

BUILD INDIA

A L&W Group Publication

ISSUE 04 / JUL 2020



Capgemini 

Capgemini Technology, Pune

It is one of our Design and Build Projects inclusive of Interior Fit-outs and MEP works in two buildings - Training block & Development block having G+12 floors each. The total work area sums up to 1.2 million sqft. accommodating 15,000 employees with Collaboration Space, Meeting Rooms, Cafeteria along with Food Court, Gym, Aerobics area, Yoga Area, Grand Entrance into Lobby, Lift Lobby, Toilets and other Recreational activity areas as a part of the fit-out work.



Scan the above QR Code
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E- Magazine of this issue



OUR LONG-TERM GOALS



L&W cultural alignment through 'Build-to-Grow'

- We must align all our colleagues to L&W's culture & way of working. This is important for continuously 'raising the bar' in our performance. We do this through 'Build-to-Grow' training program

"People without the knowledge of their past history, origin and culture is like a tree without roots"



Innovation & Improvement

- Through continuous innovation and improvement, we will deliver higher levels of performance and superior quality services to our clients, consistently

"If you always do what you always did, you will always get what you always got"



Leveraging Digitalization

- Through Digitalization, we will execute key processes in effective & efficient ways, collaborate faster and achieve quick visibility into key insights

"It is not the strongest of the species that survives, nor the most intelligent that survives. It is the one that is the most adaptable to change"



Touch & Feel Experience Center

- We will set up a modern touch & feel experience center to develop our workforce with latest training set up

"Seeing is believing, but feeling is the truth"



Continuous Engagement of Partners

- Partners play a major role in our success. We need to continuously engage and develop our partners for aligning to L&W's culture, and priorities. We will do this through regular engagements with our partners

"Alone we can do so little; together we can do so much."



Asaithambi Manickam
Managing Director, L&W Construction Pvt. Ltd.



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From the Desk of MD

HELLO,

Hope you are doing great and eagerly waiting to restart operations post the lockdown!

COVID-19 and associated lockdowns has caused enormous pain for everyone across the globe. Although many of these happenings are unprecedented and outside the control of anyone, we at L&W meticulously have taken the following steps to ensure business continuity and restarting operations.

L&W core team of staff -“Physically - Distanced” but “Virtually connected”

- From day 1 of the lockdown L&W has activated Business continuity plan (BCP) and Emergency Response Team (ERT) for ensuring safety & health of our employees and minimal disruptions to our operations.
- Through the digital infrastructure we have been setting up over time, all our staff and workers are virtually connected all the time. Our key staff is working like in a regular working day ensuring that critical processes are not stopped.

L&W Worker Management - the key factor for post lockdown operations

- If there is one critical factor that makes or breaks our operation post the lockdown that is about ensuring worker availability . Ensuring safe, healthy, assuring & pleasant atmosphere for workers during the lockdown is key and the following precautions and investments have made to ensure this.
- Each worker is being provided with labor camp facilities of L&W standard along with the free food, medical facilities, daily health monitoring and partial wages during the lockdown period.
- QR- Code based scanning app for daily self- declaration of health status of each worker and movement tracking is deployed well before the lockdown. The data operations across India is centrally monitored at head office and any eventualities are swiftly addressed.

During this challenging time, I look forward to your cooperation and support through the changing tides!

Warm Regards,

ASAITHAMBI MANICKAM

Managing Director

L&W Group of Companies



L&W RESTART PRIORITIES



1

Workers

Address Immediate Needs

- Immediate interim allowance to the workers to be paid directly
- Communication to workers in relevant languages explaining our actions
- Help the workers to withdraw their EPF
- Focus on Priority Projects as discussed

2

Zoning

Focus & Optimize Utilization

- Identify zones where exactly we want to operate; Based on available workers and projects, plan & optimize utilization of resources
- Make progress in focused way – do not spread resources too thin
- Return all hired materials, machineries which are not in use, Utilize unused material optimally where needed, across projects
- Be mindful of and conserve all other essential items like Water, Power etc

3

Materials & Machinery

Consume Available Stock First

- Make stock of currently available items with expiry date (e.g. curing compound, formwork oil, nail, binding wire, consumables, scaffold pipes, hollow sections etc.)
- Make a list and publish centrally so that all Project teams can access available stock and utilize
- **DO NOT PROCURE ADDITIONALLY** until we consume what we have in our stocks
- Same thing applicable for all group companies

4

Staff

During Lockdown & Post-Lockdown

- Our intention is to be fair to our employees
- FOUR Categories of staff arrived at and HR to communicate
- All Offices - temporary reduction of working Hours, Roster to be created by HR
- New Offers – DOJ will be deferred and based on urgency and need they will be onboarded

5

Areas to Concentrate

Conservation & Optimization

- Worker Management System to be driven by QR code data only for all payments and statutory purposes
- Cost reduction and efficient management of preliminaries (staff , site facilities and P&M), formwork and labor cost
- Senior level changes announced, Property Development – priorities announced
- Technical Coordination Team to enhance technical ownership and optimization

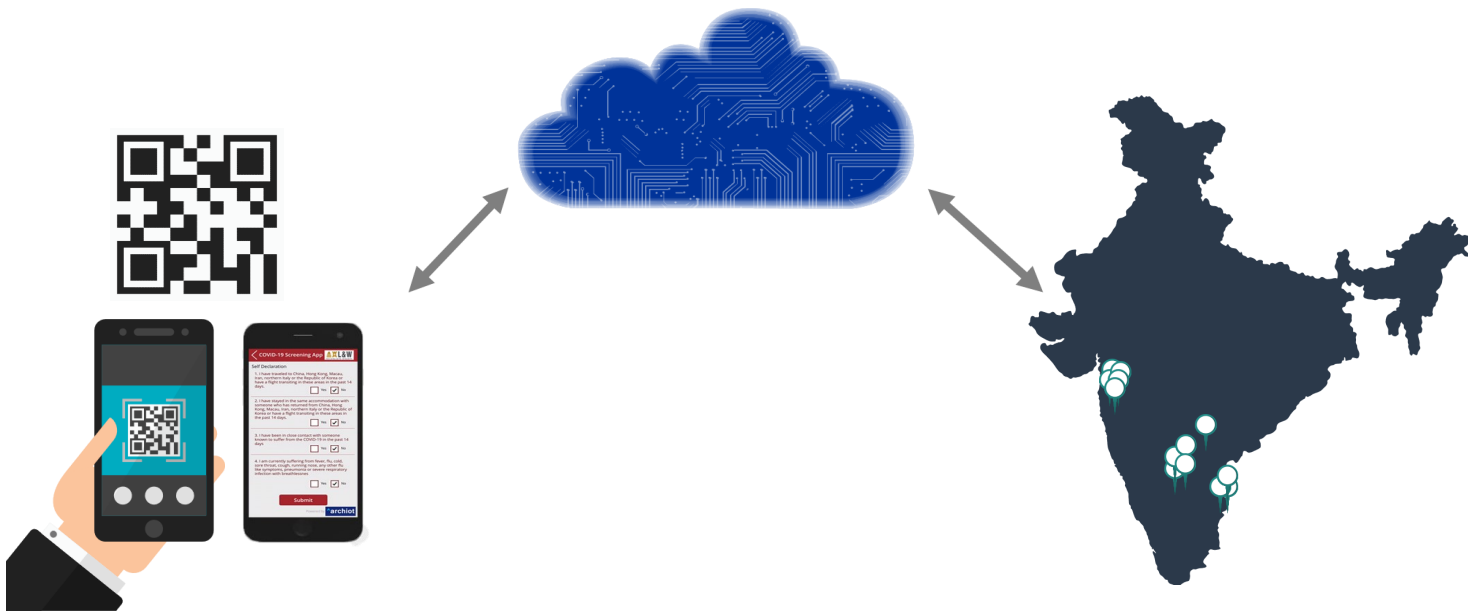
Workers Welfare during Covid-19 Pandemic

Covid-19 has put all the companies on the edge and has impacted the world of work significantly. This period is emotionally challenging for all the people, changing life in unprecedented ways. Despite all these chaos and challenges, L&W is taking utmost care of immigrant worker staying in worker's quarters. Following are the highlights of welfare actions implemented:

- Covid-19 SOP in-line with WHO guidelines
- Clean environment
- Social distancing
- Distribution of nose mask and hand sanitizer
- Daily temperature check
- Provision of groceries and kitchen facility including RO water
- Uninterrupted Power supply (24x7)
- IN/OUT scanning using QR code scanning using WEMS system at both Workers Quarters and Project Site
- Disinfection of premises and
- Medical facilities such as isolation room, dedicated doctors, hospital tie-up and ambulance deployment
- Security personnel deployment
- Safe return of workers to their native place
- Regular updates about covid-19 situation
- Authorities and Police visits



Worker & Employee Management System

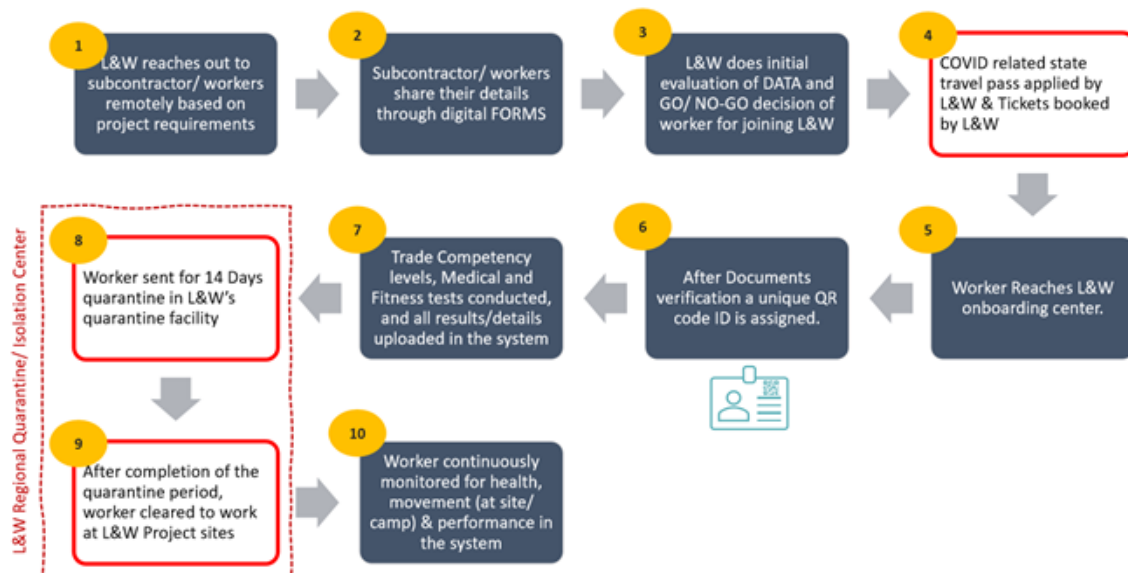
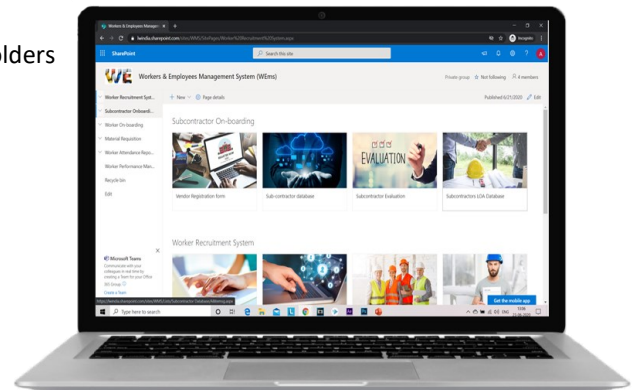


Centralized Monitoring of ALL Worker data from HO

WEMS - Worker & Employee Management System

Key objectives of WEMS :

- Providing visibility of Sub-contractor/ Worker DATA status to all L&W stakeholders
- Structured and Safe Process for Sub-contractor/ Worker onboarding
- Reporting IN/OUT attendance tracking and contact-tracing
- Sub-contractor/ Worker continuous performance monitoring
- Worker welfare, Health, Maintenance & Housekeeping of worker colony
- Maintaining Fitness/ Medical Test evidence, Safety briefing record
- Worker trade, skills and training tracking, mentoring to improve skill levels



COVID Specific steps

We Are L&W



As Covid-19 pandemic has created chaos since migrant workers left to their native which led to short of work force. Project site staff including Project Manager, put their hands on the work and completed the balance work with due consideration on the project interest and company reputation. Seeking, hearing and enquiring may give knowledge. Only "Touch and feel " with above will give you the experience. Congratulating TCL Pune & AIGP Kharadi Team for the exemplary work .



Ground Breaking Ceremonies

IWF-02(HPE), BENGALURU

Date : 15 Jun 2020
Venue : Whitefield road , Near Badavala nagar
Mahadevapura, Bengaluru.
Guest of honour : **Mr. Asaithambi,**
M.D, L&W
Mr. Chandramohan,
Project Director, L&W
Mr. Muralikrishnan,
Project Manager, CBRE



Awards & Achievements



State Level Safety Award from Factories & Boilers of Karnataka (2nd Prize in Construction Safety) .

IMS Recertification

L&W has successfully completed recertification audit by Bureau Veritas Certification for effective implementation of Integrated Management System (IMS) which comprises of ISO 9001: 2015 (QMS – Quality Management System), ISO 14001: 2015 (EMS – Environmental Management System, ISO 45001:2019 (OHSMS – Occupational Health & Safety Management System) for L&W Construction and L&W Building Solutions. We are working on getting ISO certification for Invreco in 3rd Quarter 2020.



BUREAU VERITAS
Certification

L & W CONSTRUCTION PVT. LTD.

 L & W Construction Pvt. Ltd.
Building with integrity

801, 8TH FLOOR, PRIDE HULKUL, NO. 116, LALBAGH ROAD,
BANGALORE – 560 027, KARNATAKA, 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, CONSTRUCTION OF COMMERCIAL, RESIDENTIAL, INDUSTRIAL BUILDINGS AND INFRASTRUCTURE DEVELOPMENT OF LAND PROPERTIES

Original cycle start date For ISO 9001: & ISO 14001:	14 February 2014
Original cycle start date For ISO 45001:	14 February 2020
Expiry date of previous cycle For ISO 9001: & ISO 14001:	13 February 2020
Expiry date of previous cycle For ISO 45001:	Not Applicable
Recertification Audit date:	08 February 2020
Recertification cycle start date:	14 February 2020

Subject to the continued satisfactory operation of the organization's Management System, this certificate expires on: **13 February 2023**

Certificate No. **IND.20.10831U** Version : 1 Revision date: **14 February 2020**


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

 0008

Certification body address: 5th Floor, 66 Prescott Street, London, E1 8HG, United Kingdom.
Local office: Bureau Veritas (India) Private Limited (Certification Business)
72 Business Park, Marol Industrial Area, MIDC Cross Road 'C', Andheri (East), Mumbai – 400 093, 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 2000**.



BUREAU VERITAS

L&W BUILDING SOLUTIONS PRIVATE LIMITED

NO. 71, DODDAKANNAHALI, BELLANDUR, BANGALORE – 560 103, KARNATAKA, 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 INTERIOR FIT OUT, LANDSCAPE & HOME BUILDING SOLUTIONS FOR COMMERCIAL, RESIDENTIAL, INDUSTRIAL BUILDINGS AND INFRASTRUCTURE DEVELOPMENT OF LAND PROPERTIES

Original cycle start date For ISO 9001: & ISO 14001:	22 May 2017
Original cycle start date For ISO 45001:	21 May 2020
Expiry date of previous cycle For ISO 9001: & ISO 14001:	21 May 2020
Expiry date of previous cycle For ISO 45001:	Not Applicable
Recertification Audit date:	15 May 2020
Recertification cycle start date:	21 May 2020

Subject to the continued satisfactory operation of the organization's Management System, this certificate expires on: **20 November 2020**

Certificate No. **IND.20.10907U** Version : 1 Revision date: **21 May 2020**


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

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Certification body address: 5th Floor, 66 Prescott Street, London, E1 8HG, United Kingdom.
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3 Million Safe Man Hours

Achieved 3 million safe man hours in early June for Boeing Project
Due to COVID 19 , it was not celebrated at the site.



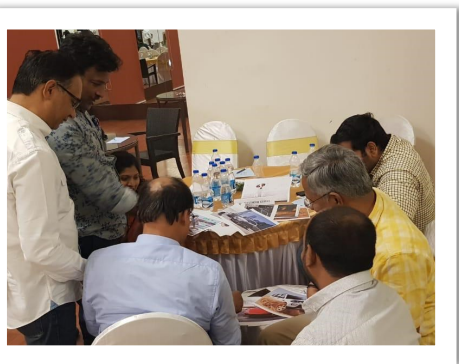
Management Retreat

L&W Group's Management Retreat was held on 11 Jan 2020 at Prestige Golfshire Club, Bengaluru. The Panelists of the meeting were Mr. Asaithambi Manickam, Managing Director, Department & Projects Heads. During the meeting, results were reviewed and discussed. That apart, new goals and objectives were set for the year ahead.



Branding Workshop

Devanahalli Residential Development – Branding Workshop was held on 11 Jan 2020 at Prestige Golfshire Club, Bengaluru. It was led by our branding consultant's representative from Singapore. In that workshop various aspects of residential development project were analysed and participating members provided their feedback in an interesting and innovative designed methodologies.



L&W Website Re-Launch

Modern, Mobile Friendly L&W website was launched by L&W Group Managing Director Mr. Asaithambi Manickam during Management Review Meeting held on 11 Jan 2020 at The Prestige Golfshire Club, Bengaluru



World Environment Day Celebration



Every Action Counts

"Although individual decisions may seem small in the face of global threats and trends, when billions of people join forces in common purpose, we can make a tremendous difference."

World Environment day was celebrated on 5th June 2020 across all the sites and office.

MD's Interactive Session - HP Team



Interactive session with HP Team before the launch of the project.

During that session, Mr. Asaithambi MD, L&W explained various stages of projects and how to prepare for the work.

Date : 11 June 2020

Venue : L&W Technology & Innovation centre, Bengaluru.

National Safety Week Celebration



In the first week of March National safety week was celebrated across various sites. Sports competition , blood donation camp, medical check-up, power tool inspection , fire fighting training , dancing & signing competition were carried out.

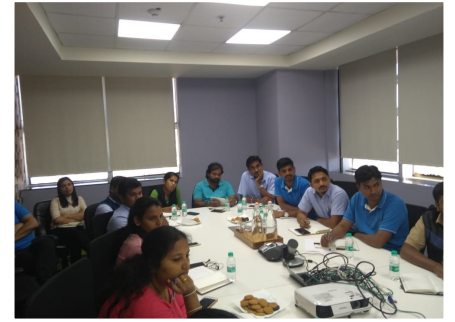
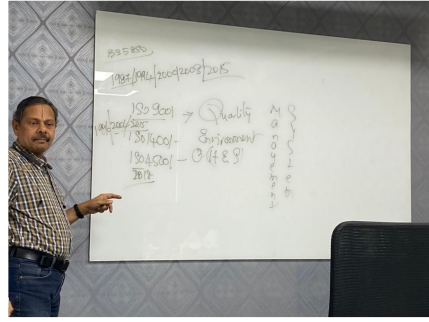


ASBQAS Assessment



ASBQAS assessment by Singapore team held on 16th, 17th & 18th of Dec 2019 at ITPP - 4, Pune.

ISO Awareness Training



ISO Awareness Training program was conducted by our ISO consultant Mr. Sampath at two venues – 11 Jan 2020 at Pune for Projects Staff and 24 Jan 2020 at Bengaluru for Corporate Office Staff.

Participants were trained on Integrated Management System (IMS) implemented in L&W. This training will be extended to other project and work locations as well.

New Year Celebration



L&W welcomed the New Year with a lot of enthusiasm and excitement. There were celebrations across all the sites and offices.



Completed Projects

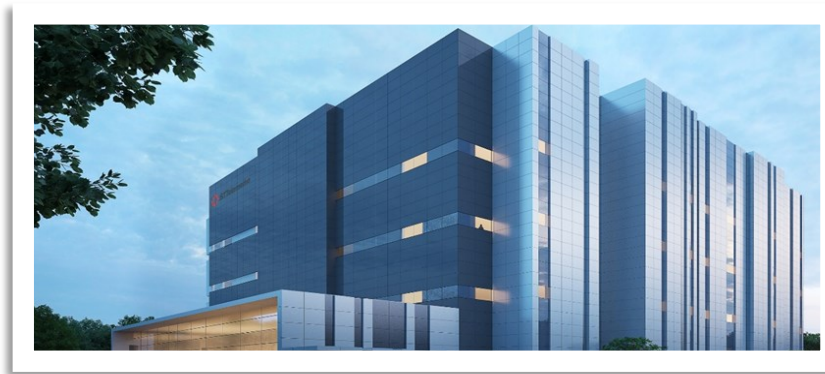
International Tech Park Pune, Phase-4 (ANGSANA)



International Tech Park Pune, Hinjawadi is a designated IT Special Economic Zone (SEZ) situated in close proximity to the Pune-Mumbai Expressway. This award winning IT SEZ is located within the Phase 3 of Rajiv Gandhi Infotech Park in Hinjawadi, Pune. The Phase 4 building, named "Angsana" has the following specifications:

- Total leasable area: 400,000 sq ft (approx.)
- 5 Office floors & 1 Retail Floor along with 4 levels of car parking
- Typical Floor Plate: 65,000 sq ft (approx)
- LEED Gold, USGBC

IDC-2, Pune



- Project : Proposed Development of International Tech Park Pune Phase IV, Rajiv Gandhi InfoTech Park, Hinjawadi, Pune.
- Client : Ascendas IT Park(Pune) Pvt Ltd.
- Client's Representative : Ascendas Services (India) Pvt. Ltd
- Design/Review Consultant : DSP Design Associates Private Limited
- Contract Duration : 14 Months
- Built up area : 6,26,699.118 sq. ft.(58238 sq. m.)
- Configuration : Office - 4P + Lower G.F. + 4F + 4F(future expansion) + T Retail Entrance Lobby – G.F. + 1F + T

New Projects

Radial IT Park, Chennai



- Project : International Tech Park Chennai – Radial Road at Chennai
- Employer : Radial IT Park Pvt. Ltd.
- Employer Representative : Ascendas Services India Pvt. Ltd.
- Architect : Morphogenesis, New Delhi
- Total Land area : 12.67 acres (51,273 Sqm)
- Configuration : 2 Towers with 3 Common Basements
Tower 1: GF + 10 Floors + Terrace
Tower 2: GF + 10 Floors + Terrace

IWF-02(HPE), Bengaluru



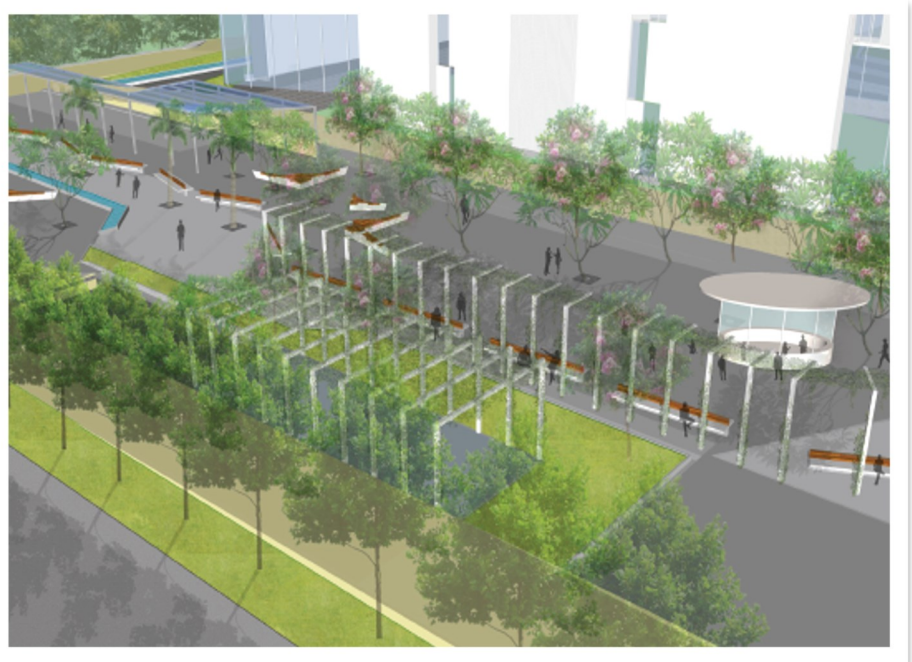
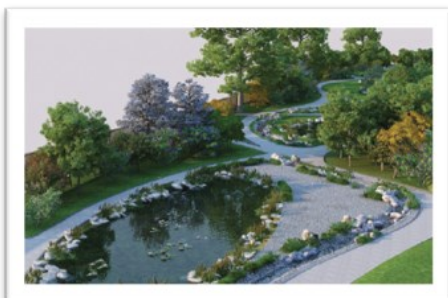
- Project : Construction of proposed new building – IWF-02(HPE), Bengaluru
- Client : Hewlett Packard (India) Software operations Pvt. Ltd.
- Architect : RSP Design Consultings India
- Cost Consultant : AECOM Pvt. Ltd
- Built up area : 1,316,583 Sft(Approx)
- Building Configuration : 3B+GF+11F+T

BIETC, Bengaluru



The upcoming *Boeing India Engineering and Technology Centre* is spread over 1,50,000 square feet in aerospace park, Bengaluru .It's no surprise that in these times of uncertainty in the world, more work, and less time it seems for personal and family pleasures. The importance of nature to humans, their mental health, and ability to focus on work. To overcome these work-related stress and soothing effect for employees and customers, BIETC campus designed with 80% open space through intensive eco-friendly landscape.

The ongoing BIETC landscape projects includes trees, shrubs, grass, native plants, rocks, bricks, retaining walls, pathways, courtyards, rain gardens, filtration elements, Bio-swale, Bio Pond, Koi- Pond, lighting, irrigation systems, water features, patios, furniture and more.



Kaleidoscope



L&W organized a talent show “Kaleidoscope 2020” for Children with special Needs on 1 Mar 2020 at L&W Training & Innovation Centre, Bengaluru. Managing Director of L&W, Mr. Asaithambi and other dignitaries felicitated the event and motivated the performers. In the event venue, there were stations for Tattoo, Balloon sculpture, Shooting, Photo Spot etc., for Children to have fun. In this carnival, total of 120 children from 8 schools (excluding Teachers and Parents) showcased their talents in various talent shows such as Dancing, Singing, Fancy Dressing, Colouring and Drawing. Kids were enthusiastic and thoroughly enjoyed the program. All the kids were rewarded with Certificate, Trophy and School Bag for their extraordinary effort to proclaim the world that they are Beautiful and Talented!

Blood Donation Camp



Blood Donation camp was conducted during the first week of March across various sites.



OUR IMMEDIATE PRIORITIES



Building with Integrity

- 'Building with Integrity' must be followed in both letter & spirit, strictly NO exceptions on this

"Integrity is doing the right thing even when no one is watching."



Keeping it Simple and Short

- Keep your communications simple and to the point

"Keep it simple and focus on what matters"



Time bound action

- Escalations raised to HOD's must be resolved swiftly

"Without a sense of urgency, desire loses its value"



Developing your Deputy

- Every leader has the responsibility to develop more leaders from people working with them. Hence 'Developing your Deputy' is must

"True leaders don't create followers they create more leaders"



Sustainable Development

- As a responsible contractor, L&W is committed to undertake measures to minimize negative impact on the environment. L&W is working on a holistic sustainability plan.

"The greatest threat to our planet is the belief that someone else will save it."



Asaithambi Manickam
Managing Director , L&W Construction Pvt. Ltd.

Scan the QR Code to visit

HYPHEN

L&W's Integrated Digital Platform



Restarting Operations Safety Guidelines

Before start to office / site :



Self-examination on health status



Start to office/site only when the staff is healthy



Check for symptoms like coughing, fever & difficulty in breathing



Report to manager/Supervisor, if found sick

Safety Guidelines to be followed at office / site :



Avoid physical meeting & conduct virtual meeting



Follow alternative seating



Turn off the air conditioner, open windows & doors for ventilation



Do not share the tools or use the common tools by wearing gloves

General Guidelines to be followed :



Wear mask



Maintain social distancing



Wash your hands regularly using alcohol based Hand sanitizer



Avoid contact



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