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BUILD

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ISSUE 03

BUILDING WITH INTEGRITY

13 YEARS OF GROWTH



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MD'S MESSAGE

Greetings!

Wishing you all a very happy, healthy and prosperous New Year 2020! Besides kick-starting an exciting new decade, 2020 is a momentous year for all of us and our nation, as our beloved former president Abdul Kalam envisioned in "India vision 2020".

The world around us is rapidly changing and bringing newer opportunities as well as challenges at unprecedented pace. To be successful, it is important we continue capitalizing on the new opportunities and cope with the challenges.

The fact that "Yesterday's excellence is today's standard and tomorrow's mediocrity" is mandating us, more than ever, to learn continuously and acquire new skills quickly for raising the standards in our performance!

In our journey towards realizing L&W's vision, our continuous focus on our immediate priorities and long-term goals are crucial. I am happy to share with you that we have made significant progress on these in 2019, and here are some highlights:

- L&W cultural alignment through 'Build-to-Grow' for realizing this goal we invested in a modern Residential Technical & Training Centre in 2019. Through this centre we have carried out ~1500 man-days of cultural training in 2019
- Leveraging Digitalization: Through dedicated focus and effort, we have launched L&W specific digital platform named "HYPHEN" integrating several digital applications for seamless collaboration between project sites and support functions. We have also implemented ERP and HRMS for moving towards a paperless, agile organization

On the long-term goals, we have re-emphasized our core values of Integrity within the company and have made significant progress on Sustainable Development:

- Building with Integrity is in our DNA and as a company we have ZERO tolerance to this core value
- Sustainable Development as a responsible contractor, L&W is committed to undertake measures to minimize negative impact on the environment. L&W has launched mobile apps at all project sites for capturing and providing visibility on the daily consumption and conservation of natural resources like Water, Diesel and Electric Power. We are in the process of implementing a holistic sustainability policy to sustain and govern these efforts.

At L&W group level, we have fortified our services towards total solutions to customers by further expanding our subsidiaries:

- Interior, Landscape, Home Building: "L&W Building Solutions"
- Specialized Solutions: "Invreco" for specialized solutions comprising Precast, Structural Steel Works, M&E, Façade, Plant & Machinery
- Development: "LW Realty & LWK Development"

I am fully confident that these initiatives and investments will play a major role in our customer's success by delivering superior performance in the years to come, enhance overall employee engagement and cultural alignment within L&W and better the overall operational metrics for L&W by improving the effectiveness and efficiency of operations.

Let us look forward to another exciting year ahead...

Warm Regards,

ASAITHAMBI MANICKAM Managing Director

OUR LONG TERM GOALS







1. 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."

2. 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."

3. 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."

4. Touch & Feel Experience Centre

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."

5. 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."

OUR IMMEDIATE PRIORITIES



1. 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."



2. Keeping it Simple and Short

Keep your communications simple and to the point.

"Keep it simple and focus on what matters."



3. Time bound action

Escalations raised to HOD's must be resolved swiftly.

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



4. 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."



5. Sustainable Development

As a responsible contractor, L&W is committed to undertake measures to minimize negative impact on the environment and subsequently reduce our greenhouse gas emissions. L&W is working on a holistic sustainability plan.

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

DIGITALIZATION



At L&W our mission is to accelerate technology adoption and fully leverage relevant technologies in a smarter way. Our goal is to address the issue holistically from People, Process and Technology perspectives.

People – cultural transformation towards a high-performance organization through standardized work methods, effective training and collective learning

Process – streamlining and eliminating wasteful process steps by adopting LEAN methodologies

Technology – flexible and relevant technologies to automate streamlined processes; systems to bring the teams together

Our journey so far

There are several applications and features launched for L & W employees and partners for seamless collaboration. Some of the key applications and features are listed below:

Training Management System with ability to plan, monitor and track various employee training needs, training delivery and effectiveness

Real-time monitoring through mobile apps for site Quality & Safety issues

Real-time status of employee requests for various enabling functions

Real-time Project dashboards bringing visibility for project progress and issues

Daily monitoring of natural resources like water, diesel and energy consumption towards sustainable development

