

# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity- **L99999MH1946PLC004768**
2. Name of the Listed Entity- **Larsen & Toubro Limited**
3. Year of Incorporation- **1946**
4. Registered office address- **L&T House, Ballard Estate, Mumbai, 400 001, India**
5. Corporate address- **L&T House, Ballard Estate, Mumbai, 400 001, India**
6. E-mail- **infodesk@larsentoubro.com**
7. Telephone- **+91 22 67525656**
8. Website- **www.larsentoubro.com**
9. Financial year for which reporting is being done 1st April 2021 - 31st March 2022
10. Name of the Stock Exchange(s) where shares are listed
  - a. National Stock Exchange of India Limited (NSE)
  - b. BSE Limited (BSE)
11. Paid-up Capital- ₹ 281.01 crore
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report

S. No	Particulars	Details
1.	Name	Dr. Pradeep Panigrahi
2.	Designation	Head-Corporate Sustainability
3.	Telephone Number	+91 22 61238504
4.	Email ID	sustainability-ehs@Larsentoubro.com

13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).

The Business Responsibility and Sustainability (BRS) initiatives of the Company are extended to the Subsidiary/Associate Companies, and they are also encouraged to participate in these initiatives of the parent organisation. In addition, companies like L&T Finance Holdings Limited, Larsen & Toubro Infotech Limited, L&T Technology Services Limited, Mindtree Limited (Listed entities) have their separate Business Responsibility Report (BRR)/ Business Responsibility & Sustainability Report (BRSR) as a part of the Annual Report. This report is for Larsen & Toubro Limited (L&T) and the reporting scope encompasses L&T's manufacturing locations, project sites & offices across India and overseas.

## II. Products/Services

14. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Infrastructure	Engineering, Procurement & Construction of Residential Buildings, Factories, Public spaces, Airports, IT Parks, Hospitals, Roads, Railways, Metros, Elevated Corridors, Transmission lines, Renewable projects, Water Supply & Distribution, Industrial Desalination, Sewage treatment plants, Irrigation projects, Hydel power, Nuclear plants, Marine projects, Minerals & Metals process plants and related customized equipment etc.	68.5%
2	Hydrocarbon	Engineering, Procurement & Construction for Hydrocarbon Upstream, Midstream and Downstream projects	17.2%
3	Power	Engineering, Procurement, Construction for Coal and Gas based power plants	4.4%

15. Products/Services sold by the entity (accounting for 90% of the entity's turnover):

S. No	NIC Code			Product/Services	% of total Turnover contributed
	Group	Class	Sub Class		
1	282	2824	28246	Manufacture of parts and accessories for machinery / equipment used by construction and mining industries	4.8%
2	410	4100	41001	Construction of buildings carried out on own-account basis or on a fee or contract basis	10.8%
3	421	4210	42101	Construction and maintenance of motorways, streets, roads, other vehicular and pedestrian ways, highways, bridges, tunnels and subways	28.5%
			42102	Construction and maintenance of railways and rail-bridges	
4	422	4220	42201	Construction and maintenance of power plants	4.4%
			42202	Construction / erection and maintenance of power, telecommunication and transmission lines	11.9%
			42204	Construction and maintenance of water main and line connection, water reservoirs including irrigation system (canal)	12.8%
42205	Construction and repair of sewer systems including sewage disposal plants and pumping stations				
5	429	4290	42901	Construction and maintenance of industrial facilities such as refineries, chemical plants, etc.	17.2%

## III. Operations

16. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	19	19	38
International	3	50	53

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	33*
International (No. of Countries)	53

\* Includes 25 states and 8 UTs (excluding Mizoram, Manipur, Nagaland and Lakshadweep)

b. What is the contribution of exports as a percentage of the total turnover of the entity?

19.9 %

c. A brief on types of customers

The Company's business is construction of infrastructure and manufacturing of products for industrial uses. Some of its major clients include State and Central Government departments, Ministries, and local municipal bodies as well.

#### IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	45,615	42,618	93%	2,997	7%
2.	Other than Permanent (E)	6,540	6,299	96%	241	4%
3.	<b>Total employees (D + E)</b>	52,155	48,917	94%	3,238	6%
<b>WORKERS</b>						
4.	Permanent (F)	3,307	3,304	99.9%	3	0.1%
5.	Other than Permanent (G)	196,755	194,376	99%	2,379	1%
6.	<b>Total workers (F + G)</b>	200,062	197,680	99%	2,382	1%

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1	Permanent (D)	37	33	89%	4	11%
2	Other than Permanent (E)	11	10	91%	1	9%
3	<b>Total differently abled employees (D + E)</b>	48	43	90%	5	10%
<b>DIFFERENTLY ABLED WORKERS</b>						
4	Permanent (F)	15	15	100%	0	0%
5	Other than permanent (G)	9	9	100%	0	0%
6	<b>Total differently abled workers (F + G)</b>	24	24	100%	0	0%

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors*	17	1	5.8%
Key Management Personnel	1	0	0%

\*The CFO and CEO are included in the Board of Directors.

## 20. Turnover rate for permanent employees and workers

	FY21-22 (Turnover rate in current FY) %			FY20-21 (Turnover rate in previous FY) %			FY19-20 (Turnover rate in the year prior to the previous FY) %		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14.3%	20.6% **	14.7%	12.0%	13.7%	12.1%	–	–	11.1%
Permanent Workers*	NA	NA	NA	NA	NA	NA	NA	NA	NA

\* Turnover rate of permanent workers is not calculated

\*\* Personal reasons (including family related, marriage & relocation), further studies and career prospects account for higher attrition rate in female employees.

NA: Data not available

## V. Holding, Subsidiary and Associate Companies (including joint ventures)

## 21. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the subsidiary/ associate companies (A)	Indicate whether Subsidiary/ Associate	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Bhilai Power Supply Company Limited	Subsidiary	99.9	No
2	Chennai Vision Developers Private Limited	Subsidiary	100.0	No
3	Kesun Iron and Steel Company Private Limited #	Subsidiary	95.0	No
4	Esencia Technologies India Private Limited	Subsidiary	73.9	No
5	Graphene Semiconductors Services Private Limited	Subsidiary	73.9	No
6	Graphene Solutions Sdn. Bhd	Subsidiary	73.9	No
7	Graphene Solutions Pte Ltd	Subsidiary	73.9	No
8	Graphene Solutions Taiwan Ltd.	Subsidiary	73.9	No
9	Hi-Tech Rock Products & Aggregates Limited	Subsidiary	100.0	No
10	Kudgi Transmission Limited	Subsidiary	51.0	No
11	L & T Hydrocarbon Caspian LLC	Subsidiary	50.0	No
12	Ahmedabad-Maliya Tollway Limited	Subsidiary	51.0	No
13	L&T Arunachal Hydropower Limited	Subsidiary	100.0	No
14	L&T Aviation Services Private Limited	Subsidiary	100.0	No
15	L&T Capital Company Limited	Subsidiary	100.0	No
16	L&T Chennai-Tada Tollway Limited	Subsidiary	51.0	No
17	L&T Realty Developers Limited	Subsidiary	100.0	No
18	L&T Construction Equipment Limited	Subsidiary	100.0	No
19	L&T Deccan Tollways Limited	Subsidiary	52.8	No
20	L&T Innovation Campus (Chennai) Limited	Subsidiary	100.0	No
21	L&T Finance Holdings Limited	Subsidiary	66.2	No*
22	L&T Finance Limited	Subsidiary	66.2	No
23	L&T Financial Consultants Limited	Subsidiary	66.2	No
24	L&T Global Holdings Limited	Subsidiary	100.0	No
25	L&T Himachal Hydropower Limited	Subsidiary	100.0	No

