

# BUILD



# IND

A Publication by L&W Group

JUNE 2022 Issue

Digital Publication

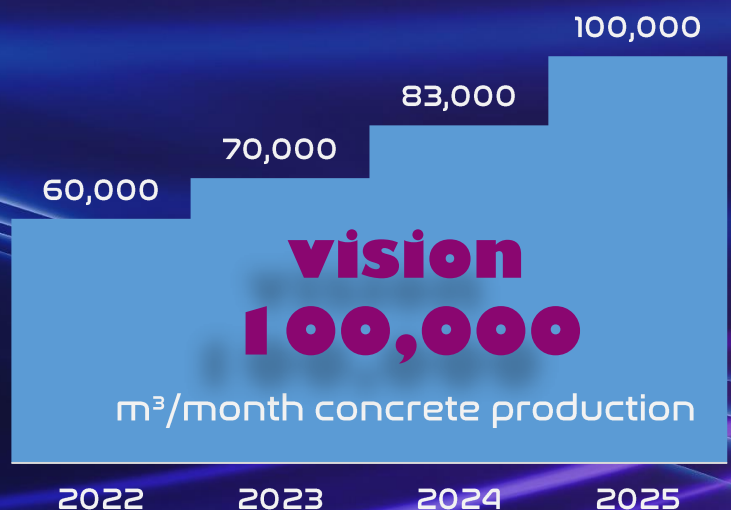
16 YEARS OF EXCELLENCE



Project Name: Vector, Kharadi, Pune

## WHAT IS NEW?

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- FEEDBACK LINK



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# WELCOME

## MD'S MESSAGE



Dear L&Wean,

We recently reached the milestone of 16 years of excellence in India. It has been a tremendous journey filled with both challenges and opportunities. With your dedication, commitment, hard work and support, we have built a strong brand L&W and that is leading in many fronts. I thank you and your families for the continued support.

As we are coming out of the unprecedented pandemic that severely impacted all of us over the last couple of years, the world is witnessing newer challenges in terms of rising inflation, associated commodity price escalations and geopolitical tensions. Despite all these challenges, we should not lose our focus and we must move steadfast towards achieving our goals.

As you are aware, we are currently executing our strategy through the following FIVE priorities in 2022 and the same will continue with full commitment:

1. Our vision for 100,000 m<sup>3</sup>/month concrete production by 2025
2. Regional re-alignment of L&W organization for enhanced agility
3. Safety as everyone's responsibility & Meticulous Quality focus
4. Strengthening process-driven approach through Digitalization
5. Making L&W an employer of choice by creating opportunities for people & leadership development

I wish all the very best for our continued success in the years ahead.

Best wishes,  
Asaithambi M  
MD – L&W Group





# STRATEGIES IN ACTION

## REGIONAL REALIGNMENT

The key objectives of this strategy is to build an agile regional organization for faster response to client needs, empowering regional teams for faster decision making, to balance workload across regions to avoid overburdening and region specific organizational and leadership development. A leadership workshop was conducted in Chennai in Nov 2021 for concluding on the regional roles and for identifying key resources.





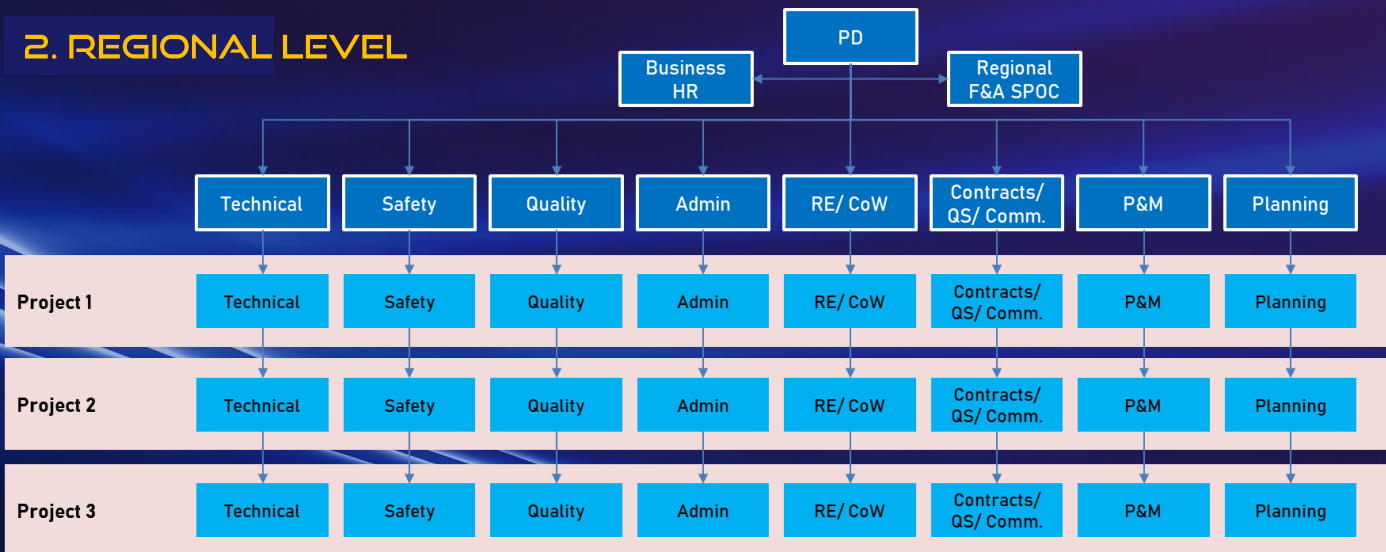
# STRATEGIES IN ACTION

## REGIONAL REALIGNMENT TYPICAL ORG STRUCTURE

### 1. COMPANY LEVEL



### 2. REGIONAL LEVEL



# STRATEGIES IN ACTION

## DIGITAL TRANSFORMATION

Key objectives of Digital Transformation strategy at L&W are the following:

1. institutionalizing process driven approach across the company for consistency in our operations
  2. visibility of data and insights for informed decision making
  3. anywhere, anytime access to data and insights
  4. continuous improvement
  5. enhanced communication.
- Most (~90%) of the core value stream processes have been digitalized and matured.



Digital Transformation Partner  
**archiot**



# STRATEGIES IN ACTION

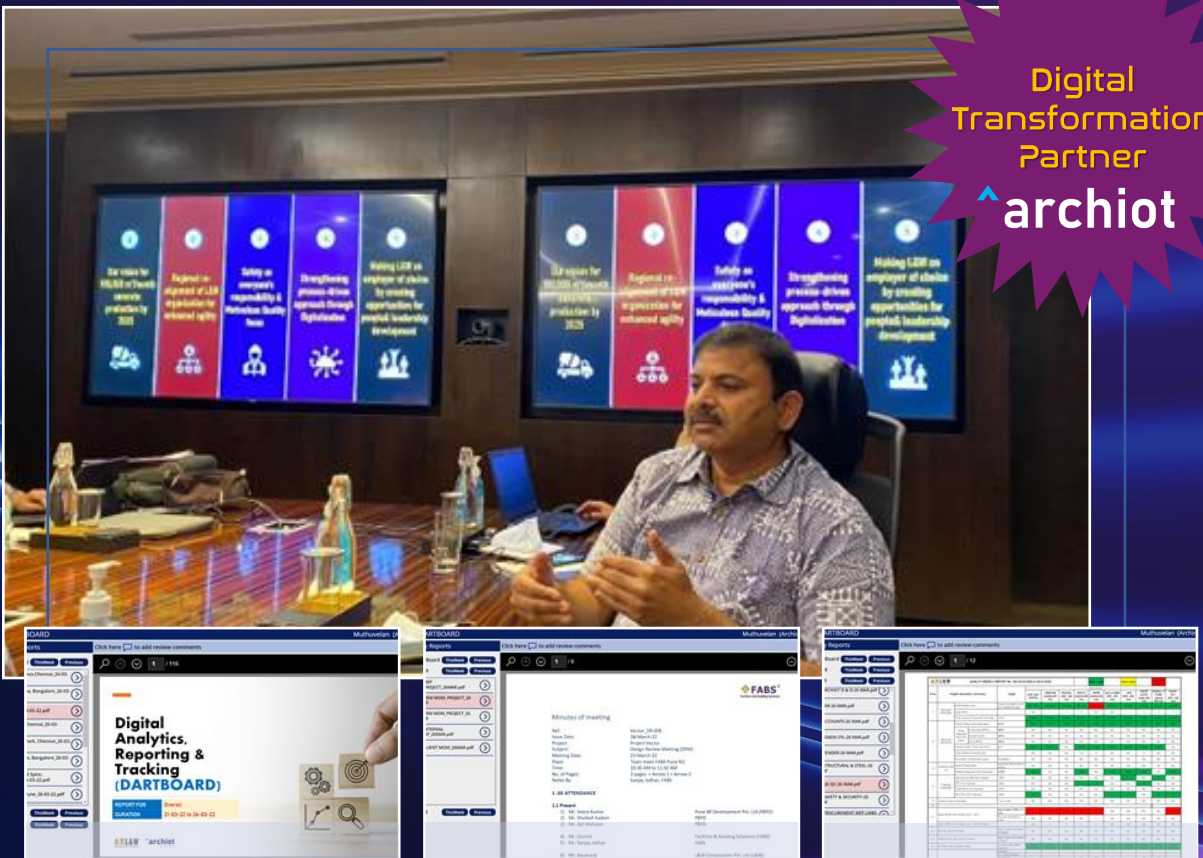
## DIGITALIZATION DASHBOARD LAUNCH

**DART** is the acronym for **Data Analytics Reporting & Tracking**. 'DARTBOARD' is the metaphor indicating how far the Operations are deviating from their target like in a typical dartboard game. Through smart data analytics along with actionable insights DARTBOARD provides visibility to the health of different functions of the operations in one place.

For example, departments and functions that are tracked through DARTBOARD include: Worker & Staff Management, Recruitment Management, Administration Management, P&M Assets Management, Facility Management, Site Safety, Site Quality, Site Walk Issues & Resolution, Technical Collaboration, IT Assets & Operations, Training & Academy etc. and this enables key stakeholders to be always in better control of their operations.

In addition Weekly Management Reports and Client MOMs are also disseminated through DARTBOARD. Role based, context specific data dissemination makes the DARTBOARD one of the most innovative and effective ways of consuming data and analytics in a secured environment. DARTBOARD was formally rolled out on 22-2-22

Digital  
Transformation  
Partner  
archiot



# STRATEGIES IN ACTION

## ENHANCING TALENT

### Junior Managers B1 2022 Induction – Classroom Training



MD Interactive Cultural Session: Asai



Intro, Corporate & Digital Overview: Muthuvelan



Induction Program Brief: Subin Robin Academy



HR Induction: Mahesh Naik



Professionalism, Communication: Sagar, MGZ



Formwork Session: Manikandan



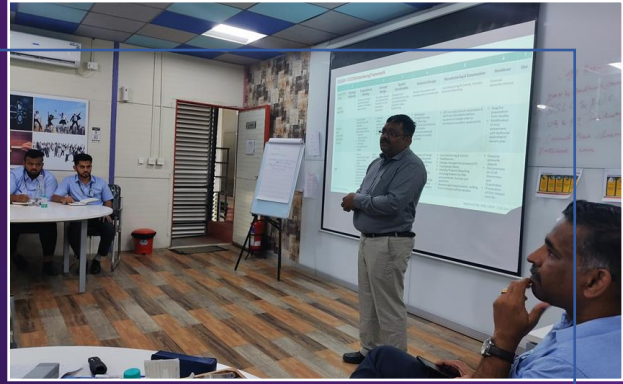
# STRATEGIES IN ACTION

## ENHANCING TALENT

### Junior Managers B1 2022 Induction – Classroom Training



Project Execution by PD: Chandramohan



Build On Paper, Buy On Paper: Muthu & RMS



L&W Realty & Marketing: Balaji Aiyer



Process Overview: Eugin



EHS Overview : Hari



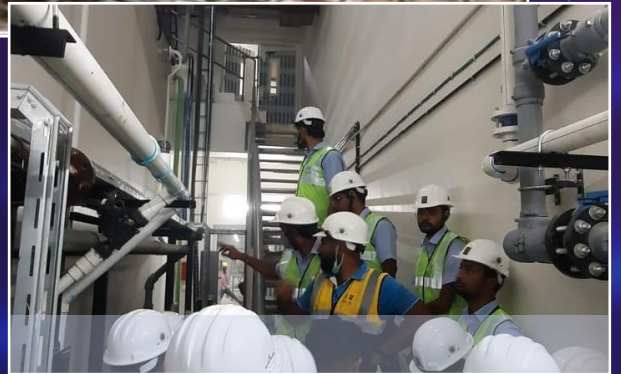
Quality Overview: Sreenivasan



# STRATEGIES IN ACTION

## ENHANCING TALENT

Junior Managers B1 2022 Induction – On the Job Training





# STRATEGIES IN ACTION

## DEVELOPING PEOPLE

New Leadership Academy at Denkanikottai, Hosur



DK Nursery is located in Denkanikottai region, Tamilnadu which is surrounded by Beautiful & serene Forest region away from Pollution

The site is spread across 18.8 acres with a construction area of approximately 15000 sq ft. Remaining area is developed to be a Plants Nursery

This is developed to be a Leadership academy with an office block, Tented accommodation and Accommodation for staff and Executive staff

Along with the office block, we are proposing to have Activities such as Tree climbing, Mud activities, Amphitheatre, Cafeteria etc which will help us in Team Building activities for the staff.

# LEADER

*"If your actions  
inspire others to  
dream more, learn  
more, do more &  
become more, YOU  
ARE A LEADER."*

*John Quincy Adams*



# STRATEGIES IN ACTION

## DEVELOPING PEOPLE

### New Invreco Office at Kundrathur, Chennai



The new Invreco office is located at Kundrathur, Chennai

This is designed to cater to all the needs of employees in a healthy environment, reducing the risk of interruptions in functioning of office and projects due to pandemic. This facility has a provision for 250 Nos of seats for staff, Managers Cabins, MD's Office, Discussion & Meeting Rooms, Training rooms, Dining & Pantry, Sick rooms etc.

Along with this, this facility is also providing accommodation block for both Staff & Workers, Kitchen & Washing areas, Play areas etc.



# STRATEGIES IN ACTION

## ENHANCING QUALITY

## INVRECO IMS CERTIFICATION

Invreco has successfully completed certification audit in Mar 2021 by Bureau Veritas Certification for effective implementation of Integrated Management System (IMS)

The Globally recognized standard comprises of ISO 9001:2015 (QMS - Quality Management System), ISO 14001:2015 (EMS – Environment Management System), ISO 45001:2018 (OHSMS – Occupational Health & Safety Management System).

Invreco Certification Audit was held between 27th Jan and 30th Jan 2021 at Boeing , ITPP Kharadi , TCL & Head Quarters Invreco.



**Bureau Veritas Certification**

**INVRECO PRIVATE LIMITED**

**invreco**  
...realising ideas

#14, 2ND FLOOR, OMR – RAJIV GANDHI SALAI, KANDANCHAVADI, CHENNAI – 600 096, TAMIL NADU, INDIA.

Bureau Veritas Certification Holding SAS – UK Branch certifies that the Management System of the above organization has been audited and found to be in accordance with the requirements of the Management System standards detailed below.

Standards  
**ISO 9001:2015, ISO 14001:2015 & ISO 45001:2018**

Scope of certification

**DESIGN & BUILD STRUCTURAL STEEL SOLUTIONS, FACADE SOLUTIONS, MEP SOLUTIONS AND PRECAST SOLUTIONS FOR COMMERCIAL AND INDUSTRIAL PROJECTS**

Original cycle start date: **20 March 2021**  
Expiry date of previous cycle: **Not Applicable**  
Certification Audit date: **30 January 2021**  
Certification cycle start date: **20 March 2021**

Subject to the continued satisfactory operation of the organization's Management System, this certificate expires on: **19 March 2024**

Certificate No.: **IND.21.7853/IM/U** Version : 1 Revision date: **20 March 2021**

*J. Ganesh*

Signed on behalf of BVCH SAS – UK Branch  
**Jaydheesh N. MANIAN**  
Head – CERTIFICATION, South Asia  
Commodities, Industry & Facilities Division

Certification body address: 6th Floor, 85 Princess Street, London, E1 1HG, United Kingdom

Local office: Bureau Veritas (India) Private Limited (Certification Business)  
72 Business Park, Marol Industrial Area, MIDC Cross Road 'C', Andheri (East), Mumbai – 400 059, India

Further clarifications regarding the scope of this certificate and the applicability of the management system requirements may be obtained by consulting the organization.  
To check this certificate validity please call +91 22 6274 2699.



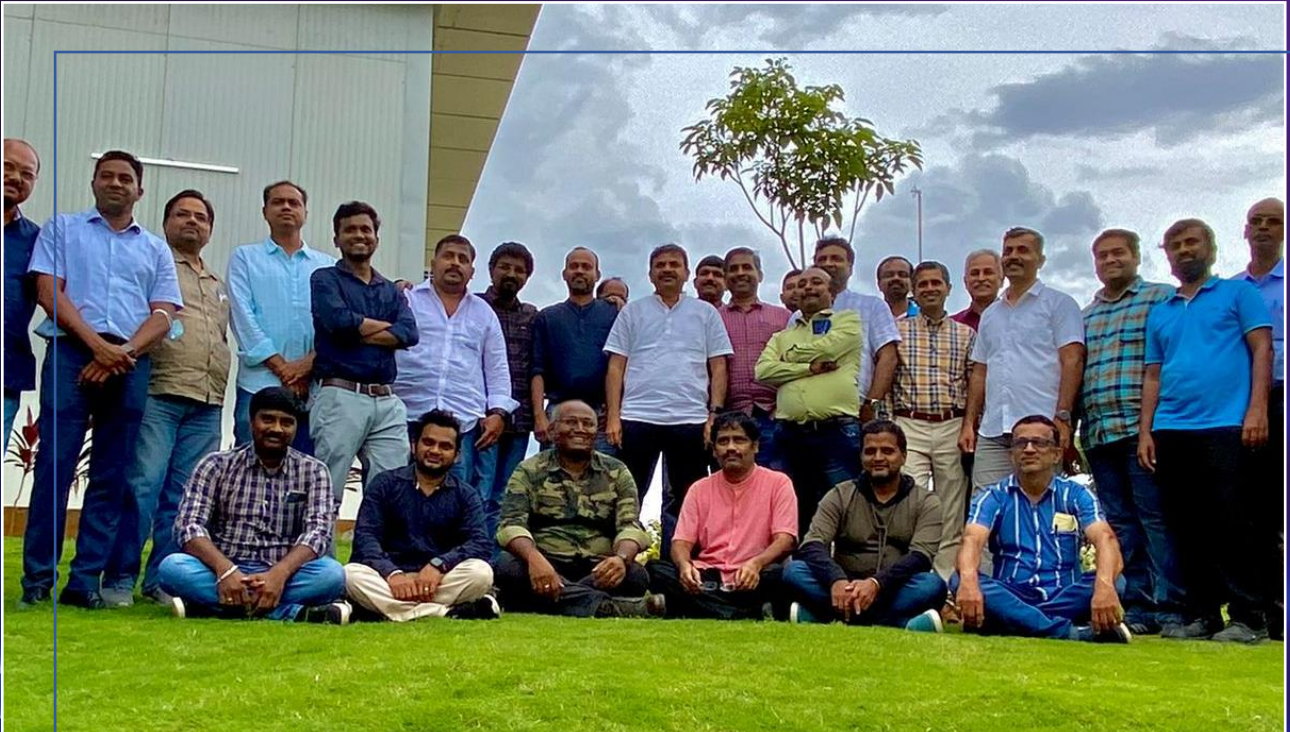


# KEY EVENTS

## ANNUAL REVIEW MEETING AT DH

Annual Review Meeting (ARM) conducted in Aug 2021, focused on the following key objectives:

- Update on current business situation, strategies in action, Opportunities and Challenges by MD
- Update on current state of individual Projects & Departments by PDs and HODs
- New initiatives introduction and call for action from Projects and Departments
- ARM as a platform for all key stakeholders to connect and get to know each other for team building





# KEY EVENTS

## COVID PREVENTION PROGRAMS

L&W's swift response and decisive actions right from the beginning of the outbreak of the pandemic helped us to battle it successfully with **ZERO COVID FATALITY**. Several key initiatives were undertaken to protect our workforce including the following:

- Regular PCR and RAT tests for Staff and Workers
- Compulsory check on vaccination status
- Regular vaccination camps for completing vaccination doses
- Dedicated Covid Care Center with Quarantine & Treatment facilities
- Digital tracking of workers right from their native for COVID status
- Digital process SOP deployment for workforce screening and quarantine
- Traditional & Ayurveda medicine distribution for affected employees
- Periodic communication and Protocol implementation



Regular Tests for Staff



Vaccination Camps



Covid Care Center at DH



Emergency Facilities



# KEY EVENTS

## GROUNDBREAKING CEREMONIES



**MCCIN & KPDL TOWER  
BANGALORE ON 15<sup>TH</sup>  
DEC '21 AT  
YESHWANTHPUR,  
BENGALURU**



**PROPOSED FACTORY  
ONE HUB CHENNAI ON  
6<sup>TH</sup> MARCH '21**



# CUSTOMER

*"A customer is the most important visitor on our premises, he is not dependent on us. We are dependent on him."*

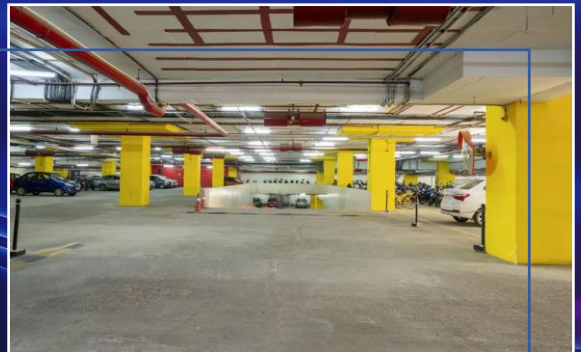
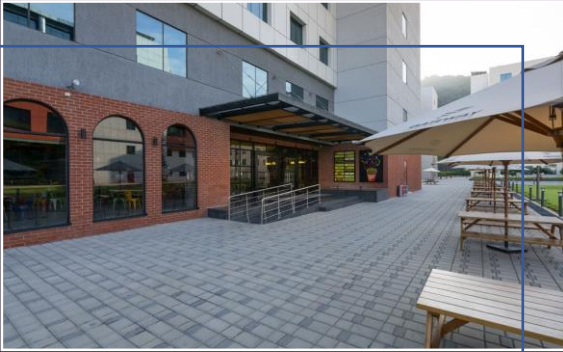
*Mahatma Gandhi*



# COMPLETED PROJECTS

## GATEWAY OFFICE PARKS

- Project Name: Gateway Office Park (GOP)
- Client : Shriram Properties
- CFA: 1.85 Mn Sq.ft
- Architect: Eskay Designs
- Configuration: 3 Blocks each G+11 stories , 2 common basements
- GOP is a mix design development project. The A2,A3 & A4 blocks are the blocks with podium for design & construction. Architecture of the building is conceived as contemporary buildings that are responsive to their climate context. They also enhance the skyline and provide a visually legible and clear statement for the surrounding community.

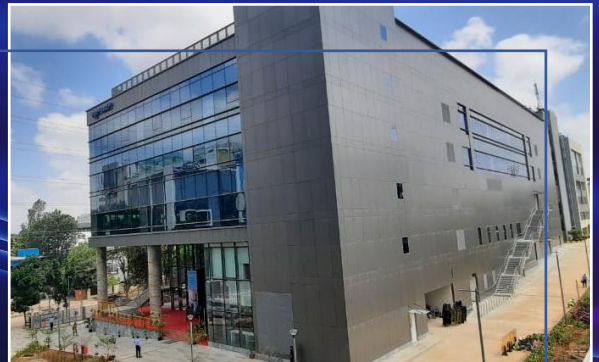




# COMPLETED PROJECTS

## QUALCOMM DESIGN CENTRE BNGLO.N

- Project Name : Proposed Office Building for Qualcomm India Pvt Ltd - BNGLO N.
- Client : Qualcomm India Pvt Ltd.
- Architect : RSP Design Consultants
- CFA : 2,38,333 Sq.ft
- Configuration : 2B + GF + 4 Floors + Terrace(Including Kitchen and amenities)
- The proposed office building is an integration of sub & super structural works with RCC frame & PT Slabs. The structure with architectural, MEP, External Development & utilities



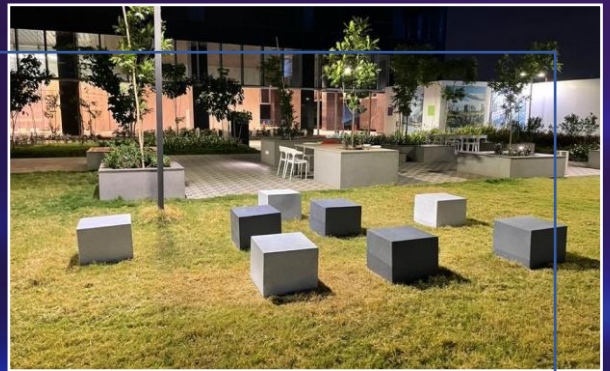


# COMPLETED PROJECTS

## AIGP PHASE-I

- Project Name: AIGP Kharadi Ph 1
- Client: Capitaland India Pvt Ltd
- Architect: DSP Design Associates
- CFA: 1.77 Mn Sq.ft
- Configuration: Four Basement parking floors + stilt + 14 Floor + terrace

Covers sub & super structural works. Architectural works includes masonry works, interior design, external & internal finishes ,Façade , MEP & Landscape works .



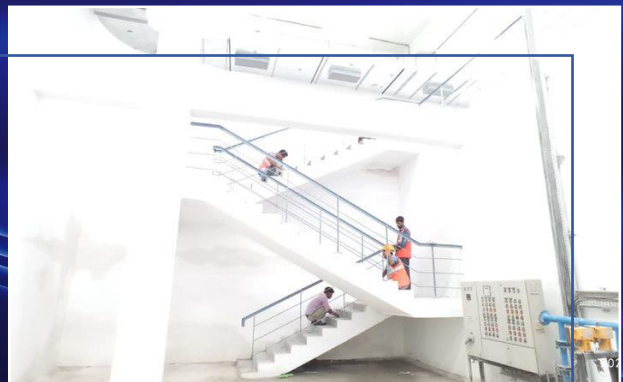
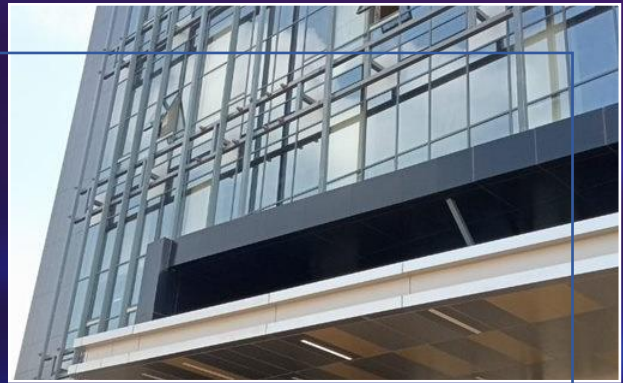


# COMPLETED PROJECTS

## TCL CHENNAI

- Project Name: TCL, Chennai.
- Client : Tata Communications Pvt. Ltd.
- Architect: EDIFICE
- CFA: 0.45 Mn Sq.ft
- Configuration: G +4

TCL Chennai is a structure with broadly based architectural, external architectural façade works & structural steel works etc Common area scope covers the finishes at Entrance lobby, Passenger & Service lift lobbies, Refuge balcony of the Data center





# COMPLETED PROJECTS

## FUTURA TECH PARK

- Project Name: Futura Tech Park (Additional Block)
- Client : Futura Tech Park Pvt Ltd
- Architect: Nataraj & Venkat Associates
- CFA: 64,900 Sq.ft
- Configuration: Stilt + 9 Floors

To summarize, the proposed Grade A IT building block is intended to be a building with contemporary design that fits it to an existing campus in terms of aesthetics and functionality by tapping into existing infrastructure





**Project Name: Project Vector**

**Client : Pune BP Development Private Limited**

**Architect: Venkatraman Associates**

**Built up area: 28,92,591 Sq.ft**

The commercial development extent includes Civil, Structural & Architectural works, with a spread of MEP work & External cladding works. Facade accommodate Unitized Curtain wall Glazing for Typical Floors

Development of Three towers each of 2B + 3 Stills + 14 Storey commercial building is located at Kharadi, Pune.



# NEW PROJECTS

MCCIN



**Project Name: Metro Cash & Carry & KPDL Grade A office building**

**Client : KPDL,**

**Built up area Phase 1 : 290,000 sq.ft | Phase 2 - 1,765,300 sq.ft**

**Configuration 2 Buildings Phase-1 : 2 level basements, 1 retail floor (Store) and 3 Office Floors Phase-2 : 4 level Basements, Ground floor, 1 Level Multi level car parking, 1 Amenity Floor and 20 Office Floors**



# NEW PROJECTS

## AIGP PHASE 2



**Project Name: ITPP Kharadi Block - 02**

**Client : Capitaland India Pvt Ltd**

**Architect: DSP Design Associates Pvt Ltd**

**CFA: 16,49,944 Sq.ft**

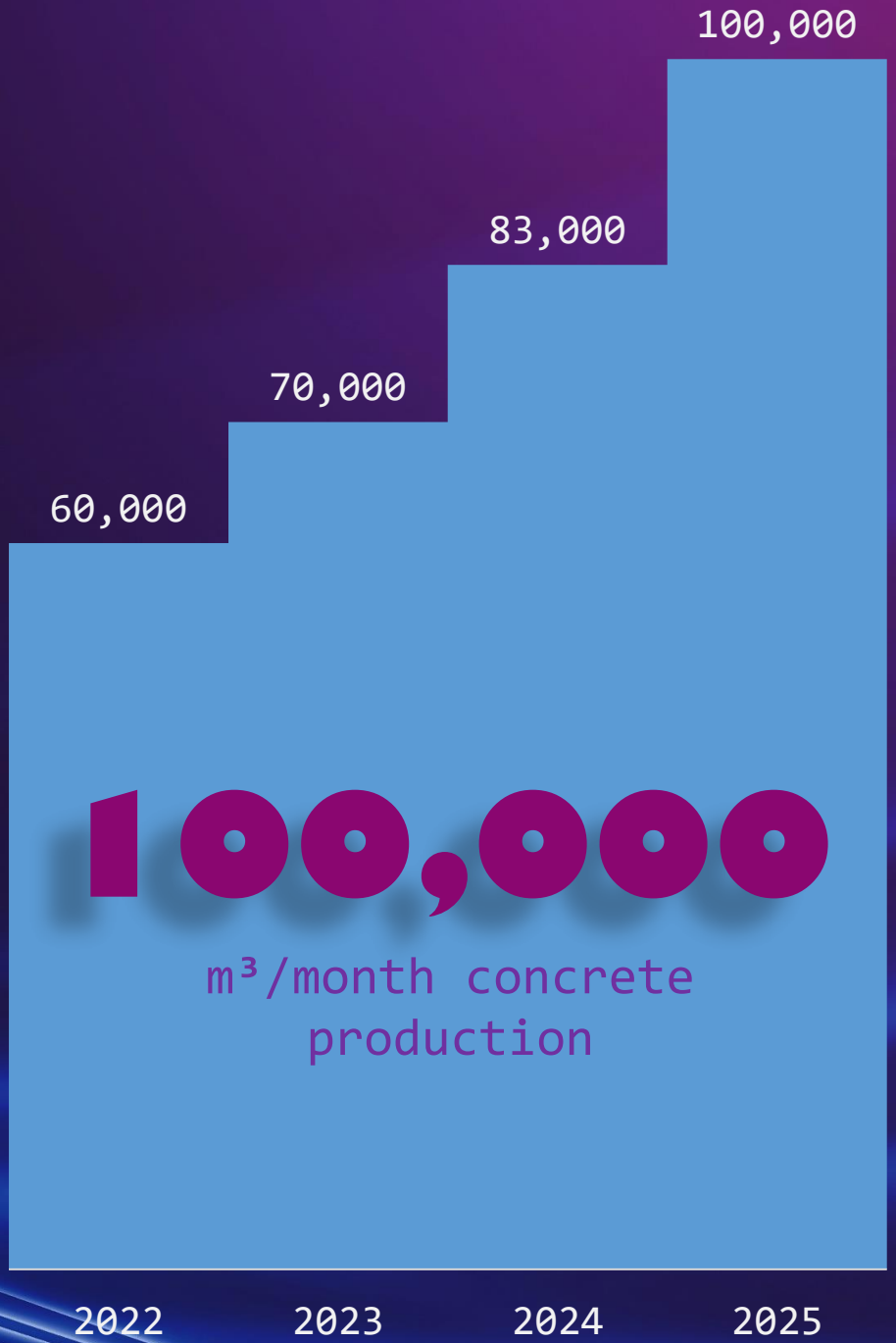
This is a commercial structure with a configuration of 4 basement parking floors + stilt + 14F + Terrace. It is a Design & Build project with a scope of structural, architectural, MEP & landscape works.

The individual blocks have been placed to allow for a courtyard like green space in the center between them. This allows the wind to flow well create a right ambience air quality.

The rooftop has been planned for various activities like play courts, urban farming, outdoor meeting cum café, event areas. The lower terrace will have urban farming & the upper will have play court.



# VISION '25



L&W wins Two “Excellence in EHS practices” Trophies by Confederation of Indian Industry - Southern Region (CII-SR) and a state level award from Karnataka

1. L&W EHS Team has received Silver award in commitment to Excellence on EHS Practices and has ranked Sectoral Third Topper in the construction industry in Chennai region
2. Bronze award for commitment to EHS Practices for Bangalore region
3. L&W secured state level safety award from Factories and Boilers, Karnataka for Project : HPE





L&W projects at various stages of completion has achieved impressive Safe Man Hours as illustrated below. We continue to give utmost importance for Safety in our projects.

PROJECT , LOCATION	SAFE MAN HOURS
RMZ OP, CHENNAI	8 MILLION
GOP, CHENNAI	6 MILLION
AIGP, PUNE	5 MILLION
BOEING, BANGALORE NEXITY, HYDERABAD	4 MILLION
QUALCOMM, BANGALORE	3 MILLION
WHITE ALPHA BANGALORE HPE, BANGALORE RADIAL IT PARK, CHENNAI ADANI, CHENNAI SPIRE, HYDERABAD	1 MILLION



National Safety Week Celebration



Safety March



Workplace Safety Briefing



Preventive Health Checks



Competitions



Mock Drills & Training



# COMMUNITY

## CSR INITIATIVES



INR 15 Lakhs to APD



Stationeries Donation to ASHA (NGO)



INR 15 Lakhs for Karuna Home for Disabled



L&W Kaleidoscope event for differently abled



INR 5.55 Lakhs for Vonisha Foundation



Enabling migrant worker's children







# IT SECURITY

*"It's better to be safe than sorry"*

1. DO NOT SHARE YOUR PASSWORDS WITH ANYONE
2. DO NOT SHARE COMPANY INFORMATION WITH UNKNOWN PEOPLE
3. DO NOT CLICK ON LINKS FROM UNKNOWN SOURCES
4. DO NOT DOWNLOAD UNAUTHORIZED APPS FROM INTERNET
5. KEEP BACKUP OF KEY INFORMATION
6. DO NOT LEAVE YOUR OFFICIAL DEVICES UNATTENDED
7. IN CASE OF ANY SUSPICION, INFORM IT IMMEDIATELY

# EMPLOYEES CORNER

## NEW BORN YOUNG L&WEANS



Role in L&W	Proud Parents	Blessed With
Deputy Manager- Structural Design	Sujith BV & Meghana S	Baby Boy on 17th Mar 2021
Manager HR	Chethan M K & Soundarya U	Baby Boy on 25th Nov 2021
Deputy Manager - Contracts & QS	Deepak Hegde N G & Nayana	Baby Boy on 04th Jan 2021
Senior Engineer - Structural Design/QS	Shruti Arali & Praveenkumar C	Baby Boy on 13th Feb 2022
Supervisor - Civil	Prabhu & Sherly	Baby Girl on 29th Jan 2021
Executive - HR	Milan N V & Chinthana K L	Baby Boy on 29th Jan 2021
Electrical Supervisor	Amburose & Nirmala	Baby Girl on 16th Jun 2021
Senior Engineer - MEP	Santhosh Kumar M & Vinodhini S	Twin Girls on 3rd Nov 2021
Electrician	Mukesh Kumar Dubey & Kushboo Kumari	Baby Boy on 9th May 2021
Senior Executive - HR	Sundharam & Prema	Baby Boy on 17th May 2021



# EMPLOYEES CORNER

## NEWLY WED L&W EAM COUPLES



### Role in L&W

### Mr. & Mrs.

Site Engineer	S Kumar	V Sripriya
Senior Engineer - BBS	Mahabaleshwar Bhat	Priyanka
Engineer - QA/QC	Rakshith N A	Beena
BIM Modeller	Muralidharan	R Monika
Site Engineer	Jackson Rajkumar	J Blesslin Janet
Document Controller	Vicky Vishwdkarma	Savitha Vishwakarma
Engineer - BBS	Ramachandran	Janani
Engineer - QA/QC Façade	Venkatesh A	Sudha Sini
Young Engineer	Naveen	C Kavya
Site Engineer	Prathap	Anitha
Senior Executive - IT	Shashikumar	Jaya
Engineer - QS	Swathi	Varun
Young Engineer	Arundathi	Sudhakar
Officer - Safety	Vignesh	S Selvi
Executive - Admin	T Kavim	A Parkavi
Senior QS	Thirunavukkarasu	Indhu



# EMPLOYEES CORNER

## INTERACTIVE SESSIONS



MD Interactive Session on 4<sup>th</sup> Jan 2022



MD Interactive Session



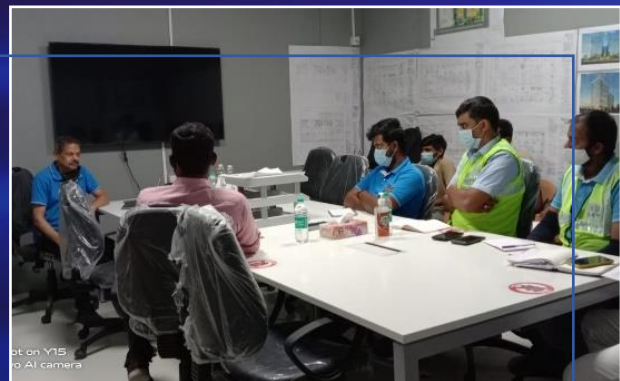
MD Interactive Session



MD Interactive Session



IMS Awareness Training on 12 Feb 2022



IMS Awareness Training



# EMPLOYEES CORNER

## WOMEN'S DAY & NEW YEAR CELEBRATIONS



Women's Day Celebration



Women's Day Celebration



Women's Day Celebration



Women's Day Celebration



New Year Celebration



New Year Celebration

# PASSION

*"There is no passion  
to be found playing  
small - in settling for  
a life that is less  
than the one you are  
capable of living."*

*Nelson Mandela*



# EMPLOYEES CORNER

## DUSSEHRA CELEBRATIONS



Dussehra Celebrations at HO



Dussehra Celebrations at HO



Dussehra Celebrations at Project Sites



Dussehra Celebrations at Project Sites



Dussehra Celebrations at TC



Dussehra Celebrations at TC



# EMPLOYEES CORNER

## L&WEAN MARATHONERS

### Event: Sriram Properties Bengaluru Marathon Dated 10<sup>th</sup> April 2022

The marathon was conducted by NEB Sports with 8412 participants out of which 1154 members took part in full marathon, 5296 members were participated in half marathon and 1962 members in 5k run. It was fun packed event in the heart of Bengaluru city on early morning of 10th April 2022

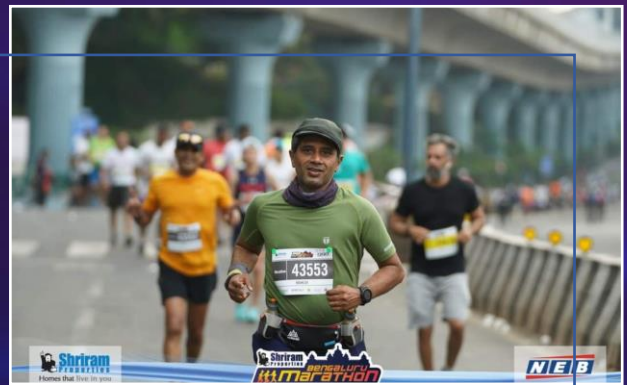
From L&W our CFO Mr. Mahesh Shankar and HR head Mr. Mahesh Naik participated and they have finished full marathon with 4 hours 15 minutes and 4 hours 41 minutes respectively.

### Event: TCS World 10 K Run dated 15<sup>th</sup> May 2022

The iconic 14th edition of TCSW10K was held at Sree Kanteerava Stadium on 15th May 2022 with 8209 members participated in open run. And below members participated from L&W Mr. Mahesh Shankar Mr. Mahesh Naik Mr. Dhruva Prabhu. All finished 10k within 60 minutes.



Mahesh Naik and Dhruva in TCS World 10k



Mahesh Shankar in Sriram Prop BLR Marathon







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ABOUT THIS BUILD NEWSLETTER,  
CLICK THE [LINK](#) OR SCAN THE  
QR CODE



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POWER YOUR POTENTIAL

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