Automation of administrative tasks such as managing accommodation, rentals, office supplies and uniforms

Knowledge portals, Online Manuals, Standards and Procedures

Ability to instantly collaborate within the organization in a secured environment

Online communication, celebration & streaming of key events, leadership addresses

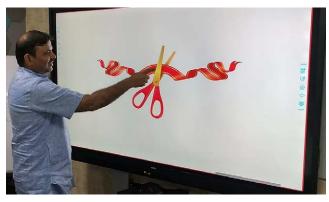
ERP & HRMS implementation governance

L&W corporate Intranet named "HYPHEN" is the one stop solution where all our digital applications come to life – all employees and key partners are enabled to access "HYPHEN"

Way forward

There are many more exciting features and applications on the works waiting to be launched as we go forward.

HYPHEN LAUNCH





HYPHEN

With internet on your mobile, you have the whole world in the palm of your hand. Now, imagine, you have whole of L&W in the palm of your hand ...Welcome to HYPHEN!

HYPHEN is L&W's Intranet and Digital Platform integrating employees and multiple digital applications across the company at various departments, project sites and elsewhere. Irrespective of where you are, you can connect and collaborate with anyone else in the company through this platform. Some of the key features of HYPHEN are:

- 1. Instant Leadership communication reaching every employee in the company
- 2. Online HR policies and procedures, Induction for new employees
- 3. Standards, Manuals and Procedures all accessed online (e.g. Apex Manual)
- 4. Intra departmental action items (e.g. IT, HR...) raised and tracked till closure online
- 5. Key contact list of all departments at your fingertips
- 6. Department specific site pages
- 7. Project specific sites for complete tracking of Quality issues, Safety issues, Sustainability tracking all through mobile apps
- 8. Assets Tracking and predictive analytics
- 9. Documents collaboration
- 10. Team Video Conference on Demand
- 11. Rental and transport contracts management
- 12. Stationery and Uniform management
- 13. Sales pipeline, sales collaterals management
- 14. Fully integrated Training Management System, Recruitment Management System
- 15. e-Learning
- 16. FAQs, Employee Corners, Photo Galleries, Birthdays
- 17. Key events and celebrations streamed across the company (e.g. virtual townhall meetings)
- 18. Quick links to other applications like ERP & HRMS
- ...and it is not all, the list goes on!

"HYPHEN" was digitally launched on 14 Nov 2019 by Mr. Asaithambi Manickam, Managing Director@ L & W Technology & Innovation Centre, Bangalore. The entire program was made live through streaming and staff from various locations such as Project Sites, Head Office and Regional Offices were able to join as well.



BCA TRAINING



At L&W, we believe that our people are our most valuable assets. That's why we invest in relevant training, both in-house and external, to reinforce the skills and competency of our workforce.

L&W is planning to conduct an International Standard Training Program for our Employees in April 2020. The Training will be conducted by the Building and Construction Authority Academy of Singapore (BCA).

The Training consists of the 3 different courses:

- Supervision & Coordination of Construction Works (Structural)
- Supervision & Coordination of Construction Works (Architectural)
- Supervision & Coordination of Construction Works (Mechanical & Electrical)

Expected Training Outcome:

The participants would be able supervise building construction site works (Structural, Architectural, M&E) and coordinate with other trades more effectively with Trainings in the respective areas.

Course Objectives:

At the end of the course, the participants would be able to:

- I. Describe typical sequence of construction and trades involved in a high-rise building construction
- II. Explain construction materials and their properties
- III. Interpret technical drawing and specifications
- IV. Explain the aspects of quality, environmental and health management at construction sites
- V. Apply supervision and coordination effectively in key works and trade for better productivity in respective function
- VI. Explain productivity and tools
- VII. Appreciate use of Game Changing Technologies to enhance construction productivity
- VIII. Use a Building Information Model for construction supervision

Focus Areas:

For Structural Works

- Sub-structure Construction
- Reinforced Concrete Construction

For Architectural Works

- Partition Walls (Brick and Drywall Construction)
- Floor Finishes: Tiling and Marble Laying
- Roofing Systems and Waterproofing

For M&E Works

- Electrical Works Installation
- Air-Conditioning and Mechanical Ventilation System (ACMV)
- Fireproofing Systems

- Steel Structures Construction
- Precast and Prestressed Structures Construction
- Ceiling Works
- Door & Windows
- Architectural Precast Components and Installation
- Plumbing Systems
- Lift and Escalators
- Building Management System (BMS)

GROUND BREAKING CEREMONIES



White Alpha

Date : 30 May 2019

Venue: White Field, Bangalore

Guest of Honour:

Mr. Viren (L&W)

Mr. Sathyanarayanan (L&W)

Mr. Ankur Desai (L&W)





Spire

Date : 8 May 2019

Venue: Hyderabad

Dignitories from Client L&W and

Participated in the Pooja.



OPENING OF WISTRON FACTORY

Wistron Factory Inauguration function was held on 3 Sep 2019 and dignitaries from L&W and Wistron were present at the event. Ribbon Cutting Ceremony, Taiwanese Puja and Final Slab Terrace Concrete Pouring events were conducted on that day.







LWK DEVELOPMENT OPENING



Date: 27 January 2020

Venue: Pentaford Tower, Longford Road,

Bengaluru

Guest of Honour:

Mr. Asaithambi Manickam (L&W)

Mr. Rajesh Pandurangan (L&W)

Mr. Choudhary (Partner)



L&W REALTY INCORPORATION

L&W Realty Pvt. Ltd. Incorporation

L&W Realty Pvt. Ltd. was officially incorporated on 24 Jan 2020 as part of L&W Group of Companies to carry out Property Development projects.

L&W has kicked off this vertical with focus on the following business models:

- Model A Development Residential/Industrial
- Model B BTS/Forward Sale Built to Suit Commercial/Industrial
- Model C Investment/RBF Ready Built Factories
- Model D DM Development Management
- Model E Project Management Consultancy (Appointing & Coordinating with different Consultants/Contractors)
- Ready Built Factory

CONCLAVE & EXCELLENCE AWARDS

L&W's International Tech Park Gurgaon (ITPG) project done for Ascendas Singbridge bagged two awards during 11 Realty Conclave & Excellence Awards 2019 presentation ceremony held on 11 September 2019.





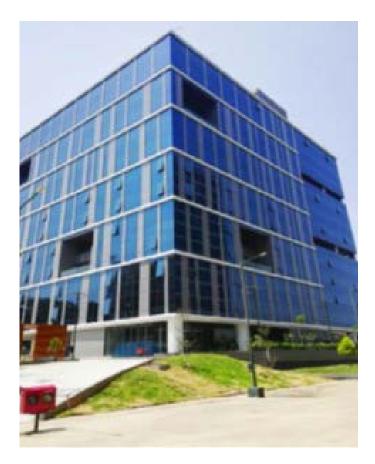
GREEN NEW BUILDINGS CERTIFICATION

Green New Buildings Certification - MTB-4

IGBC has launched Green Buildings Rating system to encourage green concepts and techniques. The rating system helps to address national priorities like Conserving Natural Resources, Demand Energy & Water Efficiency, Adoption of Renewable Energy, Management of Customer Waste and Occupant Health & Comfort.

International Tech Park Bengaluru MTB-4 Project achieved "PLATINUM" rating for Green New Buildings by Indian Green Buildings Council (IGBC) in December 2019.





CONQUAS SCORE

CONQUAS - MTB-4, Bengaluru

Construction Ouality Assessment System (known as CONQUAS) was introduced by Building Construction Authority Singapore (BCA) in 1989 to measure the quality level of building projects. It has since become a standard system to help BCA measure the workmanship standards and specifications using a sampling approach. MTB-4, Bengaluru Project achieved a score of 86.65 for its quality standard.



3 MILLION SAFE MAN HOURS CELEBRATION

3 Million Safe Man Hours - Wistron

Wistron project in Bengaluru has achieved 3 Million Safe Man Hours. To mark this milestone achievement, a celebration was held on 29 November 2019 at the Project Site.

Guests of Honour:

- 1. Ajay Shetty (Wistron)
- 2. Mr. Manjunath (Wistron)
- 3. Mr. S.R. Pillai (L&W)
- 4. L&W Staff





2 MILLION SAFE MAN HOURS CELEBRATION

2 Million Safe Man Hours Celebration - Boeing

Boeing project in Bengaluru has achieved 2 Million Safe Man Hours. As a mark of achievement, celebration was held on 21 November 2019 at the Project Site.

Guests of Honour:

Mr. Matthew Grant, Mr. Prashanth, Mr. Sergio A, Mr. Nigel, Mr. Jeff, Mr. Asaithambi Manickam, Mr. Kumar, Mr. Saha, Mr. Chandramohan, Mr. Nandagopalan, Mr. Padmanaban, Mr. Shiya





1 MILLION SAFE MAN HOURS CELEBRATION

1 Million Safe Man Hours Celebration - Gateway Office Parks (GOP)

Gateway Office Parks (GOP) project in Chennai has achieved 1 Million Safe Man Hours. To mark this achievement, a celebration was held on 22 August 2019 at the Project Site. Client's representatives participated and handed over the certificate to Mr. V.M. Kumar, Sr. General Manager – Safety & Security and his team. Prizes were distributed as well.

Chief Guests:

- 1. Mr. Matthew
- 2. Mr. Serjio
- 3. Mr. Pankaj
- Mr. V.M. Kumar (L&W) 4.
- Mr. Subramani (L&W)





SAFETY SKID PROGRAM

Safety Skid - Boeing

Safety awareness to staff at Project site was conducted through Skid on 23 September 2019. Both Client and L&W Management staff participated the event.

Guests of Honour:

Mr. Matthew Grant, Mr. Prashanth, Mr. Sergio A, Mr. Nigel, Mr. Jeff, Mr. Asaithambi Manickam, Mr. Kumar, Mr. Saha, Mr. Chandramohan, Mr. Nandagopalan, Mr. Padmanaban, Mr. Shiva





QUALITY MONTH - BOEING

Quality Month - Boeing, Bengaluru

Quality Month campaign was held at the Boeing Project Site with the involvement of L&W, T&T & Boeing staff members and workers.

Quality Awareness Speech were delivered by the following gentlemen:

Mr. Mallappa A Tandur – Sr. Manager, QA QC L&W Mr. Padmanaban – Construction Manager L&W

Mr. Shankar Kulakarni – T&T

Mr. Selva Kumar – T&T

Prize and sweet distribution events were organised at the end of Quality Awareness speeches.





MANAGEMENT RETREAT

L&W Group of Companies Management Retreat was held on 12 & 13 October 2019 @ Angsana Resort, Bengaluru. The Retreat covered three focus areas such as: Digitalization Rollout, ARM update on Revenue & Targets and Build to Grow Training.









MD'S INTERACTIVE SESSION



MD's Interactive Session with Contracts & Procurement Department @ Technology & Innovation Centre, Bangalore MD's Interactive Session (1-day program) with Contracts Department staff was held on 10 August 2019, at the Technology & Innovation Centre, Bangalore. All Project QS, Contracts Managers, Chief Commercial Officer, Chief Techno Commercial Officer and General Manager Procurement participated in this interactive session cum workshop. Various scopes of Procurement and Contracts functions were discussed. Different teams were formed to do brainstorming and draft out action plans to streamline areas where improvement is needed. It is an endeavour by MD on continual improvement process.



BUILD TO GROW TRAINING

Build to Grow Training @ Technology & Innovation Centre, Bengaluru

The 5-day residential training comprising of Build to Grow, Safety and Quality was conducted in 6 batches covering 152 staff in 2nd half of the year.







CELEBRATIONS

Ayudha Pooja Celebration

Ayudha pooja was celebrated in the first week of October 2019 in all project sites and offices.

This is the most significant religious festival during Navarathri which is also known as "Astrapooja" (Worshipping the instrument). Rangoli was drawn to invite Goddess Lakshmi as part of the celebration.





Diwali Celebration

Festival of Lights, known as Diwali was celebrated on 29 October 2019, in Project Sites and Offices.



Christmas Celebration

L&W has celebrated Christmas day on 25 Dec 2019 at Head office with full of joy and cheers.



COMPLETED PROJECTS

Honeywell – Hadapsar, Pune



Client: Honeywell International India Pvt. Ltd.

Contract Period: 3 months

L&W took up the refurbishment work of an existing office space and innovatively converted it into a new generation workspace that complemented Honeywell's global work culture. The workspace can accommodate 500 Working Seats, Collaboration Spaces, Meeting and Board Rooms, Breakout, Restrooms and Lift Lobby with an overall carpet area of 45,000 sq. ft.



Wistron, Bangalore

Client: Wistron Infocomm Manufacturing (India) Pvt. Ltd.

Contract Period: 10 Months

Architect: RJWU Associates & Design Quest

The Project consists of 2 blocks, F1 Block & KD Block. F1 Block comprises of basement, ground floor & 2 floors and KD Block consists of ground floor & 2 floors. Built-up area: Approx. 88,516 Sqm (9,52,431 Sqft.)





COMPLETED PROJECTS

VR Mall, Chennai







Virtuous Retail redefines the retail experience in the city of Chennai with its latest flagship offering, VR Chennai. The Centre offers 2 million sq. ft. of high-quality retail, a PVR ten screen cinema including a large screen format PX[L] and a plethora of F&B options. This LEED Gold Pre-Certified Centre, forms the strategic focus of a 42-acre mixed-use development. Packed with distinctive zones, this Centre, isn't only about shopping and great food, but also about a state-of-the-art co-working space, a boutique hotel and unique venues for celebrations, large & small.

L&W undertook softscape and hardscape works and the salient features of product/services we provided as below:

Total area - 1.9 acre

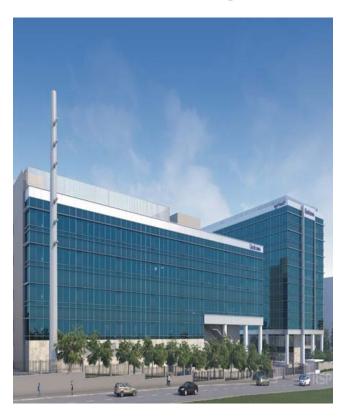
Softscape work covered total lawn area – 59 sqm and Total Groun cover – 15 sqm

Hardscape scope comprises of crystallization type waterproofing for the planter base & wall, flooring, coping, cladding, external double coat of average 20mm thick sand faced plaster, 100 mm thick solid concrete block masonry. Provided 29sqm fabrication and fixing 1000mm high wrought iron railing fixed on external plaster wall, 804 sqm tensile roofing system in terrace, irrigation system etc.



NEW PROJECTS

Qualcomm, Bangalore



Client: M/S Qualcomm India Pvt.

Design/Review/Consultant: M/S RSP Design Consultants.

Contract Duration:

BNGLO F – 23 Months

BNGLO N - 20 Months

Build up area: BNGLO F – 4,67,048 Sft (43,391 Sqm)

BNGLO N - 2,38,333 Sft (22,142 Sqm)

Configuration: BNGLO F – 3B+GF+8 Floors+ Terrace

BNGLO N – 2B+GF=4 floors+Terrace



The Spire, Hyderabad



Client: M/S RMZ CONSTRUCTION INDIA PVT LTD.

Design Consultant: M/S DPA Consultants Pvt Ltd, Bangalore

Contract Duration: Tower 100 – 23 Months

Tower 110 - 26 Months

Build up area: 2,384,235 Sft (2,21,500 sqm)

Configuration: 2 Towers

Tower 100 - 4B+GF+5P=17+T

Tower 110 - 4B+GF+5P+22+T



NEW PROJECTS

WHITE ALPHA, BANGALORE



Client: Alexandrite ITP Development Pvt. Ltd.

Contract Period: 30 months

Architect: DSP Design Associates Pvt. Ltd

Details:

Land Area: 7.9 Acres **BUA:** 1,500,000 Sqft

IT Park development consists of 2 blocks, A&B which are 7 story and 6 story buildings respectively with 3 basements of car parking. Fire refuge at 5th story and Food court at Block B Ground floor. Buildings are designed for USGBC-LEED Gold rating and disabled friendly.





CSR ACTIVITIES

Chief Minister Relief fund



L&W has committed in taking part in social welfare activities and part of the program, we handed over 25 lakhs rupees cheque to Honorable Chief Minister of Karnataka Mr. Yediyurappa towards Chief Minister Relief Fund; raised for North Karnataka Flood Relief. Mr. Madhu A.S (Head - P&M) and Mr. Basavaraj (Head – Structural) met the Chief Minister and handover the cheque on 28 Aug 2019.

APR Marathon 2019





L&W is the proud sponsor for a Marathon organised by ACT which was held on 8th Dec 2019 in Bangalore. One of our colleagues Rahul from Qualcomm-Bangalore project ran 5k race and secured first place. This excites all of us and motivates to achieve greater heights in whatever we do, because "winning is a habit" ... let us keep it coming our way!

Infrastructure for Government School, Denkanikottai.



As a part of our Corporate Social Responsibility (CSR) commitment, L&W newly constructed Compound Walls, Toilet complex, Overhead Tanks for Government School, located in Denkanikottai, Tamilnadu.

QUIZ

1) When was Intran	et launched?		
A 14 Nov 2019	B 14 Oct 2019	C 28 Nov 2019	D 21 Oct 2019
2) Which Project has	s won Conclave & Exc	cellence Awards in 201	9?
А мтв	B ITPG	C Capgemini	D Wistron
3) What kind of rating Certification?	g, MTB-4 Bangalore F	Project achieved for Gree	en New Buildings
A Gold	B Silver	C Platinum	D Bronze
4) IGBC Expands for		_	
A Indian Green Building	gs Council	C International Green Buildings Council	
B Indian Global Buildin	gs Council	D India and Global Bu	usiness Community
5) How many Safe n	nan hours achieved i	n Wistron Project?	
A 2 million	B 3 million	C 1 million	D 4 million
6) What are the thre	ee focus areas of Mar	agement Retreat held	in Oct 2019?
A Safety, Quality, Integ	rity	C Team work, Innovation, Growth	
B Digitalization, ARM, E	Build to Grow	D Professionalism, Cu	stomer Service, Work Culture
7) How many staff ha	ve been attended Build	l to Grow Training condu	cted in 2nd half of 2019?
A 160	B 152	C 142	D 252
8) What is the scope	of Qualcomm Projec	ct in Bangalore?	
A Proposed office building	construction of BNGLO E & BNGLO	F Proposed office building	g construction of BNGLOF
B Proposed office building	construction of BNGLO F & BNGLO	N Proposed office buildin	g construction of BNGLO N
9) In which place L&V (CSR) scheme?	V has built facilities fo	r a school under Corpor	ate Social Responsibility
A Bellandur	B Denkanikottai	C Hosur	D Varathur
10) Who is the organiz	er of APR Marathon ra	ce 2019?	
A L&W	B ACT	C APR	D RMZ
_	_		

Terms and Conditions

All Participants are to email their answers to **newsletter@landwindia.com** latest by **21 February 2020**. Each Participant is allowed to submit only one entry. Incomplete or incorrect entries will be disqualified, if there are more than one correct entry, 5 random entries will be selected by ballot. The Editorial Team reserves the right to change the terms and conditions of this contest without any prior notice.









OUR VISION

To be the leading and preferred contractor and business partner in India and the region, and to be recognised as the Employer of Choice.



OUR MISSION

To consistently improve and deliver excellent quality and reliable products and services with integrity, to our valued clients, by our team of trained, competent and responsible staff.



OUR VALUES

Safety • Integrity • Quality

Teamwork • Innovation • Growth



Asaithambi Manickam

Managing Director

SUSTAINABILITY TEAM'S ROLE

Green Construction Project Management

- 1. Minimising negative impact on Environment through Reduction in Ecological and Carbon Footprint.
- 2. Conservation of limited natural resources through practical use of renewable sources (energy, water, construction material).
- 3. Constantly upgrading skills, processes, and new green construction practices to improve effective sustainable construction implementation.





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