S. No.	Name of the subsidiary/ associate companies (A)	Indicate whether Subsidiary/ Associate	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
26	L&T Howden Private Limited	Subsidiary	50.1	No
27	L&T Information Technology Services (Shanghai) Co., Ltd.	Subsidiary	74.0	No
28	L&T Information Technology Spain SL	Subsidiary	74.0	No
29	L&T Infotech Financial Services Technologies Inc	Subsidiary	74.0	No
30	L&T Infotech S. DE. RL. DE. CV.	Subsidiary	74.0	No
31	L&T Infra Credit Limited	Subsidiary	66.2	No
32	L&T Infra Investment Partners Advisory Private Limited	Subsidiary	66.2	No
33	L&T Infra Investment Partners Trustee Private Limited	Subsidiary	66.2	No
34	L&T Infrastructure Development Projects Limited	Subsidiary	51.0	No
35	L&T Infrastructure Engineering Limited	Subsidiary	100.0	No
36	L&T Interstate Road Corridor Limited	Subsidiary	51.0	No
37	L&T Investment Management Limited	Subsidiary	66.2	No
38	L&T MBDA Missile Systems Limited	Subsidiary	51.0	No
39	L&T Metro Rail (Hyderabad) Limited	Subsidiary	100.0	No
40	L&T Modular Fabrication Yard LLC	Subsidiary	70.0	No
41	L&T Mutual Fund Trustee Limited	Subsidiary	66.2	No
42	Panipat Elevated Corridor Limited	Subsidiary	51.0	No
43	L&T Power Development Limited	Subsidiary	100.0	No
44	L&T Power Limited	Subsidiary	99.9	No
45	L&T Rajkot-Vadinar Tollway Limited	Subsidiary	51.0	No
46	L&T Samakhiali Gandhidham Tollway Limited	Subsidiary	51.0	No
47	L&T Sambalpur - Rourkela Tollway Limited	Subsidiary	51.0	No
48	L&T Sapura Offshore Private Limited	Subsidiary	60.0	No
49	L&T Sapura Shipping Private Limited	Subsidiary	60.0	No
50	L&T Seawoods Limited	Subsidiary	100.0	No
51	L&T Special Steels and Heavy Forgings Private Limited	Subsidiary	74.0	No
52	L&T Technology Services Limited	Subsidiary	73.9	No*
53	L&T Technology Services LLC	Subsidiary	73.9	No
54	L&T Technology Services (Shanghai) Co. Ltd.	Subsidiary	73.9	No
55	L&T Technology Services (Canada) Limited	Subsidiary	73.9	No
56	L&T Thales Technology Services Private Limited	Subsidiary	54.6	No
57	L&T Transportation Infrastructure Limited	Subsidiary	63.8	No
58	L&T Valves Limited	Subsidiary	100.0	No
59	L&T-MHI Power Boilers Private Limited	Subsidiary	51.0	No
60	L&T-MHI Power Turbine Generators Private Limited	Subsidiary	51.0	No
61	L&T-Sargent & Lundy Limited	Subsidiary	50.0	No
62	Larsen & Toubro (East Asia) Sdn. Bhd.	Subsidiary	30.0	No
63	L&T Hydrocarbon Saudi Company LLC	Subsidiary	100.0	No

S. No.	Name of the subsidiary/ associate companies (A)	Indicate whether Subsidiary/ Associate	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
64	Larsen & Toubro Electromech LLC	Subsidiary	70.0	No
65	Larsen & Toubro Heavy Engineering LLC	Subsidiary	70.0	No
66	Larsen & Toubro Infotech Canada Limited	Subsidiary	74.0	No
67	Larsen & Toubro Infotech GmbH	Subsidiary	74.0	No
68	Larsen & Toubro Infotech Limited	Subsidiary	74.0	No*
69	Larsen & Toubro Infotech LLC	Subsidiary	74.0	No
70	Larsen & Toubro Infotech Norge AS	Subsidiary	74.0	No
71	Larsen & Toubro International FZE	Subsidiary	100.0	No
72	Larsen & Toubro Kuwait Construction General Contracting Company, With Limited Liability	Subsidiary	49.0	No
73	Larsen & Toubro LLC	Subsidiary	98.7	No
74	Larsen & Toubro Oman LLC	Subsidiary	65.0	No
75	Larsen & Toubro Saudi Arabia LLC	Subsidiary	100.0	No
76	Larsen & Toubro T&D SA (Pty) Limited	Subsidiary	72.5	No
77	Larsen And Toubro Infotech South Africa (Pty) Limited	Subsidiary	51.5	No
78	Larsen Toubro Arabia LLC	Subsidiary	75.0	No
79	LTH Milcom Private Limited	Subsidiary	56.6	No
80	LTIDPL INDVIT Services Limited	Subsidiary	51.0	No
81	Mudit Cement Private Limited	Subsidiary	66.2	No
82	Nabha Power Limited	Subsidiary	100.0	No
83	Nielsen+Partner Unternehmensberater GmbH	Subsidiary	74.0	No
84	Nielsen&Partner Pty Ltd	Subsidiary	74.0	No
85	Nielsen+Partner Pte Ltd.	Subsidiary	74.0	No
86	Nielsen+Partner Unternehmensberater AG	Subsidiary	74.0	No
87	Nielsen&Partner Co. Ltd.	Subsidiary	74.0	No
88	PNG Tollway Limited	Subsidiary	37.7	No
89	PT. Larsen & Toubro Hydrocarbon Engineering Indonesia	Subsidiary	95.0	No
90	Raykal Aluminium Company Private Limited	Subsidiary	75.5	No
91	Ruletronics Limited, UK	Subsidiary	74.0	No
92	Ruletronics Systems Inc	Subsidiary	74.0	No
93	Seastar Labs Private Limited	Subsidiary	73.9	No
94	Syncordis Limited, UK	Subsidiary	74.0	No
95	Syncordis S.A. Luxembourg	Subsidiary	74.0	No
96	Syncordis SARL, France	Subsidiary	74.0	No
97	Syncordis PSF S.A.	Subsidiary	74.0	No
98	Vadodara Bharuch Tollway Limited	Subsidiary	51.0	No
99	L&T Valves USA LLC	Subsidiary	100.0	No
100	L&T Valves Arabia Manufacturing LLC	Subsidiary	100.0	No
101	Mindtree Limited	Subsidiary	60.9	No*
102	Mindtree Software (Shanghai) Company Limited	Subsidiary	60.9	No

S. No.	Name of the subsidiary/ associate companies (A)	Indicate whether Subsidiary/ Associate	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
103	Bluefin Solutions Sdn. Bhd.	Subsidiary	60.9	No
104	Lymbyc Solutions Private Limited	Subsidiary	74.0	No
105	Lymbyc Solutions Inc	Subsidiary	74.0	No
106	Powerup Cloud Technologies Private Limited	Subsidiary	74.0	No
107	Larsen & Toubro Infotech UK Limited	Subsidiary	74.0	No
108	Larsen & Toubro Qatar LLC @	Subsidiary	49.0	No
109	L&T Geostructure Private Limited	Subsidiary	100.0	No
110	L&T Parel Project Private Limited	Subsidiary	100.0	No
111	LTR SSM Private Limited	Subsidiary	99.0	No
112	Orchestra Technology Inc.	Subsidiary	73.9	No
113	LTI Middle East FZ-LLC	Subsidiary	74.0	No
114	Cuelogic Technologies Private Limited	Subsidiary	74.0	No
115	Cuelogic Technologies Inc.	Subsidiary	74.0	No
116	Watrak Infrastructure Private Limited	Subsidiary	51.0	No
117	Grameen Capital India Private Limited	Associate	17.2	No
118	Indiran Engineering Projects and Systems Kish (LLC)	Associate	50.0	No
119	International Seaports (Haldia) Private Limited	Associate	14.2	No
120	L&T Camp Facilities LLC	Associate	49.0	No
121	L&T-Chiyoda Limited	Associate	50.0	No
122	Larsen & Toubro Qatar & HBK Contracting LLC	Associate	50.0	No
123	Magtorq Private Limited	Associate	42.8	No
124	Magtorq Engineering Solutions Private Limited	Associate	39.2	No
125	Gujarat Leather Industries Limited @	Associate	50.0	No

Notes: \* they have separate BRR/BRSR

# under strike-off process

@ under liquidation

## VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (in ₹): 101,000 crore

(iii) Net worth (in ₹): 67,114 crore

## VII. Transparency and Disclosures Compliances

23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY21-22 Current Financial Year			FY20-21 Previous Financial Year		
	(If Yes, then provide web-link for grievance redress policy)#	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	–	3	–	–	9	3	–
Investors (other than shareholders)	Yes	–	–	–	–	–	–
Shareholders	Yes	–	–	–	–	–	–
Employees and workers*	Yes	13	3	–	26	6	–
Customers*	Yes	50	22	–	303	–	–
Value Chain Partners (supply chain partners)	Yes	6	1	–	7	2	–
Other (Anonymous email / letters)	Yes	4	–	–	6	1	–

\* Data for employees, workers and customers is partially reported. The Company will strengthen its systems for complete coverage in FY23

# The policies guiding L&T’s conduct with all its stakeholders including grievance mechanism are available on the company’s website. The link to the policies: <https://www.larsentoubro.com/corporate/about-lt-group/corporate-policies/>

Customer satisfaction score of 89% in FY22.

24. Overview of the entity’s material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format.

S. No.	Material issue identified*	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Customer Experience & Satisfaction	O	–	–	Positive
2.	Corporate Governance	R	–	Policy revision/ upgradation/ Board review (Refer to Principle-1)	Negative



S. No.	Material issue identified*	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	Business Ethics	R	–	Whistle blower policy and its deployment. The Company has a whistle blower policy for its employees, vendors and channel partners, for further details refer to Principle–1	Negative
4.	Employee & Workforce Engagement, Wellbeing	O	–	–	Positive
5.	Health & Safety	R	–	Training/ awareness/ technological upgradation/ review at senior level and Board committee. L&T is committed to its Zero Harm to life. For more details refer to Principle–3	Negative
6.	Human Rights & Labour Conditions	R	–	L&T has always been committed to foster a culture of caring and trust. This is embedded in its various corporate policies like Environment, Health & Safety (EHS) Policy, Whistle–Blower policy, Protection of Women’s Rights at Workplace Policy and the Code of Conduct. Training on various issues related to human rights are covered under new employee induction, EHS training, POSH, code of conduct etc. For more details, refer to Principle 3.	Negative
7.	Skilled Manpower	O/R	–	Skill based trainings (Nine CSTIs spread across the country train over 10,000 youth in construction and allied skills per year. For further details refer to Principle 3.8 on training given to employees for skill upgradation. Also, refer to chapter on Social & Relationship Capital)	Positive/ negative
8.	Sustainable Supply Chain	O/R	–	Supplier/vendor Code of Conduct (COC) covers EHS and Human Rights parameters to be adhered and supply chain partners must sign the COC as a part of the contract documents.	Positive/ negative

S. No.	Material issue identified*	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9.	Talent Management, Attraction, Retention and Development	O/R	–	For details, refer to chapter on Human Capital in the Integrated Report section.	Positive/Negative
10.	Climate Action	O	–	–	Positive
11.	Diversity, Inclusion & Equal Opportunity	O	–	–	Positive
12.	Data Security, Privacy, and Cybersecurity	R	–	Policy and deployment, audits/ Cyber Security Assurance Framework (L&T has developed a robust 5-year cyber security & resiliency roadmap and made investments in state of art security platforms. The Company has implemented a groupwide Cyber Risk Assurance Framework and operationalised one of the most advanced Security Operations Centre to monitor 24X7 & respond to any cyber incidents.)	Negative
13.	Quality of Products and Project delivery	O/R	–	For details, refer to chapter on Manufactured Capital in the Integrated Report section.	Positive
14.	Brand Management	O	–	–	Positive
15.	Water, Waste & Hazardous Materials Management	O/R	–	For details, refer to chapter on Natural Capital in the Integrated Report section.	Positive/ Negative
16.	Social engagement & Impact	O	–	–	Positive

\*For more details, refer to chapter on Materiality Assessment in the Integrated Report section.

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

- P 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.
- P 2 Businesses should provide goods and services in a manner that is sustainable and safe.
- P 3 Businesses should respect and promote the well-being of all employees, including those in their value chains.
- P 4 Businesses should respect the interests of and be responsive to all its stakeholders.
- P 5 Businesses should respect and promote human rights.
- P 6 Businesses should respect and make efforts to protect and restore the environment.
- P 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
- P 8 Businesses should promote inclusive growth and equitable development.
- P 9 Businesses should engage with and provide value to their consumers in a responsible manner.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	<a href="https://www.larsentoubro.com/corporate/about-lt-group/corporate-policies/">https://www.larsentoubro.com/corporate/about-lt-group/corporate-policies/</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle. SEBI (Listing obligation and Disclosure Requirements) Regulations, 2015	ISO 14001 and ISO 45001	ISO 45001	IIRC IR Principle	Indian labour codes	ISO14001	-	IIRC IR Principle	IIRC IR Principle	
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.		(a)	(b)			(c)		(d)	(e)
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.		(a)	(b)			(c)		(d)	(e)

- a) 40% Green Business by FY26, achieved 38.2% for FY22.
- b) Zero Harm Vision to life, environment and property.
- c) Emission reduction intensity up to 25% by FY26.
- d) Achieve carbon neutrality by 2040 and water neutrality by 2035.
- e) Number of lives to be impacted by CSR projects: 1.5 million by FY26, achieved 1.13 million in FY22.

**Governance, leadership, and oversight**

- 7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure).

L&T is a conglomerate with dominant presence in EPC, High Tech manufacturing, IT Services, and Financial Services. These businesses, the EPC and manufacturing in particular, have a significant impact on the environment in terms of GHG emission, energy and water consumption. Given the strong growth aspiration of the Company, the challenge is to balance the growth pursued while minimising its impact on the environment, and also achieve net zero position for both water consumption and carbon footprint by 2035 and 2040 respectively.

In the short term, the Company's aim, even as it grows, is to flatten the emission curve in the next five years, through improved efficiency in the use of energy and increased use of renewable energy across its operations. This apart, the Company also aims to improve its share of green business offerings over the years, which currently stands at around 38%.

Energy transition from fossil fuels to green energy is an established mega trend globally and some of the businesses of the Company like thermal power has already felt the impact of this over the last few years. Another business which could experience an impact over the next 5-10 years is the hydrocarbon business. The Company is therefore evaluating its prospects in green energy areas including green hydrogen, battery storage and offshore wind among others. Overall, the Company intends to reduce its presence across the fossil fuel space and build new businesses around green energy.

The EPC business is very labour intensive, and post-Covid the availability of skilled labour has become a challenge. This constraint could magnify over time as India increases its thrust on infrastructure development, an area that the Company seeks to grow in. Recognizing this, the Company has increased its off-site fabrication and its thrust on pre-cast technology. In addition, the Company is augmenting its mechanization and automation capabilities for on-site work. These initiatives are intended to reduce manual component of work, increase worker productivity, reduce wastages and thereby, improve the cost competitiveness of the business.

In an economy facing shortage of skilled workforce, the Construction Skills Training Institutes (CSTIs) run by the Company's CSR department in India are worthy of mention. Setup in 1995 and currently with a network of 9 CSTIs spread across the country, CSTIs trains over 10,000 youth in construction and allied skills every year. These skill training institutes have grown over the years with a unique industry connect leveraging on the Company's rich experience and deep knowledge of contemporary as well as new-age practices of the construction industry.

The Company's CSR programmes are focused on strengthening the country's social infrastructure with its thrust in areas such as water and sanitation, education, health and skill building. The success of these initiatives lies in delivering impact with optimum use of resources, leveraging strengths and collaborating on areas where capacities need to be built. The Company's Integrated Community Development Programmes (ICDP) being aligned closely to the Sustainable Development Goals (SDGs), is an example of one such effort. The ICDP was initiated 6 years back, specifically in remote water-scarce locations of Maharashtra, Tamil Nadu and Rajasthan. The program was designed with a focus on improving the quality of life of the community by achieving water sufficiency and further expanding into various aspects of sanitation, health, education and livelihood. The ICDP consists of a unique mix of civil interventions (water harvesting structures, farm field structures, sanitation units etc.) as well as targeted programs to build community-based institutions, to provide ownership, accountability, self-management and sustainability of the interventions. These locations have become self-sustaining now, and the Company is replicating this model in other locations.

Across industries, cybersecurity has also become a key concern for the business continuity. Vulnerabilities such as targeted attacks, ransomware threats and phishing have raised the importance of protecting the IT infrastructure and sensitive data of the Company. The Company has developed a robust 5-year cyber security & resiliency roadmap and made investments in state of art security platforms. It has implemented a groupwide Cyber Risk Assurance Framework and operationalised one of the most advanced Security Operations center to monitor developments 24X7 and respond effectively when required to any cyber incidents.

On the governance front, the Management and the Board are involved in active review of the Company's ESG performance on a regular basis. The Company periodically reassesses all key policies such as Sustainability Policy, Supplier Code of Conduct Policy etc. To strengthen the policy framework further, two additional policies namely, Equal Opportunity Policy and 'Public Policy Advocacy' Policy have been recently adopted by the Company.

While BRSR is mandatory from FY23, as a responsible corporate citizen, the Company has decided to report on its business responsibility and sustainability practices from FY22 onwards. This BRSR is a testimony of the Company's commitment to sustainability in all its dimensions and the Company will constantly endeavour to strengthen this further on a continuing basis.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

Name: Mr. R. Shankar Raman  
 Designation: Whole-time Director & Chief Financial Officer  
 DIN: 00019798

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.

Yes, the Company’s CSR and Sustainability Committee is responsible for sustainability related issues

10 Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action <sup>1</sup>	All the policies of the Company are approved by the Board and reviewed periodically or on a need basis by Executive Committee as a part of ESG review.																	
	During the review, the effectiveness of the policies is evaluated and necessary amendments to policies and procedures are implemented.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company complies with the extant regulations and principles as are applicable.																	

	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	Yes. DNV India conduct audit in various ICs on different subjects such as ISO 14001, ISO 45001, ISO 50001 and sustainability assurance. During the audit process they check working of the related policies of the company. They do it through checking policy elements, procedures, action plans etc.								

12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

NA- Data not available

<sup>1</sup> Details of performance against some of the targets are available in the Integrated report section.

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

### Principle 1: Businesses should conduct and govern themselves with integrity and in a manner that is Ethical, Transparent and accountable.

#### Essential Indicators

- Percentage coverage by training and awareness programmes on any of the principles during the financial year:

Segment	Total Number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	20 manhours	Business, strategy, risk and update of laws	100%
Key Managerial Personnel	20 manhours	Business, strategy, risk and update of laws	100%
Employees other than BOD and KMPs	5,539 no of programmes	Business Principles for Responsible Organisation Code of Conduct and principles of Corporate Governance	97.4%
Workers	929,901 manhours (Trainings and Awareness)	EHS training	100% (EHS Induction Training is mandatory for all the workers who resume work)

- Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format:

The Company had no monetary and non-monetary fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year FY22 based on materiality thresholds.

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	–	–	NIL	–	–
Settlement	–	–	NIL	–	–
Compounding Fee	–	–	NIL	–	–
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions		Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	–	–		–	–
Punishment	–	–		–	–

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed:

Not applicable

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
-	-

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes, The Company has 'zero tolerance' of any practice that may be classified as corruption, bribery or giving or receipt of bribes and the same has been mentioned in its Code of Conduct. The objective of this policy is to serve as a guide for all directors, executives, employees and associated persons for ensuring compliance with applicable anti-bribery laws, rules and regulations. This policy is applicable to all individuals working at all levels and grades, including Board Members and Senior Managerial Personnel, other employees, consultants, interns, contractors, agency staff, agents or any other person associated with the Company and such person acting on behalf of the Company.

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

There have been no cases involving disciplinary action taken by any law enforcement agency on the charges of bribery / corruption against directors / KMPs / employees / workers that have been brought to the Company's attention.

	FY21-22 (Current Financial Year)	FY20-21 (Previous Financial Year)
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

6. Details of complaints with regards to conflict of interest:

	FY21-22 (Current Financial Year)		FY20-21 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	-	-	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	-	-	-

7. Provide details of any corrective action taken or underway on issues related to fines/ penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not applicable

**LEADERSHIP INDICATORS**

1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:

Total number of awareness programmes held	Topics/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
2,618 participants	Environment, health and safety trainings and awareness, awareness sessions on BRSR and 9 principles therein	Varying from 40% to 65%*

\*The top 25 value chain partners (supply chain partners) and also many other suppliers have been covered by the awareness sessions. These supply chain partners comprise 40% to 65% (by value) across the various business verticals. The Company has excluded government entities from the list of its value chain partners (supply chain partners) for these awareness training.

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same.

The Company has processes on management of conflict of interests involving members of the Board which may arise due to Directors joining the Boards of other companies and even conflicts which would take place during the course of normal business activities. The process allows the Directors to recuse themselves from the discussions pertaining to the conflict of interest. The Directors have to exercise their responsibilities in a bonafide manner in the interest of the Company, should not allow any extraneous considerations that may vitiate their exercise of objective independent judgment in the paramount interest of the Company and not abuse their position to the detriment of the Company for the purpose of gaining direct or indirect personal advantage. Any conflict of interest arising with the Board Members needs to be reported to the Chairman of the Audit Committee/Chairman of the Board.

## Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe

### ESSENTIAL INDICATORS

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	Current F Y FY21-22 (Cr)	Previous F Y FY20-21 (Cr)	Details of improvements in environmental and social impacts
R&D	–	–	–
Capex	–	–	–

L&T conducts R&D linked to environmental and social initiatives, however currently the expenditures are not tracked.

2. a. Does the entity have procedures in place for sustainable sourcing?  
The Company has a procedure for sustainable sourcing where all the new and existing supply chain partners are mandatorily evaluated on environment, health & safety and sustainability parameters before onboarding. Also, supplier/vendor Code of Conduct (COC) covers EHS and Human Rights parameters to be adhered and value chain partners (supply chain partners) must sign the COC as a part of the contract documents.
- b. If yes, what percentage of inputs were sourced sustainably?  
It is mandatory to furnish the evaluation questionnaire (EHS and sustainability parameters) before onboarding as value chain partners (supply chain partners) and it has 100% coverage.
3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.  
The Company does not have any specific product to reclaim at the end of life. However, at the project and operation sites, there are systems in place to recycle, reuse and dispose in line with regulatory requirement for the above waste being generated during course of construction and operation.
4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

EPR is not applicable as the major business of the Company is construction and associated services and the Company does not manufacture any consumer products. The Company manufactures few heavy construction machineries, specialised industrial units and defence products. There is no specific plastic, electrical and electronic product manufactured where EPR is applicable under E-Waste Management.



**Leadership Indicators**

- Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

Yes, the Company has conducted one LCA study for one of its products (Diamond Green Diesel Reactor) from the Heavy Engineering business vertical in FY22 period.

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link.
281	Diamond Green Diesel Reactor	Not available	Cradle to Gate	Yes	No

- If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk/concern	Action Taken
Diamond Green Diesel Reactor	The LCA study concludes that maximum environmental impact is associated with procurement of primary raw material (steel) and the energy consumption (grid source) associated with the manufacturing process. Other than these, there is almost negligible impacts in the manufacturing process.	It has been recommended to look for green steel or recycled steel for the manufacturing of this product without compromising the quality of raw material. Also, it has been advised to consider usage of renewable source of energy in the manufacturing process. Management is evaluating this recommendation on feasibility of adoption.

- Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 21-22	FY 20-21
Fly ash and Ground Granulated Blast-furnace Slag in place of Cement	11.9%	14.2%
Crushed sand in place of Natural Sand	29.4%	33.4%

- Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

Not applicable as the Company does not have any specific consumer product except heavy construction machinery, valves and defence products and there is no product reclamation at the end of the product life. However, the waste material generated at the operation and project sites are reused, recycled and disposed as per the applicable regulatory requirements.

	FY21-22 (Current Financial Year)			FY20-21 (Previous Financial Year)		
	Re-used	Re-cycled	Safely Disposed	Re-used	Recycled	Safely disposed
Plastics (including packaging)	–	5 Tons	0.1 Tons	–	0 Tons	–
E-waste	–	112 Tons	–	–	30 Tons	–
Hazardous Waste	–	732.9 Tons	1541.4 Tons	–	1002.1 Tons	1785 Tons
Other Waste	–	–	–	–	–	–

- Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
NA	

NA: Data not available

### Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

#### Essential Indicators

##### 1. a. Details of measures for the well-being of employees:

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent employees</b>											
Male	45,615	45,615	100%	45,615	100%	0	0%	1,318	3%	1,443	3%
Female	6,540	6,540	100%	6,540	100%	1,338	20%	0	0%	211	3%
<b>Total</b>	<b>52,155</b>	<b>52,155</b>	<b>100%</b>	<b>52,155</b>	<b>100%</b>	<b>1,338</b>	<b>3%</b>	<b>1,318</b>	<b>3%</b>	<b>1,654</b>	<b>3%</b>
<b>Other than Permanent employees</b>											
Male	6,954	4,145	60%	2,099	30%	0	0%	0	0	26	0%
Female	254	107	42%	67	26%	65	26%	0	0	5	2%
<b>Total</b>	<b>7,208</b>	<b>4,252</b>	<b>59%</b>	<b>2,166</b>	<b>30%</b>	<b>65</b>	<b>1%</b>	<b>0</b>	<b>0</b>	<b>31</b>	<b>0%</b>

##### b. Details of measures for the well-being of workers:

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent workers</b>											
Male	3,304	3,304	100%	2,187	66%	0	0%	0	0%	1,215	37%
Female	3	3	100%	3	100%	2	67%	2	67%	2	67%
<b>Total</b>	<b>3,307</b>	<b>3,307</b>	<b>100%</b>	<b>2,190</b>	<b>66%</b>	<b>2</b>	<b>0%</b>	<b>2</b>	<b>0%</b>	<b>1,217</b>	<b>37%</b>
<b>Other than Permanent workers</b>											
Male	194,376	58,834	30%	106,957	55%	0	0%	0	0%	0	0%
Female	2,379	2,049	86%	2,139	90%	210	9%	124	5%	165	7%
<b>Total</b>	<b>196,755</b>	<b>60,883</b>	<b>31%</b>	<b>109,096</b>	<b>55%</b>	<b>210</b>	<b>0%</b>	<b>124</b>	<b>0%</b>	<b>165</b>	<b>0%</b>

##### 2. Details of retirement benefits, for Current FY and Previous Financial Year.

Benefits	FY 21-22 Current Financial Year			FY 20-21 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
	PF	100%	100%	Y	100%	100%
Gratuity	100%	100%	Y	100%	100%	Y
ESI	100%	100%	Y	100%	100%	Y

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes, most of the Company's permanent office buildings and manufacturing locations are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Yes, the Company has Equal Opportunity Policy as per the Rights of Persons with Disabilities Act, 2016. This policy can be accessed through the link <https://larsentoubro.com/corporate/about-lt-group/corporate-policies/>.

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender*	Permanent employees		Permanent workers#	
	Return to work rate (%)	Retention rate (%)	Return to work rate	Retention rate
Male	-	-	-	-
Female	-	-	-	-
<b>Total</b>	89%	96%	-	-

\* Gender wise breakup for permanent employees and workers not available.

# The Company is putting a process in place to compile the above data for Permanent workers for FY23.

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes. Grievance redressal mechanism is available at factory & project site establishments. Complaints can be raised through the toll-free number provided at project site and manufacturing/factory set up or directly reported to the admin and industrial relation personnel. Also, grievances can be raised through e-mails and all the grievances that are received through different platforms are directed to the respective function owner and resolved through the respective IR and Admin function.
Other than Permanent Workers	
Permanent Employees	The Company has HR Connect application on L&T Intranet (My Zone) which is accessible to all employees (except other than permanent employees). On this platform, they can raise their complaints and grievances which are addressed by HR. The grievances can be also raised through whistle-blower system through dedicated mail and toll-free number.
Other than Permanent Employees	

7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:

Category	FY 21-22 (Current Financial Year)			FY 20-21 (Previous Financial Year)		
	Total employees/ worker in respective category (A)	No. of employees/ Workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total Employee/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of association (s) or Union (D)	% (D / C)
<b>Total Permanent Employees</b>	-	-	-	-	-	-
- Male	-	-	-	-	-	-
- Female	-	-	-	-	-	-
<b>Total Permanent Workers</b>	3,307	2,291	69%	2,852	2,351	82%
- Male	3,304	2,288	69%	2,849	2,348	82%
- Female	3	3	100%	3	3	100%

8. Details of training given to employees and workers:

Category	FY 21-22 Current Financial Year					FY 20-21 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Male	42,618	8,271	19%	11,505	27%	47,854	8,427	18%	17,475	37%
Female	2,997	609	20%	984	33%	3,158	561	18%	1,180	37%
<b>Total</b>	45,615	8,880	19%	12,489	27%	51,012	8,988	18%	18,655	37%
<b>Workers</b>										
Male	197,680	173,248	88%	8,813	4%	258,910	114,333	44%	6,850	3%
Female	2,382	369	15%	270	11%	962	559	58%	24	2%
<b>Total</b>	200,062	173,617	87%	9,083	5%	259,872	114,892	44%	6,874	3%

9. Details of performance and career development reviews of employees and worker:

Category	FY21-22 (Current Financial Year)			FY20-21 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	38,644	33,354	86%	47,854	47,854	100%
Female	2,709	1,931	71%	3,158	3,158	100%
<b>Workers (Permanent Workers only)</b>						
Male	3,304	2,640	80%	3,805	3,805	100%
Female	3	1	33%	3	3	100%

For FY22 the review process is still in progress and will be completed by FY24

10. Health and safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, the coverage of such system?

Yes, occupational health and safety management system has been implemented by the entity. It covers the entire operations covering all construction project sites, manufacturing units, industrial production facilities and offices. In line with L&T's vision, philosophy, and EHS Policy, management systems have been implemented in accordance with the International Standards ISO 45001:2018 (Occupational Health and Safety Management System Standard). EHS Management System defines the mandatory requirements for the systematic management and execution within the organisation. The Company's Integrated EHS Management System is accredited by international certification bodies.

- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

The Company has in place systematic risk management process to identify and control all the hazards in construction project sites, manufacturing units, industrial production facilities and offices. The Company's risk management process is applied through five steps (Identification, Assessment, Mitigation, Monitoring and Reporting) and is the key driver for controlling the risk of EHS in business. All relevant stakeholders including construction engineers, design and planning engineers, production in charges and EHS team members are involved in risk assessments and the risk management process, Risk Assessments & Safe Work Method Statement are developed and approved prior to starting any work activity. All identified risks and risk mitigation plans are required to be documented, approved and communicated to all relevant parties involved in the activity.

- c. Whether you have processes for workers to report work related hazards and to remove themselves from such risks.

Yes, the Company has processes for workers to report work related hazards and to remove themselves from such risks.

d. Do the employees/workers of the entity have access to non-occupational medical and healthcare services?

Yes, medical centres and first aid facilities are available for both employees and workers.

11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category	FY21-22	
		Current Financial Year	FY20-21 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.1	0.1
	Workers		
Total recordable work-related injuries	Employees	10	8
	Workers	122	75
No. of fatalities	Employees	0	2
	Workers	25	23
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	1
	Workers	3	0

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

As a part of the EHS Management system, a project specific EHS plan is prepared at the inception of every new project that determines the broad parameters of EHS management. This EHS plan identifies the hazardous operations and the risks arising from such hazards which are within the scope of the work. It even specifies the required integrated preventive measures (Controls) to mitigate the same.

The Management provides strong demonstrable visible leadership and commitment towards EHS through personal examples and actions. This is the first principle of L&T L.I.F.E (Live Injury Free Each Day) leadership commitment. Management has participated in EHS meetings, conducted site Inspections and EHS Audits, to encourage and develop a positive attitude towards EHS within L&T projects and operations. Management ensured that sufficient EHS resources were available and allocated responsibilities for implementing the L&T LIFE framework. Roles & responsibilities, targets & objectives, goals, training needs & required behaviours had been clearly defined, agreed & communicated throughout the entire organisation & structure.

To support this further, there is a systematic risk management process in place to identify and control all the hazards in projects/units which requires verification of conformity. The EHS management system has various procedures and EHS norms. Therefore, a process has been established for carrying out Internal EHS audits. This process mandates to organise internal audits for all active projects and it is verified by each IC head office audit team at least once in six months. Certain projects were selected for frequent auditing, depending on their status, importance, and risk profile. This was in addition to any external audits carried out by accredited auditors.

13. Number of Complaints on the following made by employees and workers:

Benefits	FY 21-22 Current Financial Year			FY 20-21 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions			Data not available, to be tracked in FY23			
Health & safety			Data not available, to be tracked in FY23			
Others	NA	2	POSH	3	NA	POSH

## 14. Assessments for the year:

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
Health and safety practices	100%
Working Conditions	L&T has robust Internal audit process in line with ISO 45001:2018 requirement and it covers all construction projects, offices and manufacturing units. At least one internal audit is conducted in a financial year for all such operations/sites/ manufacturing units/offices.

## 15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health &amp; safety practices and working conditions.

The Company's EHS Council undertakes a review of all accidents and incidents, and formulate procedures based on risk analysis of data gathered through respective IC. It makes use of advanced technology such as vision analytics/AI to detect any health & safety hazards and gather data. This data is used for predictive analysis, measurement of incidents and unsafe behaviours. This enables identification of the key areas of risk which in turn guides the projects to proactively manage and focus resources to prevent any accidents or incidents. Such analysis is shared throughout the group IC structure, to support L&T Mission ZERO HARM objective.

In view of this collective approach, efforts have been made in understanding the Company's high- risk profile holistically as well as in general. EHS risk management culture has been inculcated across the Company. Various steps have been taken including:

- Implementation of HSE Surveillance Rating
- Developed HSE Training Modules on high-risk activities.
- Developed standardized template of HSE Lessons Learnt (EHS Alert) and these alerts are shared in the centralized knowledge sharing platform which can be accessed by all employees.
- Enrolled Subject Matter Experts (SMEs) into the HSES Management Community of central knowledge sharing module.
- Implementation of senior management audits based on standard checklist developed by the EHS Council.

The outcome of the efforts has been to capture the high-risk hazardous activities ubiquitous in various L&T's Business verticals. This helps to devise an action plan to enhance the competency among stakeholders in managing such activities with higher degree of awareness and suitable training using technology such as AR/VR from competent external agencies as well as subject matter experts. Each employee of the organisation strives to achieve EHS excellence in their respective functions and align their actions and business decisions.

**LEADERSHIP INDICATORS**

## 1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (B) Workers

The Company extends life insurance coverage for work related death of its employees and workers.

## 2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

Adherence to the applicable statutory provisions including payment and deduction of statutory dues is incorporated in the contract agreement with the value chain partners. The Company makes sure that all the relevant clauses dealing with statutory compliance are validated and honoured by both sides.

3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Benefits	Total no. of affected employees/workers*		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable Employment	
	FY21-22 (Current FY)	FY20-21 (Previous FY)	FY21-22 (Current FY)	FY20-21 (Previous FY)
Employees	0	1	–	1
Workers	28	25	2	1

\*All the deceased workers and employees resulting from work related injuries have received the insurance money.

4. Does the entity provide transition assistance programmes to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?

The Company provides transition assistance programmes to facilitate continued employability and the management of career endings resulting from retirement.

5. Details on assessment of value chain partners (Supply chain partners):

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Varying from 40% to 65%
Working Conditions	(The top 25 suppliers and large number of other suppliers are assessed through a detailed checklist of more than 40 questions on EHS parameters. The top 25 suppliers account for 40% to 65% by value of business done with such partners.)

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

As per the internal EHS audit procedure and assessment carried out, all the observations and non-conformances are properly recorded and notified for closeout. Once closeouts are done, they are recorded with details of closeouts. These details can be retrieved from respective sites, manufacturing units and operations.

The Company, based on all EHS analysis data gathered, has developed several procedures aligned to Sub-contractor procurement and management. The Health, Safety & Environment Management system has been reviewed and aligned to be a part of and fully incorporated into the contract between sub-contractor and the Company. Its purpose is to set forth the areas of EHS concerns and requirements routinely. This subcontractor system is intended to supplement any contractual requirements, including EHS Management System manual, guidelines, Standard Operating Procedures, any requirements of client, as well as sub-contractor’s own EHS Programme.

All the suppliers and contractors of the Company are evaluated on their safety infrastructure processes and strengths before awarding a contract. The continued monitoring and measuring of suppliers and contractors ensure a comprehensive safe environment. This is further enhanced with regular refresher training sessions and capacity-building programmes. In addition, periodic site visits by the senior management and site audits improve the EHS performance.

## Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders

### Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

L&T's business is primarily EPC – engineering, procurement, construction, and high-tech manufacturing. Hence, in line with its business models, the Company has identified the following as key stakeholder groups:

Stakeholder Group	Basis of Identification
Suppliers/Contractors	<p>EPC and high-tech manufacturing have significant dependence on supply chain partners for</p> <ol style="list-style-type: none"> <li>Sourcing of key raw materials e.g., cement, aggregates, steel and other materials for construction projects, and high-grade metals, subcomponents and other inputs for manufacturing business.</li> <li>Outsourcing of business activities e.g., low-end civil works in construction projects and low-end manufacturing</li> </ol> <p>To maintain sustainable growth, these partners are key elements in meeting the delivery and cost objectives for various contracts.</p>
Government	<p>Government (central and state) orders make up ~40% of the Company's current orderbook. Additionally, orders from Government owned enterprises contribute to ~44% of the orderbook and therefore, they are the largest clients for the businesses. In addition to providing the business, they also determine policies for various areas as well as determine the future plans for various sectors.</p>
Customers	<p>Private sector makes up ~16% of the orderbook and plays an important role in business plans of the company. Many of them are long-term clients which offer repeat business over period of years and also act as partners in developing new solutions or business offerings.</p>
Employees and Workforce	<p>Construction is a labour-intensive activity, and L&amp;T employs over 200,062 workers in addition to &gt;50,000 of its own employees (including manufacturing). Hence, their skills development, health and well-being are important for the Company's ongoing and future operations.</p>
Regulatory bodies	<p>Various business units of the Company operate in variety of sectors, each of which are governed by specific regulatory bodies. In addition to this, there are bodies which oversee different steps in EPC and manufacturing air pollution control. It becomes important to understand priorities of these agencies and address their concerns, if any, to maintain compliance levels and establish benchmark performance levels.</p>
Shareholders and Investors	<p>Shareholders and investors make an important contribution to the growth of the company by providing financial resources for short term i.e., working capital and long term i.e., capital expenditure and investments. They also play an important role through exercise of their voting rights with respect to important plans of the Company.</p>
Media	<p>Media acts as important channel of communication of Company's performance, policies and plans. They also help in reverse loop in highlighting concerns or issues related to the Company. In order to ensure that there are no gaps in communication, engagement with media entities is a continuous process.</p>
Communities	<p>L&amp;T helps catalyse socio-economic development of communities around its premises and at various locations across the country. Focus is on under-privileged and marginalized sections to enable them to bring them on-par with others.</p>



2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders and investors	No	Press Releases, Info desk – an online service, dedicated email ID for Investor Grievances, Quarterly Results, Annual Reports, Integrated Reports, AGM (Shareholders interaction), Quarterly investor presentation, Investors meets, stock exchange filings and corporate website.	As and when required	To understand their need and expectation which are material to the Company. Key topics are company's financial performance, ESG performance etc.
Media	No	Press Releases, Quarterly Results, Annual Reports, Sustainability / Integrated Reports, AGM (shareholders interaction), Access information and media interactions	As and when required	Performance reporting, good practices, show cases, awards and achievements, initiatives etc are discussed and reported
Customers	No	Business interactions, client satisfaction surveys	Biannually	Customer satisfaction and feedback. Project delivery, timeline, challenges that are faced during execution.
Government	No	Press Releases, Quarterly Results, Annual Reports, Sustainability / Integrated Reports, Stock Exchange filings, issue specific meetings, representations	As and when required	Reporting requirement, statutory compliance, support from authority and resolution of issues.
Employees	No	<ul style="list-style-type: none"> <li>• Employee satisfaction surveys, engagement surveys</li> <li>• Circular and messages from corporate and line management</li> <li>• Corporate social initiatives</li> <li>• Welfare initiatives for employee and their families</li> <li>• Online news bulletins to convey topical developments</li> <li>• A large bouquet of print and on-line in-house magazines (some location-specific, some business-specific), a CSR Programme newsletter</li> <li>• L&amp;T Helpdesk, toll-free number</li> </ul>	As and when required	Employees' growth and benefits, their expectation, volunteering, career growth, professional development and continuing education and skill training etc.
Suppliers/ contractors	No	Regular supplier and dealer meets	As and when required	Need and expectation, schedule, supply chain issue, need for awareness and other training, their regulatory compliance, EHS performance etc.
Community	Yes (Some of the Company's CSR Project Beneficiaries)	Direct engagement and through the Company's CSR project implementation partners (NGO)	As and when required	Their expectation and feedback on impact/success of CSR project. Also review scale up potentials and further engagement scope.

## Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

The Company has set up various committees on economic and ESG governance and performance monitoring. These committees are CSR & Sustainability Committee, ERM Committee, Stakeholder's Relationship Committee, Investor Cell, EHS Council, Green Campus Steercom etc. The CSR Committee is a committee constituted by the Board and is chaired by an Independent Director. The Board Risk Management Committee is constituted by the Board and is chaired by an Independent Director. The Stakeholders' Relationship Committee is constituted by the Board and is chaired by an Independent Director. The other Committees mentioned here are internally constituted committees. Quarterly performance update and reviews were conducted by the respective committees on these topics and consolidated performance report and outcome were presented to the Board in their quarterly meetings. Also, the Company has been conducting stakeholder engagement exercise from time to time on ESG topics. This stakeholder engagement exercise proceeds on a structural approach on frequency, delegation and reporting of outcome including stakeholders' feedback to the Board. As per their respective terms of reference, the various Committees (statutory as well as internal) meet periodically to review the performance of the Company in various areas.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, outcome of the materiality assessment and stakeholder engagement exercise are taken forward to identify material topic of concern on sustainability for the Company. Based on these material topics of significance to the Company, further strategy development, policy setting, if required, objectives and goal setting with monitoring mechanism are developed and implemented.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

The engagement with vulnerable groups is through Integrated Community Development Project (ICDP) and health initiatives. Some of the instances are given below:

Vulnerable group	Concerns	Action Taken	Impact
Farmer community in water stressed and Drought Prone Locations (Men and Women)	Drought, Poverty, Migration	<ul style="list-style-type: none"> <li>Organised farmers community to form village development committees (VDC) and Farmers Producer Organisation (FPO)</li> <li>Water made available with watershed and water conservation interventions</li> <li>Capacity building in sustainable agricultural practices</li> <li>Maintenance of water structures by the VDC along with Panchayat</li> </ul>	<ul style="list-style-type: none"> <li>Rise in ground water table and water made available to population of 96,812 and 191 Ha land brought under cultivation in nine ICDP locations</li> <li>Increase in household agricultural income</li> <li>Reverse migration</li> </ul>
Rural Population not having access to sanitation facilities	Open defecation leading to health issues and social disgrace	<ul style="list-style-type: none"> <li>Community awareness regarding making villages open defecation free (ODF)</li> <li>Construction of toilets after ensuring water availability</li> <li>Village level monitoring committee formed to ensure ODF status of the village</li> </ul>	<ul style="list-style-type: none"> <li>4,000+ Toilets constructed and made 67 villages ODF</li> <li>Women felt safe to use household toilet and saved social disgrace</li> </ul>

Vulnerable group	Concerns	Action Taken	Impact
Disadvantaged rural women	Gender related issues – no decision making power in household and community related issues	<ul style="list-style-type: none"> <li>Women were part of needs assessment and their critical concerns were prioritised</li> <li>Village level women groups formed and organised in SHGs</li> <li>Ensured equal representation of women in VDCs and Community level Decision making</li> </ul>	<ul style="list-style-type: none"> <li>483 SHGs formed with ₹ 65.6 Lakh savings</li> <li>Women are assuming community leadership positions - e.g. President of VDC</li> </ul>
Underprivileged community from urban and peri-urban areas	Unaffordable and inaccessible health services	<ul style="list-style-type: none"> <li>Affordable general health services along with consultations in specialised clinics provided through nine health centres across India and mobile health vans</li> </ul>	178,239 population accessing the services

### Principle 5: Businesses should respect and promote human rights

#### Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 21-22 (Current Financial Year)			FY 20-21 (Previous Financial Year)		
	Total (A)	No. of employee/workers covered (B)	% (B / A)	Total (C)	No. employee/workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	45,615	7,178	16%	47,854	5,244	11%
Other than permanent	6,540	3,256	50%	3,158	1,327	42%
<b>Total Employees</b>	52,155	10,434	20%	51,012	6,571	13%
<b>Workers</b>						
Permanent	3,307	2,070	63%	3,120	2,124	68%
Other than permanent	196,755	12,217	6%	232,075	11,451	5%
<b>Total Workers</b>	200,062	14,287	7%	235,195	13,575	6%

Training on various issues related to human rights are covered under new employee induction, EHS training, POSH, code of conduct etc.

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY 21-22 Current Financial Year					FY 20-21* Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
<b>Permanent</b>	6,540	–	–	6,540	100%	–	–	–	–	–
Male	6,299	–	–	6,299	100%	–	–	–	–	–
Female	241	–	–	241	100%	–	–	–	–	–
<b>Other than Permanent</b>	6,540	–	–	6,540	100%	–	–	–	–	–
Male	6,299	–	–	6,299	100%	–	–	–	–	–
Female	241	–	–	241	100%	–	–	–	–	–
<b>Workers</b>										
<b>Permanent</b>	3,307	–	–	3,307	100%	–	–	–	–	–
Male	3,304	–	–	3,304	100%	–	–	–	–	–
Female	3	–	–	3	100%	–	–	–	–	–
<b>Other than Permanent</b>	196,755	195,220	99%	1,535	1%	–	–	–	–	–
Male	194,376	192,858	99%	1,518	1%	–	–	–	–	–
Female	2,379	2,362	99%	17	1%	–	–	–	–	–

\*100% coverage of employees and workers towards payment of equal to/more than minimum wages; Breakup is not available FY21.

3. Details of remuneration/salary/wages, in the following format:

Benefits	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (In Rupees)	Number	Median remuneration/ salary/ wages of respective category (In Rupees)
Board of Directors (BoD) (Whole-time Directors)	8	6 Cr appx.	–	–
Key Managerial Personnel	1	1.9 Cr appx.	–	–
Employees other than BoD and KMP	48,544	9.2 Lakhs appx.	2,821	7.8 Lakhs appx.
Workers	1,957	9.1 Lakhs appx.	6	11.3 Lakhs appx.

Note –

- a) CEO & CFO are Directors and included in Board of Directors.
- b) Directors Salary includes Commission.
- c) Salary Amount given above is the Median salary in the respective category.

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

The Company does not have a single focal point for addressing the human rights issues. However, the HR head of the respective IC is responsible for addressing the same.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

All grievances are addressed as and when received by the respective Manufacturing Unit Heads/Project Managers/Business Unit Heads through Admin/IR in coordination with HR. All the grievances received are duly investigated and appropriate actions are taken to resolve the issue/complaint. Whenever required, disciplinary actions are initiated as deemed fit and assistance from regulatory authority is sought.

6. Number of Complaints on the following made by employees and workers:

Benefits	FY 21-22 Current Financial Year			FY 20-21 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	2	–	–	3	–	–
Discrimination at workplace	–	–	–	–	–	–
Child Labour	–	–	–	–	–	–
Forced Labour/ Involuntary Labour	–	–	–	–	–	–
Wages	–	–	–	–	–	–
Other human Rights related issues	–	–	–	–	–	–

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

The Company has a Whistle Blower Policy wherein the employees report, without fear of retaliation, any wrong practices, unethical behaviour or noncompliance which may have a detrimental effect on the organisation, including financial damage and impact on brand image. Also, the Code of Conduct of the Company requires employees to behave responsibly in their action and conduct. Apart from that, the Company has Committees at every location for the protection of women at workplace to ensure their rights, receive grievances, conduct investigation and to take actions.

8. Do human rights requirements form part of your business agreements and contracts?

Yes. The Company adheres to the UNGC (United Nation Global Compact) principles which include Human Rights clauses. These clauses are part of the contracts with suppliers, partners, and NGOs, and are extended across the supply chain in the form of Supplier/Vendor Code of Conduct.

9. Assessments for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	The Company undertook internal assessment through its EHS, HR and IR function.
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

No significant risks /concerns.

**Leadership Indicators**

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

No complaint received in FY22 for human rights violation. The Company revised its Supplier/Vendor Code of Conduct including human rights compliance requirements for value chain partners.

2. Details of the scope and coverage of any Human rights due-diligence conducted.

The Company adheres to the UNGC (United Nation Global Compact) principles which include Human Rights clauses. These clauses are part of the Company's contracts in the form of Supplier/Vendor Code of Conduct (CoC) and is extended across entire value chain. