy could take Indian technologies to global platforms.

The event was attended by the Registrar, Dean, Senior Professors, Research Scholars and students of CEG Guindy. Other delegates who participated in the event from L&T included Mr S Jagannathan - Chief Technology Officer, WET IC, Mr S Giridharan – Segment Head (South), WSD BU & Mr G Balasubramanian – Head, Corporate Centre, WET IC.

PT&D launches mobile app & web module for live tracking of O&M resources for cross country jobs

A mobile app and web module to track and monitor patrollers and fiber rectification teams, meant to be used in cross-country OFC projects to maintain the health of the network, was launched by Mr. T. Madhava Das, Sr. Vice President & Head of PT&D IC on 17th July 2019. Developed by the BSNL-OFC-Package E team, this application will track project resources (including all O&M patrollers and FRT Members) on a real-time basis, to digitalize all O&M activities and to create reports at ease.

With the involvement of the project team and ably supported by the IC's digital and the Division's Geo Spatial teams, the final version of this application and web module has been customized for live tracking and is now available for daily use.



HCI IC launches 'PROMITHIEA' - a new app for Supply Chain

PROMITHIEA, a new app for supply chain was launched on 4th February 2019 by Mr. S.V. Desai, Senior Vice President & Head – Heavy Civil Infrastructure IC, along with Mr. R. Anbalagan, VP & Head – Metros, Hydel & Special Projects and Mr. T.S. Ananthakumar, VP & Head - Ports & Harbour in the presence of other functional Heads of HCI IC.

PROMITHIEA addresses some of the key issues in Supply Chain like Daily Activity Tracking, lead time for order finalization and aims to drive efficiency through a transparent approach while displaying priority activities and help track SCM productivity on a monthly basis. The app will initially track the activities at HQ level and will subsequently cover site SCM activities as well.





Building ferrous and non-ferrous plants, often in remote locations, organizing heavy lifts and bulk material movement call for an expertise that is unique. It also calls for a fine sense of how to execute these challenging tasks keeping Safety as the uppermost consideration. Here are some Safety Champions who tell you exactly how they do it.



"TO BE ONE STEP AHEAD, YOU HAVE TO BE UP TO DATE!"

For an EHS professional, it is extremely important to be constantly up to date with the latest technologies used globally in the area of construction safety, declares EHS – Head, Bikash Parida. It is important to know the legal requirements as per ILO and country specific laws and only if we are up to date will we be able to deal with clients like Bechtel, SNC and other renowned international consultants. Of course, it is important to have very good communication skills too.

Presently leading EHS operations at MMH's Mansourah Massarah Gold Project, Bikash has his sights clearly trained on what he would like to achieve and shares an elaborate 'To Do' list: "To implement zero tolerance towards high-risk behaviour and man-machine interface, implement people-based safety systems across the project where the workforce is drawn from different nationalities and cultural backgrounds, to meet and surpass the high expectations of our customer although majority of the team is working overseas for the first time, to provide best welfare facilities to the workforce and motivate them to work as per safe working procedures and, most importantly, to understand and implement the Abu Dhabi code of practice."

Bikash then holds forth on some of the interesting initiatives that he has kickstarted at the project. "I conduct campaigns on life critical (high risk) activities and on-job demonstrations for various risky activities by in-house and external subject experts. We have Weekly Hazard Hunt walk downs involving senior project team members, weekly mass crew meetings, spot quizzes and prizes for workmen on safety rules and authorization cards for high-risk activities. Competent site engineers conduct daily trench (deep excavation pits) inspections." He also mentions implementing the IVM (Inter Vehicle Monitoring) system, online EHS observations and daily safety monitoring through Whatsapp groups at site.

"Receiving the EHS Rolling Trophy in January 2018 from SNS was my most memorable moment," says Bikash with a wide smile and then shares about his family. "I come from Bhubaneswar, Odisha, my wife, Supriya Ojha is a housewife and I have two children: daughter, Meghna is doing her 6th standard and son, Nigam his 3rd. I love exercising, watching TV and sight-seeing," but his smile fades a bit as he shakes his head, "I get very little time these days to enjoy them!"

It is important to know the legal requirements as per ILO and country specific laws and only if we are up to date will we be able to deal with clients like Bechtel, SNC and other renowned international consultants. Of course, it is important to have very good communication skills too.

- Bikash Parida

EHS - Head



He is uncompromising as an EHS professional and says forcefully, "All incidents and accidents must be thoroughly investigated by an external agency and stringent action taken against the safety violator," but quickly agrees that, "Safety First is a priority in our organization and EHS persons are given importance in all site-related matters!"



"IT'S OUR DUTY TO INFUSE AND ENFORCE SAFETY AT THE GRASSROOT LEVEL!"

Sabyasachi Sengupta is very clear about how to bring about a better safety culture. "It's the duty of every individual to enforce and infuse safety at the grass root level and change the behaviour and attitude towards safety for better results." He elaborates, "The EHS management system and processes reflect the role of EHS in the larger scheme of achieving the goals of sustainable performance and operational excellence. Its systematic end-to-end use in business processes and requirements result in the continual improvement of EHS performance." Having started his journey with L&T in 2008, Sabyasachi is presently posted at Coal Handling Plant (CHP)-Khandwa taking care of totally 5 sites as an EHS co-ordinator.

His focus on grassroot level inculcation of safety stems from the migrant nature of workforce across project sites. "Since the workmen are drawn from different parts of the country, training and communication go a long way in changing their behaviour and mindset. Implementation of the system is less difficult than overcoming the resistance to it at all levels which has been the key challenge for me." Varying extreme climatic conditions like the intense heat of Jaisalmer or the high humidity of Jamnagar or even the heavy rainfall of Chhabra, Rajasthan have been hindrances but Sabyasachi has been able to take them all in his stride.

Work at CHP-Khandwa is almost over with the plant handed over to the client and all that remains are attending 'punch points,' applying final touches to a running plant and taking proper system shutdown from the third party but Sabyasachi fondly recalls the 'Kutumb' concept the team introduced to create a sense of belonging, oneness and motivation among the workmen, and more importantly, improve EHS performance. "6 'Kutumb'

(family) members were selected based on their Safety performances, recognized as the Best Safety Conscious Kutumb members, named 'Men of the Month,' their photographs displayed in front of our Time Office and they were invited for lunch with the senior management that proved extremely successful!"

A Mechanical engineer from Kolkata, he chose safety as a profession, started his career in 1990 and got married 9 years later to Arpita Sengupta, a honours graduate in Physics. The couple are blessed with a daughter, Srinanda, who is presently doing her graduation. "In my personal life, I was most thrilled when I heard the news that I had become a father while professionally, a highpoint was in 2012, when the company selected me for the NEBOSH course and I managed to top the batch," he shares with more than a hint of pride.



The EHS management system and processes reflect the role of EHS in the larger scheme of achieving the goals of sustainable performance and operational excellence. Its systematic end-to-end use in business processes and requirements result in the continual improvement of EHS performance."

- Sabyasachi Sengupta
Senior Manager - EHS

"RIGHT MAN FOR THE RIGHT JOB"



Nagendra Kumar Dhal
Senior Manager - EHS

Have the right man for the right job, is Senior Manager – EHS, Nagendra Kumar Dhal's simple mantra for L&T to improve our safety record. Currently posted at the Coal Handling Plant project for MCL's Bhubaneswari Mines at Talcher, Odisha, he is clear that a focused and practical approach to safety is the route to success. "We should have a list of SOPs for all activities in BMH projects, there should be risk assessment for all activities and implemented 100% with periodic review of status, have emphasis on practical skill-based training programs for workmen, effective implementation of EHS digitization to improve safety performance and continuous improvement of behavioural aspects of employees towards safety through BBS training programs."

Having started his journey with L&T in 1997, Nagendra is on his 11th project and a tough one at that spread over 3.5 km in an open mines area where his daily diet consists of "struggling to meet the client's requirements and delivery schedules despite frequent change in workforce, lack of trained manpower, reluctance of sub-contractors to follow safety rules, interface with other agencies, local influences and interference from locals, miscreants and strangers since there are no boundary walls," but managing and training workmen for EHS remains his biggest challenge.

Nagendra however is unfazed by these and perhaps it is his rich experience that is standing him in good stead. "I facilitate complete EHS requirements at site by ensuring

implementation of EHS norms, review all near misses and implement measures to prevent their reoccurrence, conduct regular safety inspections, do strict supervision, conduct regular training programs with 100% implementation of risk assessment that help us to achieve ZERO incident target at site." He adds that "we are implementing EHS functions through digital apps like daily EHS observations, work permit system, pep talks/STA, SOSC, FIRI, etc. to improve our safety performance."

At Talcher, he is not far from his hometown of Jajpur. His wife, Banita Dhal is a homemaker and they are blessed with two children: son, Navneet Piyush Dhal and daughter, Neelakshi Pragya Dhal, who's birth Nagendra shares, "was the most memorable moment in my life." He loves to watch the news on TV, read the newspaper and spend time with his friends and, "though I don't have too much spare time I still try and manage time for my hobbies," he grins.

Looking forward, he is convinced that the future lies in digitalization of EHS. "We should have frequent review of EHS standards of different sites by the top management through VC, keep standardizing and up-grading PPEs and safety equipment and with the constant support of senior management, we will definitely be able to maintain a safe working environment at site."



KEEPING IT SIMPLE

Subhash Chandra Jha
Senior Manager - EHS

Soft-spoken, he likes to keep things simple and therefore, his targets easily achievable. His responses are cryptic, to the point, not a word wasted. He is Subhash Chandra Jha, Senior Manager – EHS, presently posted at MMH’s Bokaro Expansion projects SMS-1 & BOF. He has successfully followed this principle right through his career at L&T spanning a slew of projects starting with his first project of CRM at Tata Steel followed by ECL,CGL-I & II, 3rd Convertor, F-Blast & G-Blast Furnaces, Sinter Plant-3, G-BF also at Tata Steel; Sinter Plant, SMS & HSM at KPO Tata Steel, Blast Furnace-8 & Sinter Plant-III at Bhilai Steel Plant and BF-2,Convertor-5 & SMS-I at Bokaro Steel Plant.



Incident reporting and knowledge sharing are what keeps our EHS performance at L&T high.

Unsurprisingly, Subhash’s greatest joy was when his very first project, CRM at Tata Steel went international to bag the prestigious Royal Society for Prevention of Accidents (RoSPA) gold award for 2001. “It was an extremely proud moment not just for me but for the entire team for our collective effort to raise the safety bar,” he gushes. “My other proud moment was when we achieved 3.5 million accident free man-hours and won the Best Agency trophy



from our client, Tata Steel, from amongst all agencies involved with the project, for three years in a row, in 2002, 2003 and 2004!”

He is back to his straight talking when referring to his role at his project. “As per the environmental protection act of 1986, disposal of cement bags, concrete and waste diesel are to be carried out in a scientific way taking care not to pollute the adjoining areas and I ensure total compliance without any disturbance to the public in the neighbourhood.” The Bokaro convertor project began with challenges as it involved structural demolitions to start work and Subhash adds, “Being a brownfield project, there were several other issues, but we have been able to address them satisfactorily. We introduced the digital work permit and online observation systems for the first time at the Bokaro site,” he smiles.

For Subhash, “incident reporting and knowledge sharing are what keeps our EHS performance at L&T high,” but he has a few observations to improve it even further. “Procedures for hazard identification and risk assessment should be developed, there should be a digital integrated company-wide risk register like the one that has been developed for materials, safety management must be incorporated into the project schedule and the focus on engineering controls should be there right from the initiation stage.”

Subhash hails from Bliya Bikrampur village of Madhubani district in Bihar; his wife Bharti Jha is a homemaker and the couple are blessed with two children: Shruti, who is presently in 1st year B.Tech in CUSAT and Shashank is doing his 10th standard. “I love walking, organizing mass events and,” he chuckles, “giving commentary on the ground.”

“I WAS MOST HAPPY WHEN I WAS SELECTED BY L&T FROM A CAMPUS INTERVIEW!”

One of the major issues that Manager EHS, Uttam Kumar Nandi faces at the MMH JSW Dolvi project site in Maharashtra is of multi-agency working. “There are many agencies involved in the project working in the same location, but very often I find lots of gaps in coordination which is a big safety hazard.” To overcome this lacuna, Uttam and his team have developed and implemented a protocol system between agencies which has improved matters.

“Safety professionals are tasked with maintaining a safe workplace for employees,” states Uttam, as if giving a lecture. “They must be able to assess risk in the workplace, develop and implement proactive measures to help prevent injuries and illnesses.”

Having set the context, he reels out a few major challenges he faces at site like frequent changes in rules, regulations and standards, providing quality protective equipment at an affordable price, the diversity of the workforce in terms of backgrounds, culture, language, food preferences, etc., lack of skill & competency and issues of literacy.

Having worked at a host of MMH projects, he agrees that near misses do occur all the time, “but it is important to thoroughly investigate all of them, identify the root causes and adopt corrective actions in time. In fact,” he points out, “our ‘Report Near Miss’ system has helped us to capture and report all near misses on a real time basis and do detailed investigations.”

“My most memorable moment happened in my college life when one of my friends came to my house on 2nd January 1998 and



informed me that I had been selected by L&T from a campus interview,” he shares delightedly. Uttam is married to Sagarika Nandi who is a homemaker and they have two daughters, Shreyasi and Shrestha Nandi. “I am interested in reading magazines on and working with electronics. I also like listening to music, surfing the internet that I pursue both at my workplace, when I get a few minutes break, and at home.”

“A standardized accountability procedure for EHS as well as a standardized sub-contractor EHS management procedure across L&T Construction will surely give us a better safety record,” he declares and adds that “demonstration of leadership commitment at various levels and the involvement of all stakeholders in safety culture implementation at project sites will certainly help us meet the high demand for EHS from our customers.”



Safety professionals are tasked with maintaining a safe workplace for employees. They must be able to assess risk in the workplace, develop and implement proactive measures to help prevent injuries and illnesses.

- Uttam Kumar Nandi
Manager - EHS

"MY ONE AND ONLY GOAL IS 'VISION ZERO'!"

Sudeepta Kumar Das
Manager - EHS

With almost every second sentence either prefaced or suffixed by the term, 'Vision Zero', EHS Manager, MMH SBG, Sudeepta Kumar Das leaves you in no doubt about his one and only objective. "To achieve 'Vision Zero' it is very important to enhance our reporting culture," he declares. "Sincere intervention of the SBG Head and EHS Heads to review OH&S performance through 'Vision Zero' meetings is equally important in all operational areas."

Presently at the Kansbahal Works, Sudeepta has worked at a slew of projects starting with the Shell Hazira, Surat LNG receiving terminal package-3 & 4 from ECC as a Junior Safety Engineer, then Cairns Energy India Limited, Surat, Regency Power Corporation, Tamil Nadu as safety engineer from Toyo Engineering India Limited, then in Kudankulam Nuclear Power Project, Unit-I & II from Electronics Corporation of India Limited as safety officer and then worked on process plants like Ambuja Cement Limited, West Bengal & Tata Sponge Iron Limited, Odisha as Dy. Manager Safety.

"My main challenge is to align contractor employees, especially tribal and illiterate personnel, into the organization's framework of safe requirement," he says. "Of course, there are others like maintaining a fine balance between unionized employees, implementing local requirements and achieving management requirement of 'Vision Zero.'" Near misses do happen every now and then but "dangers are averted by implementing the recommendation of incident investigation reports, ensuring an unbiased incident investigation process and regular tracking of near miss situations prior to any incident."



Sudeepta is convinced that digitalization is the route to 'Vision Zero' and reels off the various digital initiatives at his site. "We use the Safety App for recording EHS observations, work permits, for Pep and toolbox talks, record EHS violations; then we use QR code base for near miss reporting. Most importantly, these initiatives eliminate paperwork and from a safety point of view, the smart reporting system allows us to capture real time information such as date, time and so on anonymously. Workmen are therefore not afraid to report."

To achieve 'Vision Zero' it is very important to enhance our reporting culture. Sincere intervention of the SBG Head and EHS Heads to review OH&S performance through 'Vision Zero' meetings is equally important in all operational areas.

Looks like 'Vision Zero' runs in the family for Sudeepta's better half, Saswati Das, is also a safety professional who, as he shares with feeling, "had to leave her profession at the Emami Group to take up another full-time profession of looking after the children and our ailing mother." His daughter is Jayshree Das and son, Rudransh Das. "I love cooking," he says with a delighted smile, "especially when my children ask me to do so."

A memory he treasures is when the state level best practices in EHS award results were declared by CII's jury members, Odisha chapter and "our Kansbahal works bagged the 2nd place in 2016!"

4PL Control Room Inaugurated

L&T Construction has entered into a contract with TVS SCS to provide end-to-end 4PL logistic services. The scope of work for 4PL services is: Phase-1- transportation of steel & cement, formwork and equipment; in Phase-2- transportation of sand, aggregates, ballast & other wet materials and in Phase-3- management of warehouses and inventory. From the inception of the contract, 21,626 MT of steel has been transported against 391 Transport Delivery Orders to different construction sites.

Following the launch of the service by SNS on 11th February 2019, the 4PL Control Room was inaugurated by Mr M. V. Satish, Whole-Time Director & Sr. Executive Vice President (Buildings Minerals & Metals), on the 3rd Floor CRR Centre on 1st July 2019 along with Mr K. Nagarajan (Executive VP & Head F&A), and Mr. Suresh Ramani (COO-TVS SCS) in the presence of Dr. C. Jaykumar (VP & Head-HR DC), Mr. Binaya Bhusan Mishra (VP & Head-SCM), Mr. Vinod Chacko (Head - Corporate Communication), Mr M. V. Raju (GM - Procurement), Mr. Ashish Patil (GM - Procurement) along

with all the members of Central Materials Department, DC Chennai HQ.

Mr. Radheshyam Kamath and Mr. Bana Bihari Nayak from CMD made a presentation on the operations of the control room along with a live demonstration of the dashboard and vehicle tracking system. Some of the real time gains include prompting advance alerts in terms of expected time of arrivals, transit time of vehicles

resulting in lower demurrage charges and improved efficiency. The digital overlay with B2B integration provides a complete information and workflow automation from the time of placement of the Transport Delivery Order (TDO) until the Proof of Delivery and payments. Going forward TVS will be ramping up their operations for transportation of other materials including formwork on a pan-India basis.



Empowering our Engineers with Ph.Ds !

Divisional Corporate HR partners with Anna University for Part-Time Ph.D Programmes

At L&T Construction, we believe that people are the building blocks of our organization and great emphasis is placed on their capability building at all levels. Over the years, Divisional Corporate (DC) HR has collaborated with various Institutes & B-Schools for employees to pursue higher education in Management & Technical fields.

To build the technical expertise of employees in the areas of core engineering, DC HR has collaborated with Anna University for engineers to pursue M.S (By Research) and Ph.D Programmes on a part-time basis for which our R&D Centre has been recognized as an approved

Research Centre by Anna University. This milestone was achieved after a stringent process involving submission of a detailed application and inspection by a Committee nominated by the Anna University that featured Dr. B.V. Mudgal, Professor & Director, Centre for Water Resources, Dr. H. Jane Helena, Professor, Division of Structural Engineering, Anna University and Prof Amlan Sengupta, IIT-Madras.

Dr. C. Jayakumar, Vice President & Head – DC HR welcomed the Inspection Committee members and gave an overview of the organization, business structure, the scale and complexity of L&T's diversified projects, the objective of

the affiliation with Anna University and the need for talent with specialized technical skill-sets to handle mega projects. As part of the inspection process, the team had discussions with Dr. B. Sivarama Sarma, Head - R&D, who gave an overview and explained the capabilities of the R&D Centre.

Through this initiative, two employees have already enrolled for the Ph.D programme. Interested employees based out of Chennai can get in touch with DC HR, L&T Construction (cctraining@Intecc.com). For the benefit of employees who are based outside Chennai, the option of rolling it out online is being explored.

L&T Construction ISD Datacentre is LEED Certified with Platinum rating

L&T Construction's Primary Tier 4 Datacentre at Manapakkam HQ was awarded with LEED Certification (Leadership in Energy and Environmental Design) from U.S. Green Building Council and verified by Green Business Certification Inc. The project has

achieved Platinum certification under the LEED 2009 Commercial Interiors rating system with a total of 83 points. This Platinum rating is the highest level achieved under LEED Green Building System Certification thanks to Team ISD with inputs from FMD, B&F, the Admin

Team and M/s LEAD, an external vendor.

This Primary Datacentre currently hosts all our EIP transactions, email transactions and other applications of L&T Construction and operates at 24X7 with redundancy in all aspects.

SRV presides over an International Conference at Coimbatore

Mr. S. Rajavel, Sr. Vice President & Head, Water, Smart World & Communication inaugurated the 2nd International Conference on Industrial Water, Energy & Environment (ICIWE2) conducted by CODISSIA (The Coimbatore District Small Industries Association) with the support of the International Water Association (IWA), in Coimbatore.

The conference cum exhibition focused on showcasing the latest technology developments in the field of Industrial & Municipal Wastewater and on IOT / Artificial Intelligence, was attended by audiences ranging from policy makers, govt. officials, start-ups in the field of water / wastewater research, process experts and academicians.

In his inaugural address, SRV set the context by sharing his insights on the emerging trends in the water sector covering the present India scenario, investment opportunities available and prevailing challenges. He emphasized how policy interventions, capacity building & technology innovations could be the solution to address today's challenges.

Other eminent personalities present at the event were Dr. G V Subramaniam, Advisor UNDP & MoEF, Dr. Kalanithy Vairavamoorthy, Executive Director - International Water Association, Netherlands, Dr. S Mohan, IIT Madras, Mr. Mathew Samuel, General Manager - Siemens Mumbai & Mr. R. Ramamurthy, President - CODISSIA among other senior academicians from reputed global universities.



CDC releases books on Over Head Electrification

TI IC's Competency Development Centre (CDC) at Kanchipuram, the training hub for delivering world-class standards in rail construction, developed two significant books on Over Head Electrification - 'Over Head Equipment Vol- I & Vol II' and 'OHE Practical Handbook' which were released by Mr. Rajeev Jyoti (RJ), Chief Executive - Railway Business Group on 14th March 2019. At the occasion, RJ appreciated the efforts of the CDC team while stressing the need to create interest among young engineers to get a head start in this domain by enhancing technical knowledge significantly in the execution of Mainline, Metro and Mega projects in DFCC. RJ also inaugurated a 2000 Litre RO water treatment and a 1000 litre solar

water heater which will help reduce the recurring electricity bills and provide uninterrupted water to the facility.

RJ in his address to the trainees elaborated on the facilities of CDC and requested the trainees to actively involve themselves in the training courses and make use of the opportunity provided to them.



DKS shares insights on Infrastructure Development at NDC

The National Defence College (NDC) conducts a yearlong course on ‘National Security and Strategic Studies’ for senior Defence personnel, of the rank of Brigadiers & equivalent, from the three-armed forces, Joint Secretary/Director level in the Civil Services and 25 military/civil officers from 23 friendly foreign countries. The aim of the study is to analyse and examine the principles and practices that

shape economic trends for self-reliance that have a bearing on national security.

Mr. D K Sen - Whole Time Director & Senior Executive Vice President (Infrastructure) presented to the faculty and course participants the macro perspective of infrastructure development in India and shared L&T’s success stories in this space. He explained to the audience how India is the place for current growth for Infrastructure

despite the global scenario and touched upon the challenges that India was facing in infrastructure projects and some solutions to overcome them. He also spoke about infrastructure construction projects in the Defence Sector and concluded by presenting L&T’s capabilities in that area. The session concluded with an hour of thought-provoking questions & answers session with the audience.



Learn as you Earn - Empowering GCTs through learning! First Batch of MBA Programme in collaboration with IFMR GSB launched

For sharper focus, more sustained thrust on learning & development in today’s competitive environment and to empower employees with opportunities to aim for and achieve excellence, L&T Construction, along with IFMR Graduate School of Business (IFMR GSB) of KREA University, has designed a MBA Programme for Graduate Commercial Trainees (GCTs).

An MOU to this effect was inked between the two entities with Mr. K. Nagarajan,



Executive Vice President & Head – Finance & Accounts and Dr. C. Jayakumar, Vice President & Head - HR, Divisional Corporate representing L&T Construction and senior officials standing in from IFMR GSB. The programme has been designed for GCTs with 3 years’ experience to pursue Management Education while continuing to perform their assigned roles in the organization. Specialization courses are available in Finance, Supply Chain & Operations and IR & HRM. It will feature a combination of classroom sessions at Sri City, the IFMR GSB campus and virtual sessions at their workplace. The pedagogy of this blended programme will be through case studies, simulations, lectures and capstone projects.



The first batch had 45 employees from across ICs of L&T Construction who successfully secured admission after undergoing a multi-level selection process. The first batch kicked off with an inaugural session at IFMR Sri City campus on 23rd April, 2019 in the presence of Dr. V. Anantha Nageswaran, Dean - IFMR GSB, Dr. Sunder Ramaswamy, Vice Chancellor - Krea University, Mr. R. Venkatesh, Vice President & Head-Indirect Taxation (Divisional Corporate) and Dr. C. Jayakumar.

Mr. R. Venkatesh, in his address, urged the participants to make the best use of this opportunity and to transpose their

learning to their workplace. As many of the participants were from the FAA fraternity, he urged them to remain focused on cost optimization in projects. “What got you here won’t get you there,” was Dr. C. Jayakumar’s opening remark, advising the participants to constantly learn and update themselves to remain competitive and grow personally and professionally by honing their skills. He also shared the need and the objectives of this programme.

Apart from lauding L&T for their effort to help working professionals learn while they earned, IFMR also thanked L&T for their collaboration for this noble initiative.



BKN delivers key insights on ‘Preparing Talent for 4.0’

Mr. Bikram Keshori Nayak (BKN), Head Talent Acquisition, Divisional Corporate, delivered a lecture during the session ‘Preparing Talent for 4.0 – Industrial Collaboration for Training and Internship’ at the Fostering India for Industry 4.0 HR Conclave organized by ICT Academy on 31st January 2019 in Chennai. The conclave aims to create a platform between Government, Corporate and Academia with the prime objective of developing the next generation teachers and industry ready students through Faculty Development, Student Skill Development, Entrepreneurship Development, Youth Empowerment, Industry-Institute Interaction, Digital Empowerment and Research & Publications.

BKN elaborated on how job shifts have happened from Farm to Factories, from Factories to Offices and now from Offices to Digital Cloud. He also emphasized how workplaces were becoming more and more integrated, digital savvy and

co-creating of such curriculum as per industry and business requirements. He spoke about the various IOT devices, 3D Printing and highlighted how L&T is reaping huge benefits by implementing IOT, AI, AR, VR, Analytics across its various projects and manufacturing units. During the session, BKN shared the dais with Mr. Venkata Narayanan R, President - HR, Rane Group, Mr. Baburaj Nair, Chief Human Resources Officer, The Hindu Group and Ms. Uma Rao, VP - HR, Ashok Leyland. Several stalwarts from HR, training and placement officers, academic leaders, eminent speakers, and delegates across the country participated in this National conclave.



Software-defined Data Centre

Logesh Rajendran, Solution Architect, Smart World & Communication BU presented a paper on Software-defined Data Centre (SDDC; also: Virtual Data Center, VDC) in the International Journal of Scientific Research & Engineering Trends. The paper defined the infrastructure of SDDC which is usually an enterprise class data center using cloud computing and virtualization techniques. Typically, an SDDC will have server, storage and network virtualizations. All these components will be managed by a software layer to provide centralized and integrated data center management for all resources. When everything is virtualized, it makes it much easier to provision, deploy, monitor, and maintain.

Logesh Rajendran
Solution Architect,
Smart World & Communication BU



The network and its component resources are software abstractions that can be managed through a single interface. Resources are software-defined, which can be automated and orchestrated to increase the speed of delivery of network resources. The software is capable of creating and mapping server, storage, networking resources for greater agility, flexibility, and reliability. A fully implemented SDDC can detect and adapt spikes in demand, scale up infrastructure automatically when necessary to accommodate surges in traffic and optimize performance.

KVP shares insights at ‘CIVILISATION’19

Mr. K. Veerappan, (KVP), VP & Head, EDRC, B&F IC, was the Chief Guest at the ‘CIVILISATION ’19’, Technical Fest, organized by the Society of Civil Engineering along with the College of Engineering, Anna University, Guindy, on 4th March 2019. KVP, in his address, covered the latest trends and technologies across the construction field with specific references to the work scope and methods implemented across iconic projects executed by L&T including the Statue of Unity, TCS Customer Care Signature Tower, Sky Bridge at Kolkata, HOD Tower at Amaravati and the ICC Towers at Mumbai. He spoke about emerging opportunities for young engineers and the need to be oriented with on-field applications. The forum enabled students showcase their knowledge in innovation, latest trends and development in the field of civil engineering.



An enriching outbound connect for Team Legal

The Legal Department organized its annual offsite team meeting at Goa, over 11th and 12th April, 2019, with the focus on invigorating the team’s thought process to face the challenges and achieve the desired results.

The offsite commenced with Mr. K. Jaganathan, Advisor, setting the context by providing insights on the eventful journey of the legal team over the past decade attributing its acumen to develop strong drafting skills and the importance of nurturing a constant learning culture.

Interactive sessions among the Legal team members focused on (a) effective handling of proceedings before MSME Councils in various districts, (b) proactive resolution of disputes at the preliminary (Legal notice) stage itself and (c) the need to upgrade the present digital systems.

Mr. Jed Savager (Partner, Dubai) and Mr. Mohan Pillai (Joint Head, Singapore) from Pinsent Masons, a globally acclaimed construction law firm, conducted interactive sessions on: Key Construction Concepts, Claims under FIDIC and Effective Management of Arbitration. The session was vibrant with the team members actively participating while relating to the case studies with some of the litigation being handled.



Mr. K. Nagarajan, Executive Vice President and Head, Finance and Accounts, interacted with the team and gave insights on aligning with the organization goals and business strategy. He stressed on the importance of proactive settlement of disputes where the claims

were payable and defend strongly when untenable claims were made against the company. While concluding the two-day event, Mr. Amba Prasad, Head Legal, summarized the key events of the last financial year, objectives for the current year and

steps to be taken towards digitalization and thanked the guests and team for participating in the meeting. Apart from the knowledge driven sessions, the entire team also ventured into activities like river cruise, indoor games and beach walk sessions which enhanced bonding.



PRAISE IS A CORPORATE INITIATIVE THAT RECOGNIZES ACHIEVEMENTS, INITIATIVES AND SIGNIFICANT CONTRIBUTIONS BY EMPLOYEES. THE AWARDS WERE PRESENTED TO THE EMPLOYEES AT THEIR RESPECTIVE LOCATIONS.



Mr. Mani K, Manager (Accounts), WET IC



Mr. Sunil S, Sr. Engineer (Civil), WET IC



Mr. J Denis, Sr. Engineer (EHS), WET IC



Mr. Kanaka Durgachary A, Sr. Foreman, WET IC



Mr. Prasadareddy Arumalla S, Asst. Construction Manager (Mech), WET IC



Mr. Souvik Das, Sr. Engineer (Elec), WET IC



Mr. Khatana Kesarbhai Ranabhai, Sr. Engineer (Mech), WET IC



Mr. Ajay Kumar, Engineer (Civil), WET IC



Mr. Navdeep Kumar Sharma, Asst. Manager (Mech), WET IC



Mr. Jayaprakash T K, DGM (Administration), B&F IC



Mr. Deepak Rao, Asst. Construction Manager (Civil), B&F IC



Mr. Jaiswal Kapil Ramkishor, Construction Manager (Civil), B&F IC



Mr. Maruf Khalifa, Sr. Chargehand (P&M), B&F IC



Mr. Saisrinivas V, Construction Manager (Mech), B&F IC



Mr. Venu T, Asst. Manager (Civil), B&F IC



Mr. Chhatre Shitalkumar Bhausaheb, Manager (Elec), B&F IC



Mr. Waje Amol Ravsaheb, Sr. Charge-hand (P&M), B&F IC



Mr. Mayank Tiwari, Sr. Supervisor - Accounts, B&F IC



Mr. Rajesh R, Engineer (Mech), B&F IC



Mr. Jadhav Naresh Raju, ITI-Carpenter, B&F IC



Mr. Praveen Kumar, Asst. Const. Manager (Civil), WET IC



Mr. Abhishek Ajmera, Construction Manager (Elec), B&F IC



Mr. Rohit Dhatwalia, Asst. Construction Manager (Civil), B&F IC



Mr. Kurnekar Avadhut Ganpat, Asst. Manager (Mech), B&F IC



Mr. Shubham Paliwal, Sr. Engineer (Mech.), WET IC



Mr. S. K. Imran Ali, Sr. Engineer (Civil), WET IC



Mr. Madheshwar Kumar, Const. Manager (Civil), WET IC



Mr. Bamnote Sagar Gopal, Sr. Construction Manager (Civil), B&F IC



Mr. Hemanth Kumar, Manager (P&M), B&F IC



Mr. Manikandan, Asst. Manager (P&M), B&F IC



Mr. Jasbir, Engineer (Civil), WET IC



Mr. Utkarsh Srivastava, Engineer (Civil), WET IC



Mr. Raj Kumar Chaurasiya, Engineer (Mech), WET IC



Mr. Ankush Bansal, Asst. Const. Manager (Civil), WET IC



Mr. Ashok Kumar, Engineer (Civil), WET IC



Mr. Ashutosh Sen, Sr. Engineer (Elec), MMH SBG



Mr. Pranab Kumar Sarkar, Engineering Manager (Mech), EDRC, Kolkata, MMH SBG



Mr. Uttam Paria, Sr. Design Engineer (Civil), EDRC, Kolkata, MMH SBG



Mr. Rajib Kumar Bhowmik, Engineering Manager (Mech), EDRC, Kolkata, MMH SBG



Mr. Venu Babu Bolem, Sr. Engineer (Mech), MMH SBG



Mr. Shubhramshu Mohapatra, Sr. Engineer (Elec), MMH SBG



Mr. Supriya Das, Engineer (Elec), MMH SBG



Ms. Sumana Sarkar, Engineering Manager (Mech), EDRC, Kolkata, MMH SBG



Ms. Sujata Chatterjee, Engineering Manager (Elec), EDRC, Kolkata, MMH SBG



Mr. Ashoke Sarder, Asst. Engineering Manager (Mech), EDRC, Kolkata, MMH SBG



Mr. Sharat Kumar Gudupu, Manager (P&M), MMH SBG



Mr. Prosad Dafadar, Engineering Manager (Chemical), EDRC, Kolkata, MMH SBG



Mr. Sudip Biswas, Asst. Engineering Manager (Mech), EDRC, Kolkata, MMH SBG



Mr. Sharan Kumar Chhawchharia, Asst. Engineering Manager (Mech), EDRC, Kolkata, MMH SBG



Mr. Subhajit Ghosh, Engineering Manager (Civil), EDRC, Kolkata, MMH SBG



Mr. Ram Pukar Roy, Asst. Foreman, MMH SBG



Mr. Kunal Ray, Asst. Engineering Manager (Elec), EDRC, Kolkata, MMH SBG



Mr. Subrata Chhatait, Asst. Engineering Manager (Elec), EDRC, Kolkata, MMH SBG



Mr. Kodali Ganesh, Engineering Manager (Mech), EDRC, Kolkata, MMH SBG



Mr. Subrat Ranjan Swain, Sr. Engineer (Mech), MMH SBG



Mr. Manoj Yadav, Asst. Construction Manager (Mech), MMH SBG



Mr. Santosh Kumar K, Asst. Construction Manager (Mech), MMH SBG



Mr. Chandra Prakash Dewangan, Supervisor (System), MMH SBG



Mr. Sabari Rajan V, Asst. Construction Manager (Elec), MMH SBG



Mr. Chapadiya Dhiren Sanmukhlal, Engineer (Mech)-QA & QC, MMH SBG



Mr. Niruban Chakravarthi P, Asst. Construction Manager (Mech), MMH SBG



Mr. Palash Ghosh, Asst. Foreman (Civil), MMH SBG



Mr. Kulbir Singh, Junior Foreman-Rigging, MMH SBG



Mr. Ashim Karmakar, DGM (P&M), B&F IC



Mr. Gaikwad Sachin Narad, Mechanic, IOCL, PARADIP



Mr. Umesh, Sr. Engineer (Mech)-QA & QC, RSP-HSM, Rourkela

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Celebrating Long Service

L&T Construction has had a rich tradition of employee longevity. The Company has been built on the strength of long associations that have been regularly recognized and rewarded. This year too, the Long Service Awards were presented at functions held in several locations. The Awards reflect the deep bond that employees share with the Company and presents wonderful examples of the triumph of dedication, commitment and character.



Mr. A. L. Sekar, Sr. Vice President - Special Projects, Heavy Civil IC, receives his award from, Mr. S. N. Subrahmanyam, Chief Executive Officer & Managing Director, L&T



Mr. A. Ravindran, Executive Vice President & Head - Renewables Business, PT&D IC, receives his award from, Mr. S. N. Subrahmanyam



Mr. R. Anbalagan, Executive Vice President & Head - Hydel, Tunnels, Nuclear And Special Bridges, HCI IC, receives his award from Mr. S. N. Subrahmanyam



Mr. S. V. Narayanan, Head - Campus Management (Kancheepuram Campus), receives his award from, Mr. S. Kanappan, Head & Chief Executive, L&T GeoStructure



Mr. Sunil Kumar Saxena, Segment Head (Sub Station)-North & West (PT&D), receives his award from, Mr. Madhava Das T, Sr. Vice President & Head, PT&D IC



Mr. Sanjib Goswami, EDRC (BMH BU), MMH EDRC Kolkata, receives his award from Mr. Anupam Kumar VP & Head - MMH SBG



Dr. C. Jayakumar, Vice President & Head – HR, Divisional Corporate, receives his award from Mr. S. N. Subrahmanyam



Mr. M. Padmanabha Rao, Vice President & Head Middle East, receives his award from Mr. S. N. Subrahmanyam



Mr. S. Thanigaivelan, Senior Manager, receives his award from Mr. R. Balaji, GM - Shared Services Centre



Mr. Rajendran N., Head - DGM (Civil) - B&F IC receives his award from Mr. M. V. Satish



Mr. G. Murugan, Purchase Asst, Chennai Head Qrs., receives his award from Mr. Binaya Bhusan Mishra, Head - Supply Chain Management



Mr. Ajoy Bhattacharyya, VP & Head – BMH BU (MMH), HQ Kolkata, receives his award from Mr. M. V. Satish, Sr. Executive Vice President (Buildings, Minerals & Metals)



Mr. Anantha Senthil Murugan, Head-Civil & MEP Substations & Utilities Power Distribution (PT&D), receives his award from Mr. Madhava Das



Mr. Pankajkumar R. Shah, General Foreman (Civil) – B&F IC, receives his award from Mr. Sriraman T, Head- Residential Buildings



Mr. N. Murugan, Manager Civil (L&T GeoStructure), receives his award from Mr. S. Kanappan



Mr. S. Ponnaiah, General Foreman - Carp – B&F IC, receives his award from Mr. G. R. Ranganath, Chief Executive-L&T (OMAN)



Mr. Saxena A. K., Senior D'Man (Elec.) (PT&D), receives his award from Mr. Srinivasan S, Head-Engineering, PT&D IC



Mr. R. Nagarajan, Project Director, MMH Chennai, receives his award from Mr. Anupam Kumar



Mr. P. Venkatachalapathy, DGM (Civil) - B&F IC, receives his award from Mr. T. Srinivasan



Mr. A. Nagarajan, Project Manager (Elec), AHP, Khargone, MMH, receives his award from Mr. Ajoy Bhattacharyya, VP & Head – BMH BU



Mr. Elumalai, B&F IC, receives his award from Mr. S. Arunakumar (VP & TFL - HMRP)



Mr. Krishna Nirmalya Sen, Head - EHS (MMH), HQ Kolkata, receives his award from Mr. Anupam Kumar



Mr. Parthasarathi Pal, DGM (Civil), MMH HQ, Kolkata, MMH, receives his award from Mr. Prabir Kumar Pal



Mr. N. Ashok, DGM (Mech) – L&T Passavant JV, receives his award from Mr. Anmol Ratan Soni, Head - Business Development, WET IC



Mr. C. V. Somarajan, General Foreman (Mech), MMH, receives his award from Mr. Amit Swarnkar, Head – MENA BU



Mr. C. K. Suresh Babu, Senior Manager – Administration, receives his award from Mr. S. N. Subrahmanyam





Mr. Ramesh M, TFL - Head Amaravati Projects (TI IC), receives his award from Mr. D. K. Sen, Whole Time Director & Sr. Executive Vice President (Infrastructure)



Mr. Balasubramanian G, Project Manager, AGC (RREC), receives his award from Mr. D. K. Sen



Mr. Srinivas Rao C, DGM (Admin), Amravati Capital City Development, receives his award from Mr. D. K. Sen



Mr. Shaji A. P, Foreman (P&M), R 1048/1 and 5 - Expo 2020 Roads Project, receives his award from Mr. D. K. Sen



Mr. Tamal Das Dupta, Head - Finance, Accounts, & Admin. CTP-3R, receives his award from Mr. D. K. Sen



Mr. Puranjit Datta, DGM - Civil, Jinzira Bazaar to Batanagar Flyover Project, receives his award from Mr. D. K. Sen



Mr. Chandrasekaran C, Manager (Civil) - QC, Corporate Centre, Railway SBG, receives his award from Mr. D. K. Sen



Mr. Venkata Nagaraju K, Sr. Manager (Accounts), Hospet Chitradurga Road Project, receives his award from Mr. D. K. Sen



Mr. Sreenivasa Rao K, General Foreman (P&M), BIAL Runway, receives his award from Mr. D. K. Sen



Mr. Chaparala Ajaya Babu, Head-Outsourcing Tower Supply (PT&D), receives his award from Mr. Madhava Das T



Mr. Akshaya Kumar Pati, DGM (Elec) (PT&D), receives his award from Mr. Madhava Das T



Mr. Ravichandran P, Cluster Accounts & Admin Manager (PT&D), receives his award from Mr. Madhava Das T



Mr. Chandran K, General Foreman (Carp), receives his award from Mr. D. K. Sen



Mr. Pulaparti Srinivas, Project Manager, RTA - Extension of Tripoli Road Project, receives his award from Mr. D. K. Sen



Mr. Karunamoorthy N, General Foreman (Slipform), RTA - Extension of Tripoli Road Project, receives his award from Mr. D. K. Sen



Mr. Sreeramulu B, Sr. Engineering Manager (Detailing) (PT&D), receives his award from Mr. Madhava Das T



Mr. Narasimhan P K, Sr. DGM-Finance (PT&D), receives his award from Mr. Madhava Das T



Mr. Chitikela Venkataramana, Head (QMS) - Solar (PT&D), receives his award from Mr. Madhava Das T

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Mr. Chandra Sekhar K, Sr. Manager (Systems) (PT&D), receives his award from Mr. Madhava Das T



Mr. Amit Kumar Rajput, Head - North Africa (PT&D), receives his award from Mr. Madhava Das T



Mr. P. Maharajan, Sr. Foreman (Slipform) (UAE) (PTD), receives his award from Mr. Madhava Das T



Mr. Arun Kumar Singh, Project Director - CP-303, DFCC Eastern Corridor receives his award from Mr. Rajeev Jyoti, Chief Executive - RLY SBG –TIIC



Mr. Lakshmi Narayanan R, Deputy General Manager (P&M), Mauritius LRT Project, receives his award from Mr. Rajeev Jyoti



Mr. R. Gopalakrishnan, Manager (Stores), Kancheepuram, receives his award from Mr. K. Nagarajan, Executive Vice President & Head - Finance & Accounts, L&T Construction



Mr. Mahadevan Y, Sr. Principal Architect - B&F IC, receives her award from Mr. M.V. Satish



Mr. Shivaji C Y, Head - Design - B&F IC, receives his award from Mr. M.V. Satish



Mr. Asok Kumar B, Sr. DGM (Mech) - B&F IC, receives his award from Mr. M. V. Satish



Mr. Venkatesh S, Sr. Supervisor (Accounts) - B&F IC, receives his award from Mr. Sriraman T



Mr. Suresha P S, Project Director - B&F IC, receives his award from Mr. Sriraman T



Mr. Bhosale Vinayak Vilas Rao, Project Manager - B&F IC receives his award from Mr. Sriraman T



Mr. Marie Joseph Gerard, Head - Architecture (Airports) - B&F IC, receives his award from Mr. M.V. Satish



Mr. Veeramani S, Head - Design Coordinator - B&F IC, receives his award from Mr. M.V. Satish



Mr. Ranganathan R, Project Manager BSNL Wi-Fi Project, receives his award from Mr. R. Srinivasan, EVP & Head - Smart World & Communication



Mr. Gomathisankar S, Sr. Manager (Accounts) - B&F IC, receives his award from Mr. Sriraman T



Mr. Raveendran J, Head - P&M (CB&A) - B&F IC receives his award from Mr. M.V. Satish



Mr. Dhanasekaran P, Manager (Civil) - B&F IC, receives his award from Mr. M. V. Satish



Ms. Uma Anand, Sr. Manager - Human Resources, Chennai HQ, receives her award from Mr. S. Kanappan and Mr. K. Nagarajan



Mr. M. Murali, Sr. DGM-System & Process Improvement, Chennai HQ, receives his award from Mr. R. Ganesan, Head - Corporate Centre



Mr. Suhas Chincholkar, DGM - Construction (Civil), DFCC CTP 1&2, receives his award from K. V. Praveen, EVP & Head - Delhi International Airport Project



Mr. T. Srinivasan, Head (Operations), L&T GeoStructure, receives his award from Mr. S. Kanappan

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Mr. Elangovan A, Chief Architect - B&F IC, receives his award from Mr. T. Srinivasan, EVP & Head - Riyadh Metro Project (HC IC), Mr. M. Padmanabha Rao, Vice President & Head - Middle East (B&F)



Mr. Vaithiyanathan G, Asst Manager (Stores), receives his award from Mr. T. Arun Kumar, Country Head- Egypt



Mr. R. Kuppan, DGM (Mech.), EWL, Kancheepuram, MMH receives his award from Mr. P. Dinesh Kumar



Ms. Bandana Khanna, DGM - Human Resources (MMH), HQ Kolkata, receives her award from Mr. Anupam Kumar



Mr. Ganesamani S, Project Head - KPCL, receives his award from Mr. Saravanan K, Segment Head - Industrial Water



Mr. Ravi Kumar N, Asst. Manager (Admin) (PT&D), receives his award from Mr. Balasubramanian R, Head-UPD BU



Mr. Kannan G, DGM (Mech) - B&F IC, receives his award from Mr. M. Shyam Sundar Vice President - Operations



Mr. Punithan R, Sr. Construction Manager (CIVIL) - B&F IC, receives his award from Mr. M. Shyam Sundar



Mr. Shailesh B Master, DGM (Business Development) (B&F IC), receives his award from Mr. M. S. Raval, Project Director, Statue of Unity



Mr. Singiri Konda Sudhakar, B&F IC, receives his award from Mr. S. Arunakumar



Mr. Voluju Meher Baba, Sr. DGM (CIVIL) - Dhadhusan Redlaxmipura, receives his award from Mr. Masilamani K, Head - Industrial Water Systems BU



Mr. Rakesh Shukla, Construction Manager (Civil), DFCC CTP 1&2, receives his award from Mr. K. V. Praveen



Mr. K. Manikandeswaran, DGM (Mech.), MMH, L&T Oman LLC, receives his award from Mr. Amit Swarnkar



Mr. C. Kumar, General Foreman-Carp, HZL-SK Mines, Dariba, MMH, receives his award from Mr. T. Kumaresan



Mr. G. Srinivas, Head - Resource Management Group (RMG) (MMH), HQ Kolkata, receives his award from Mr. Anupam Kumar



Mr. Aravindan K, Construction Manager (Civil), Jabalpur Lakhnadon Road Project receives his award from Mr. K. V. Praveen



Mr. Madhukeshwar Shiva Hegde, Manager (Accounts) (PT&D), receives his award from Mr. Balasubramanian R



Mr. Jayakumar K, Mechanical Fitter (PT&D), receives his award from Mr. Balasubramanian R

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Mr. Rathinasabapathy R, Sr. Foreman (Elec) (PT&D), receives his award from Mr. Balasubramanian R



Mr. Sankaranarayanan K, Sr. Foreman (PT&D), receives his award from Mr. Balasubramanian R

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Mr. Bikram Keshori Nayak, Head – Talent Acquisition, receives his award from Mr. S. N. Subrahmanyam



Mr. Chakravarthy VBSPK, Project Director, Yadgiri Warangal Road Project, receives his award from Mr. D. K. Sen



Mr. Dhinakaran V, Head - SCM & Logistics, Africa BU, receives his award from Mr. Madhava Das T



Ms. Kavitha Lakshmi A, Segment Head (Sub Station) - South & East, receives her award from Mr. Madhava Das T



Mr. Ravichandran V, JGM - Finance & Accounts (Domestic Operations), receives his award from Mr. Madhava Das T



Mr. Prabakar K, Project Manager, APCRDA Zone 7, receives his award from Mr. D. K. Sen



Mr. Ganni Mehar Prasad, Construction Manager (Civil), APCRDA Zone 10, receives his award from Mr. D. K. Sen



Mr. Senthil Kumar N, Manager (P&M), Amravati Capital City Development, receives his award from D. K. Sen



Mr. Sivakumaran A P, Head - Contracts (Sub Station), receives his award from Mr. Madhava Das T



Mr. Chockalingam S, Head - Plant & Machinery Mechanization, receives his award from Mr. Madhava Das T



Ms. Geetha Hariharan, Head-Engineering (ASEAN), receives her award from Mr. Madhava Das T



Mr. Suresh S, Sr. Deputy General Manager (Civil), R 1048/1 and 5- Expo 2020 Roads Project, receives his award from Mr. D. K. Sen



Mr. Satyajit Das, Sr. Supervisor (P&M), RTA - Extension of Tripoli Road Project, receives his award from Mr. D. K. Sen



Mr. Nagendran M R, Deputy General Manager (Mech), receives his award from Mr. D. K. Sen



Mr. Santhosh A K, Segment Head (TL) - East, receives his award from Mr. Madhava Das T



Mr. Prabhakar T, Sr. DGM-SCM (Sub Station), receives his from Mr. Madhava Das T



Mr. Arvind Kumar Srivastava, Cluster Operations Head (UPD)-Lucknow Cluster, receives his award from Mr. Madhava Das T



Mr. Kiruba Sankar N, DGM (Civil), R 1048/1 and 5- Expo 2020 Roads Project, receives his award from Mr. D. K. Sen



Mr. Patel Jayendrakumar Shantilal, Project Manager, CTP-3R, receives his award from Mr. D. K. Sen



Mr. Sushanta Chowdhury, Asst. Manager (Systems), Ghoshpukur Salsalabari Road Project, receives his award from Mr. D. K. Sen



Mr. Thangapandian M, Head-SCM & Logistics (Middle East BU), receives his award from Mr. Madhava Das T



Mr. Sebastian Serafin MJ, Cluster Operations Head (Sub Station)-Mumbai Cluster, receives his award from Mr. Madhava Das T



Mr. Rajendran H, Cluster Operations Head (UPD)-Ranchi Cluster, receives his award from Mr. Madhava Das T



Mr. Ravichandra Reddy Gudla, Project Manager, receives his award from Mr. Madhava Das T



Mr. Alok Kumar, Cluster Oper. Head (TL) - Delhi Cluster, receives his award from Mr. Madhava Das T



Mr. Anupam Garg, Sr. Manager (Accounts), receives his award from Mr. Madhava Das T



Mr. Subhendu Ghosh, Head - Formation, Mauritius LRT Project, receives his award from Mr. Rajeev Jyoti



Mr. Ravindra Murlidhar Kothawade, DGM (CIVIL), Mauritius LRT Project, receives his award from Mr. Rajeev Jyoti



Mr. J. Prathabasingh, Deputy General Manager (Systems), receives his award from Mr. R. Ganesan



Mr. Anil Kumar G, Project Manager, receives his award from Mr. G. Kesavan



Mr. Rajamanickam P, Segment Head (UPD)- South & East (II), receives his award from Mr. Madhava Das T



Mr. Ashok Kumar, Asst. Engineering Manager (Civil), receives his award from Mr. K. Veerappan, Vice President & Head, EDRC B&F IC



Mr. Ganesan R, Asst. Supervisor (PT&D), receives his award from Mr. Rajesh Narayan P, Head-Transmission Lines



Mr. Sakthivel K, Asst. Supervisor (PT&D), receives his award from Mr. Rajesh Narayan P



Mr. Mukkamala Satyanarayana, Sr. Manager (Elec) (PT&D), receives his award from Mr. Balasubramanian R



Mr. Nandakumar S, Asst. Manager (Civil) - B&F IC, receives his award from Mr. M. V. Satish



Mr. Prabakaran J, Asst. Engineering Manager (Civil) - B&F IC, receives his award from Mr. M. V. Satish



Mr. Wilson Y, Asst. Engineering Manager (Civil) - B&F IC, receives his award from Mr. M. V. Satish



Mr. Balasubramanian K, Manager (Elec) (PT&D), receives his award from Mr. Balasubramanian R



Mr. Sreekumar G, Sr. Foreman (Elec) (PT&D), receives his from Mr. Balasubramanian R



Mr. Sriganesh HV, Sr. Manager (Accounts), receives his award from Ms. Niranjana C, Head-Finance, Accounts & Admin., PT&D IC



Mr. Vasudevan S, JGM (Contracts)- B&F IC, receives his award from Mr. M. V. Satish



Mr. Kumar S, DGM-Business Development - B&F IC, receives his award from Mr. M. V. Satish



Mr. Dhandapani S, Construction Manager (Civil), Rewari Manheru Doubling - RVNL, receives his award from Mr. Rajeev Jyoti



Mr. Damarla Jogeswara Rao, Manager (Administration) (PT&D), receives his award from Ms. Niranjana C



Mr. Selvam A K, Driver (PT&D), receives his award from Ms. Niranjana C



Mr. Anand R, DGM - (Indirect Taxes) (PT&D), receives his award from Ms. Niranjana C



Mr. Basudev Mahto, Sr. Tes Mec Operator (PT&D), receives his award from Mr. Nitesh Arora, Segment Head (TL) - North & Central (PT&D IC)



Mr. Dileep Kumar Verma, Sr. Construction Manager (Elec) (PT&D), receives his award from Mr. Devendra Kumar Singh, Segment Head (UPD)-North & West (PT&D IC)



Mr. Jasaram Patel, Construction Manager (Civil) (PT&D), receives his award from Mr. Devendra Kumar Singh



Mr. Sanjoy Karmakar, DGM (Civil), HZL-SK Mines, Dariba, MMH, receives his award from Mr. T. Kumaresan



Mr. Surendra Singh, Construction Manager (Mech.), RSP-HSM, Rourkela, MMH, receives his award from Mr. T. Kumaresan



Mr. Subhash Chandra Basak, Sr. Construction Manager (Mech.), RSP-HSM, receives his award from Mr. T. Kumaresan



Mr. Manab Pore, Construction Manager (Elec), receives his award from Mr. Santhosh A K, Segment Head (TL) - East, PT&D IC



Mr. Chanchal Deb, Manager (Accounts) (PT&D), receives his award from Mr. Santhosh A K



Mr. Masood Quadri, Manager (Stores) (PT&D), receives his award from Mr. Devendra Kumar Singh



Mr. D. Bhaskara Varma, Sr. Manager (Mech.), EWL, Kancheepuram, MMH, receives his award from Mr. P. Dinesh Kumar, Head - LTEW Kancheepuram Works, MMH SBG



Mr. K. Murugesan, Manager (Elec.), EWL, Kancheepuram, MMH, receives his award from Mr. P. Dinesh Kumar



Mr. P. Govinda Raju, Construction Manager (Elec), NTPC, Tanda, MMH, receives his award from Mr. Prabir Kumar Pal, Project Director, BMH BU



Mr. Ram Dayal, Construction Manager (Elec) (PT&D), receives his award from Mr. Devendra Kumar Singh



Mr. T. S. Muraleedharan, Project Manager (Mech), HZL-SK Mines, Dariba, receives his award from Mr. T. Kumaresan, VP & Head - M&M BU, MMH SBG



Mr. Subhas Chandra Paul, Project Manager, DCPL-Dolvi, MMH, receives his award from Mr. Bhanu Pratap Singh, Project Director - JSW Dolvi, MMH SBG



Mr. Paramartha Som, DGM (Construction Methods), MMH HQ, Kolkata, MMH, receives his award from Mr. Kausik Dutta, Head-Construction Method Planning Centre, MMH SBG



Mr. Subhendu Saha, Construction Manager (Mech.), CHP, Lalitpur, MMH, receives his award from Mr. Sabyasachi Nandy, JGM-Civil, BMH BU



R. Atanu Saha, DCPL-Dolvi, Construction Manager (Civil), CHP-Tanda, MMH, receives his award from Mr. Kausik Dutta



Mr. Debabrata Singha, Asst. Foreman (P&M), HZL-SK Mines, Dariba, MMH, receives his award from Mr. T.S. Muraleedharan, Project Manager - SK Mines Dariba, MMH SBG



Mr. Manoj Kumar, Sr. Manager (P&M), DCPL, Dolvi, MMH, receives his award from Mr. S. Naciappan, Head - Plant & Machinery, MMH SBG



Mr. K. Srinivasan, Asst. Foreman (P&M), RSP-HSM, Rourkela, MMH, receives his award from Mr. R. Umasathiyam, Project Manager - RSP HSM Rourkela MMH SBG



Mr. Sourav Das, Project Manager (Mech.), IOCL-Paradip, MMH, receives his award from Mr. Sabyasachi Nandy



Mr. H. Giri Praveen, Sr. Construction Manager (Instru), DCPL-Dolvi, MMH, receives his award from Mr. Prabir Kumar Pal



Mr. C. K. Ganesh, DGM (Elec), RRVUNL, Kota, MMH, receives his award from Mr. Kausik Dutta



Mr. Choudhury Nayanendu Prasad Padhi, Project Manager, MCL Bhubaneswari, MMH, receives his award from Mr. Sabyasachi Nandy



Mr. Kingshuk Biswas, Project Head – Bhima LIS, receives his award from Mr. Masilamani K, Head – Industrial Water Systems BU



Mr. Vikas Kumar, Sr. Manager (Mech)- QAI QC - West Segment ILWS, receives his award from Mr. Masilamani K



Mr. Alphonse Joseph Thiraviam T, Asst. Foreman (Elec) - P&M (PT&D), receives his award from Mr. Rajesh Narayan P



Mr. Sudhir Kumar, DGM (Civil), Delhi Cluster – RREC, receives his award from Mr. K. V. Praveen, EVP & Head - Delhi International Airport Project.



Mr. Partha Mukhopadhyay, Sr. Exec. Secretary (PT&D), receives his award from Mr. Srinivasan S



Mr. Anurag Awasthi, Manager (Systems)- Delhi Cluster, receives his award from Mr. Anmol Ratan Soni, Head - Business Development, WET IC



Mr. Velmurugan G, Sr. Construction Manager (Civil) - L&T Passavant JV, receives his award from Mr. Anmol Ratan Soni



Mr. Vinod Kumar, Sr. Construction Manager (Mech) - Allahabad Sewerage Network, receives his award from Mr. Anmol Ratan Soni



Mr. Shiby P K, CP-303, DFCC Eastern Corridor receives his award from Mr. K. V. Praveen



Mr. Debasish Biswas, DGM (Stores), Rewa Katni Jabalpur Lakhnadon Road Project, receives his award from Mr. K. V. Praveen



Mr. Sunil Kumar, Construction Manager (Civil), Raipur Bilaspur Road, receives his award from Mr. K. V. Praveen



Mr. Tribhuvan Kumar Sharma, Sr. Manager (Mech)-QAIQC - TFL DJB, receives his award from Mr. Anmol Ratan Soni



Mr. Gyanendra Dixit, Sr. Manager (Civil) - Special Initiatives (North MP) ILWS, receives his award from Mr. Anmol Ratan Soni



Mr. Mukesh Chandra Singh, Sr. Construction Manager (Mech) - North Segment WSD, receives his award from Mr. Anmol Ratan Soni



Mr. Venkatesan K, Construction Manager (Instru) (PT&D), receives his award from Mr. Kesavan G, Head-Supply Chain Management (PT&D IC)



Mr. Rajvir Singh, Construction Manager (Civil) (PT&D), receives his award from Mr. Kesavan G



Mr. Pradip Kumar Parida, Sr. Construction Manager (Mech), Bansujara Irrigation Scheme, receives his award from Mr. K. Asok Kumar, Executive Vice President & Head, WET IC



Mr. Wilson E, D'Man (Elec) (PT&D), receives his award from Mr. Srinivasan S Head-Engineering, PT&D IC



Mr. Senthilnathan S, Sr. Manager Accounts (Smart World & Communication), receives his award from Mr. R. Srinivasan



Mr. Niloy Mukherjee, Project Manager of Ghoshpukur Salsalabari Road Project, receives his award from Mr. Ananyo Maitra, Cluster Head, Kolkata, TI IC



Mr. Shivram Krishna Shukla, Sr. Construction Manager (Mech), Bansujara Irrigation Scheme, receives his award from Mr. K. Asok Kumar



Mr. S. Dharma Raja, Sr. Construction Manager (Mech), Chhaigaonmakhan LIS, receives his award from Mr. K. Asok Kumar



Mr. Tirtha Kumar Bhattacharya, Sr. Construction Manager (Civil), Kundalia Irrigation Project-Right Bank, receives his award from Mr. K. Asok Kumar



Mr. P. Anbalagan, Construction Manager (Mech), Bansujara Irrigation Scheme, receives his award from Mr. K. Asok Kumar



Mr. Tapas Ghosh, Manager - IT, Indore Cluster - IWS BU, receives his award from Mr. K. Asok Kumar



Mr. Vijoy Kumar Tiwary, Manager - Administration, Payli MVRWSS, receives his award from Mr. K. Asok Kumar



Mr. Senou K, Head Initiatives - Precast - B&F IC, receives his award from Mr. Sriraman T



Mr. Divakaran O V, CPM- Mumbai (Residential I) - B&F IC, receives his award from Mr. Sriraman T



Mr. Ranjeet Kumar, Project Manager - B&F IC, receives his award from Mr. Sriraman T



Mr. O P Singh, Sr. Manager (Civil) - B&F IC, receives his award from Mr. G. R. Ranganath



Mr. P. Ganeshkumar, Sr. Construction Manager (Civil) - B&F IC, receives his award from Mr. G. R. Ranganath



Mr. Mohamed Aslam M, Chief Project Manager - B&F IC, receives his award from Mr. A.L. Sekar - Sr. Vice President - Special Projects, Heavy Civil IC, Qatar



Mr. Kailash Kumar Jha, Head- Resources (RB&F SGB) - B&F IC, receives his award from Mr. Sriraman T



Mr. Janaki Raman S, Cluster Plant Manager - B&F IC, receives his award from Mr. Sriraman T



Mr. Athalye Sameer Arvind, DGM (Civil) - B&F IC, receives his award from Mr. Sriraman T



Mr. Suresh P, Sr. DGM (Contracts) - B&F IC, receives his award from Mr. Jens Huckfeldt - Chief Executive, L&T Qatar



Mr. Rajeev Kumar Jaiswal, Sr. Engineering Manager (Instrumentation) (PT&D), receives his award from Mr. Srinivasan S



Mr. Balaji G, Asst. Engineering Manager (Civil) - B&F IC, receives his award from Mr. G. R. Ranganath



Mr. Devraj Venkappa Anchan, Cluster HR Manager - B&F IC, receives his award from Mr. Sriraman T



Mr. Mahamuni Ashok Narhari, Officer (Industrial Relation) - B&F IC, receives his award from Mr. Sriraman T



Mr. Shinde Sharad Shamrao, Foreman (Civil) - B&F IC, receives his award from Mr. Sriraman T



Mr. Muthukumarasamy A, Sr. Foreman (Elec), receives his award from Mr. Mahajan SL, Head-Sub Station BU



Mr. Rajendran PKP, Sr. Foreman (Instrumentation) (PT&D), receives his award from Mr. Kesavan G



Mr. Arasamani V, Asst. Foreman (Mech) (PT&D), receives his award from Mr. Mahajan SL

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Mr. Jadhav Mahadev Namdeo, Jr. Foreman (P&M) - B&F IC, receives his award from Mr. Sriraman T



Mr. Vishal Verma, Head- P&M (RB&F) - B&F IC, receives his award from Mr. Sriraman T



Mr. Satyanarayan Das, Manager (QA/QC) - B&F IC, receives his award from Mr. Sriraman T



Mr. Sanjeev Kumar Thakur, Project Manager (B&F IC), receives his award from Mr. B. N. Sheth, HEAD - Procurement & Cost Control



Mr. R. K. Singh, General Foreman (MECH) (B&F IC), receives his award from Mr. Ashutosh Tripathi



Mr. Narasimhan KP, General Foreman (Mech) B&F IC, receives his award from Mr. T. Srinivasan & Mr. S. Venkatesh - Head - Sub Contracts, Riyadh Metro Project, Saudi Arabia, (HCIC)



Mr. Sriram, Sr. Construction Manager (Civil) - B&F IC, receives his award from Mr. Sriraman T



Nagarajan P, Head - EHS (CB&A) - B&F IC, receives his award from Mr. M.V. Satish



Mr. Siddhartha Sarkar, Sr. Manager (Business Development) - B&F IC, receives his award from Mr. Sriraman T



Mr. Ramesh K S, Asst. Supervisor (PT&D), receives his award from Mr. Kesavan G



Mr. Rajiv Ranjan, Chief Engineering Manager (Civil) (PT&D), receives his award from Mr. Srinivasan S



Mr. E. Sivasubramani, Sr. Manager (Mech) - QA/QC, MMH, L&T Oman LLC, receives his award from Mr. Amit Swarnkar



Mr. Manoj Kumar Binwal, DGM (P&M) (B&F IC), receives his award from Mr. Ashutosh Tripathi, Head Factories



Mr. Sudeep Ghosh, Sr. Manager (Civil) (B&F IC), receives his award from Mr. Ashutosh Tripathi



Mr. Manish Prasad, DGM (MECH) (B&F IC), receives his award from M. S. Raval



Mr. Pritam Sengupta, Sr. Manager (P&M), MMH, receives his award from Mr. Amit Swarnkar



Mr. K. Balamurugan, Costruction Manager (Electrical), L&T GeoStructure, receives his award from Mr. S. Kanappan

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Mr. Ram Prasad Roy, Sr. Engineering Manager (Mech), EDRC-Kolkata, MMH, receives his award from Mr. Sanjib Goswami, Head - EDRC (BMH BU) & Mani Sankar Chakraborty, Head - EDRC (M&M BU)



Mr. M. S. Binu, Sr. Engineering Manager (Mech), EDRC-Kolkata, MMH, receives his award from Mr. Sanjib Goswami & Mani Sankar Chakraborty



Mr. TV Sethu, Sr. Engineering Manager (Mech), EDRC-Kolkata, MMH, receives his award from Mr. Sanjib Goswami & Mani Sankar Chakraborty



Mr. Thinagaran D., Deputy General Manager (Civil), Oman, receives his award from Mr. G. R. Ranganath



Mr. K. Ramalingam, Sr. Construction Manager (Mech), receives his award from Mr. T. Srinivasan and Padmanabha Rao



Mr. K. Sivakumar, Sr. Construction Manager (Civil) receives his award from T. Srinivasan & Mr. M. Padmanabha Rao



Mr. K Ramalingam, Sr. Construction Manager (Mech), receives his award from Mr. T. Srinivasan and Mr. M. Padmanabha Rao



Mr. Sanjay Pajni, Chief Engineering Manager (Civil), receives his award from Mr. R. Anbalagan, Vice President & Head - Hydel, Tunnels, Nuclear and Special Bridges, Mr. Barttanu Kumar Das, Head - HR.



Mr. Elanthuyamani K R, Manager (P&M), Oman, receives his award from Mr. G. R. Ranganath



Mr. Tiruvuri SRM Srinivas, Head - Costing, Project Control & MIS, Mauritius LRT Project, receives his award from Mr. Vinod G, Project Director, Mauritius LRT Project



Mr. Guruprasad Nayak, Manager (Systems) (JSW-Dolvi), receives his award from Mr. Kumaresan T, VP & Head - M&M BU - MMH, L&T



Mr. Madan Sharma, Assistant Foreman (P&M), NTPC Tanda, MMH, receives his award from Mr. M. Satyanarayan, Project Manager (NTPC Tanda, MMH)



Mr. Karthi M, Construction Manager (Civil), BIAL Runway, receives his award from Mr. D. K. Sen



Mr. Ravikumar M S, DGM (Civil), BIAL Runway, receives his award from Mr. D. K. Sen



Mr. Parthiban S, DGM (EDRC), Chennai, receives his award from Mr. D. K. Sen



Mr. Balachandar T, Sr. Manager (Accounts & Admn.), APCRDA Zone 7, receives his award from Mr. D. K. Sen



Mr. Guruprasad S R, Construction Manager (Civil), BIAL Runway, receives his from Mr. D. K. Sen



Mr. Bijay Kumar Behera, Manager (Stores), CTP-3R, receives his award from Mr. D. K. Sen





Mr. Nagaraja Chetty O, Construction Manager (Civil), Amravati Capital City Development, receives his award from Mr. D. K. Sen



Mr. Hariraj M, Manager (Stores), Hospet Chitradurga Road Project, receives his award from Mr. D. K. Sen



Mr. Srinivasan B, Manager (Stores), Villukuri Kanyakumari Road Project, receives his award from Mr. D. K. Sen



Mr. Karthikeyan S, Project Manager-Expolink Consortium (UAE) (PT&D), receives his award from Mr. Madhava Das T



Mr. Agrawal Sagar Sunil, Sr. Manager (Elec) (PT&D), receives his award from Mr. Madhava Das T



Mr. Karthi Kumar TK, Cluster Operations Head (Sub Station)-Chennai & Bangalore Clusters (PT&D), receives his award from Mr. Madhava Das T



Mr. Krishnamurthi S, Asst. Manager (Procurement), Corporate Centre (Railway SBG), receives his award from Mr. D. K. Sen



Mr. Selva Kumar P, Project Manager, R 1048/1 and 5- Expo 2020 Roads receives his award from Mr. D. K. Sen



Mr. Raghavendra Sherigar K, Manager (Civil), R 1048/1 and 5 - Expo 2020 Roads, receives his award from Mr. D. K. Sen



Mr. Abdul Hanif Khan, Head-Business Development & Proposals (Solar BU) (PT&D), receives his award from Mr. Madhava Das T



Mr. Ritin Goyal, Cluster Oper. Head (TL) - Jammu Cluster (PT&D), receives his award from Mr. Madhava Das T



Mr. Balasubramanian S, Sr. Segment Head (TL) - South (PT&D), receives his award from Mr. Madhava Das T



Mr. Gopinatha Reddy P, Manager (Accounts), RTA - Extension of Tripoli Road Project receives his award from Mr. D. K. Sen



Mr. Yogesh Pande Sudheer, Head Tendering, International BU Trans. Infra. Overseas, receives his award from Mr. D. K. Sen



Mr. Shashikanta Tripathy, Construction Manager (Civil), Mumbai Vadodara Expressway, receives his award from Mr. D. K. Sen



Mr. Balaji S, Chief Engineering Manager (Civil) - B&F IC, Baharagora Singhara Road Project, receives his award from Mr. M. V. Satish



Mr. Kalimuthu R, Sr. Construction Manager (Civil) - B&F IC, receives his award from Mr. M. V. Satish



Mr. Hariharan J, Sr. DGM (Public Health) - B&F IC, receives his award from Mr. M. V. Satish



Mr. Partha Protim Chakravarty, Construction Manager (Civil), Ahmedabad Cluster, RREC, receives his award from Mr. D. K. Sen



Mr. Soumen Dutta, Asst. Manager (Survey), Baharagora Singhara Road Project, receives his award from Mr. D. K. Sen



Mr. Anbukuganesh, Construction Manager (Elec) (UAE) (PTD), receives his award from Mr. T. Madhavadas, & A. Ravindran, EVP & Head PT&D



Ms. Keerthana A, Sr. Engineering Manager (Civil) - B&F IC, receives her award from Mr. M. V. Satish



Mr. Nagalingam R, Chief Architect - B&F IC, receives his award from Mr. M. V. Satish



Mr. Nithyanand N, DGM - Business Development (Health BU) - B&F IC, receives his award from Mr. M. V. Satish



Mr. Rathinavel S, Chief Engineering Manager (Civil) - B&F IC, receives his award from Mr. M. V. Satish



Mr. Tadigotla Sasidhar, Chief Engineering Manager (Civil) - B&F IC, receives his award from Mr. M. V. Satish



Mr. Sundhar C, Chief Engineering Manager (Civil) - B&F IC, receives his award from Mr. M. V. Satish



Mr. Saravanan B, Construction Manager (Instru) (PT&D), receives his award from Mr. Mahajan S L



Mr. Rajavelu K, Sr. Engineering-Manager (Elec) (PT&D), receives his award from Mr. Srinivasan S



Mr. Chittoor Zakeer, Sr. Engineering Manager (Civil) (PT&D), receives his award from Mr. Srinivasan S



Mr. Kesavan N, Sr. DGM (Mech)-Fire Fighting - B&F IC, receives his award from Mr. M. V. Satish



Mr. Madhu Anand S, DGM & Head - CMPC (RBF) - B&F IC, receives his award from Mr. M. V. Satish



Ms. Judy Vinodhini M Ravikumar, Sr. DGM - Business Development (South) - RB&F SBG - B&F IC, receives her award from Mr. M. V. Satish



Mr. Umapathy P, Asst. D'Man (Civil) (PT&D), receives his award from Mr. Srinivasan S



Mr. Shaji K, Asst. Foreman (Survey) (PT&D), receives his award from Mr. Rajesh Narayan P



Mr. Dhandapani K, Construction Manager (Elec) (PT&D), receives his award from Mr. Balasubramanian R



Mr. Sunderrajan P J, Construction Manager (Civil), DFCC CTP 1&2, receives his award from Mr. Rajeev Jyoti



Mr. M. S. Senthil Kumaran, Manager (Elec), Chennai HQ, receives his award from Mr. S. Kanappan



Ms. Kalpana N Mohan, Asst. Manager (Admin), receives her award from Mr. K. Nagarajan



Mr. Namuduri Jyothirmurthi, Asst. Manager (Accounts) (PT&D), receives his award from Ms. Niranjana C



Mr. Pradeep Kumar P, Foreman (Elec) (PT&D), receives his award from Mr. Balasubramanian R



Mr. Kumar L, Asst. Manager (Stores) (PT&D), receives his award from Ms. Niranjana C



Mr. Arup Pal, Manager (Accounts) (PT&D), receives his award from Mr. Santhosh AK, Segment Head (TL) - East (PT&D IC)



Mr. Satish Kumar KS, Sr. Construction Manager (Elec) (PT&D), receives his award from Mr. Kesavan G



Mr. Raja P, Sr. Construction Manager (Civil) (PT&D), receives his award from Mr. Mahajan S L



Mr. Gopalan S, Manager (Accounts) (PT&D), receives his award from Ms. Niranjana C



Ms. Lakshmi M, Sr. Manager (Accounts) (PT&D), receives her award from Ms. Niranjana C



Mr. Pappu Lal Jarotiya, Sr. Construction Manager (Elec) (PT&D), receives his award from Mr. Sunil Kumar Saxena, Segment Head (Sub Station)-North & West (PT&D IC)



Mr. Ravish Kumar Prajapati, Sr. Construction Manager (Civil) (PT&D), receives his award from Mr. Nitesh Arora, Segment Head (TL) - North & Central (PT&D IC)



Mr. Patil Santosh Bapurao, Construction Manager (Instru) (PT&D), receives his award from Mr. Nitesh Arora



Mr. Venkatnarayanan A, Sr. Manager (Instrumentation) (PT&D), receives his award from Mr. Devendra Kumar Singh, Segment Head (UPD)-North & West (PT&D IC)



Mr. Naveen Kumar Kanojia, Project Manager, Delhi Agra Road Project, receives his award from Mr. K. V. Praveen



Mr. Haridas Shah, Construction Manager (Civil), Delhi Agra Road Project, receives his award from Mr. K. V. Praveen



Mr. Subhash Chand Yadav, Manager (P&M), Delhi Agra Road Project, receives his award from Mr. K. V. Praveen



Mr. Sibbanarayan Lal, Manager (Stores), RSP-HSM, Rourkela, MMH, receives his award from Mr. Pinak Lahiri, Head – Finance, Accounts & Administration, MMH SBG



Mr. M. P. Suresh, Manager (Accounts), RSP-HSM, Rourkela, MMH, receives his award from Mr. Pinak Lahiri



Mr. Mani K, Manager (Accounts) – Koppal WSP, receives his from Mr. Sukumar T, Head - Finance, Accounts & Admin., WET IC



Mr. Ashutosh Prakash Yadwade, DGM (Civil), CTP-14 receives his award from Mr. K. V. Praveen



Mr. Ravinder Reddy R, B&F IC, receives his award from Mr. S. Arunakumar



Mr. Ramachandran, Manager (Stores) (B&F IC), receives his award from Mr. M. S. Raval



Mr. Prabhat Kumar, Head - Human Resources (RBF SBG) - B&F IC, receives his award from Mr. Sriraman T



Mr. Chinni Subbarayudu, Project Head – Nandawadagi LIS (Water & Effluent Treatment IC), receives his award from Mr. Masilamani K



Mr. Nawin Chandra Jha, Sr. Construction Manager (Civil) - B&F IC, receives his award from Mr. Sriraman T



Mr. Chakarayuthan G, Sr. Construction Manager (Civil) (B&F IC), receives his award from Mr. Ashutosh Tripathi



Mr. Sujyoti Haldar, Asst. Construction Manager (Civil) (B&F IC), receives his award from Mr. B. N. Sheth



Mr. Umesh Krishnan R, DGM (HVAC) B&F IC, receives his award from Mr. T. Srinivasan



Mr. Kannan R, Sr. Construction Manager (Civil) - B&F IC, receives his award from Mr. Sriraman T



Mr. Ramasamy N, Asst. Manager (Stores) - B&F IC, receives his award from Mr. Sriraman T



Mr. Balaji K, Sr. Manager (Civil) - B&F IC, receives his from Mr. Sriraman T

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Mr. Sankha Dasgupta, Sr. Engineering Manager (Mechanical), EDRC Kolkata MMH, receives his award from Mr. Sanjib Goswami and Mr. Bavanam Gangadhara Reddy, JGM - Designs (Mechanical) MMH SBG, L&T.



Mr. Praveen Kumar Singh, Sr. Construction Manager (Mech), Khargone, MMH, receives his award from Mr. Ajoy Bhattacharyya



Mr. P. A. Venkatramana, Manager (Accounts), receives his award from Mr. T. Srinivasan and Mr. S Venkatesh, VP & Head - Sub Contracts Management. (CWG JV)



Mr. Sunil K, Chief Engineering Manager (Civil), receives his award from Mr. Afzal Hossain Khan, TFL Head - Mumbai Metro (Package UG01 & UG07) and Mr. Alope Kumar Dey, Project Director - Mumbai Metro UGC01



Mr. P. A. Venkatramana, Manager (Accounts), receives his award from Mr. T. Srinivasan and Mr. S Venkatesh



Mr. Sunil Kumar Sharma, Project Manager (DMRC CC77), receives his award from Mr. R. Anbalagan and Mr. Prasanta Kumar Gupta, Head-Procurement



Mr. Kolhale Hiralal Bapu, Manager (Stores), receives his award from Mr. Afzal Hossain Khan, TFL Head - Mumbai Metro and Mr. Alope Kumar Dey, Project Director.



Mr. Indra Dev, Sr. Construction Manager (Civil), receives his award from Mr. Afzal Hossain Khan and Mr. Alope Kumar Dey



Mr. Vinod Kumar, Project Manager (Singoli Bhatwari HEP), receives his award from Mr. R Anbalagan



Mr. Manoj Kumar, Manager - Accounts, L&T Oman, receives his award from Mr. G. R. Ranganath



Mr. Yogesh Bhardwaj, Construction Manager (Civil), receives his award from Mr. Vinod G



Mr. Jagadish Shenoy R, Project Manager (Mech) (JSW-Dolvi), receives his award from Mr. Kumaresan T



Mr. Mukesh Chandra Mishra, Manager (P&M), receives his award from Mr. Roy Kurien, Head - Resources



Mr. P. Francis Raja, Manager Contracts (Electrical), L&T GeoStructure, receives his award from Mr. S. Kanappan



Village to Vibhushan!



Only 307 individuals have been recognized with the Padma Vibhushan since the Padma Awards were first instituted by the Government of India in 1954. It was therefore a proud moment for all L&T-ites when our Group Chairman, Mr. A.M. Naik was conferred the Padma Vibhushan in the 'Trade & Industry' category by the President of India Shri Ram Nath Kovind on 16th March 2019. Along with Mr. Naik, only 12 others have been recognized with the Padma Vibhushan in the 'Trade & Industry' category. The second highest civilian award in the country, the Padma Vibhushan is awarded for 'exceptional and distinguished service' without distinction of race, occupation, position or sex.

"For me the Padma Vibhushan is an acknowledgement of the contribution made to nation, industry and society by Larsen & Toubro – the company I am proud to have served for over five decades," said Mr. Naik, on receiving the award.

Ten years ago, Mr. Naik had received the Padma Bhushan.

From all of us at L&T Construction that he considers the jewel in the L&T crown, hearty congratulations to Mr. Naik. May you always remain an inspiration for all of us!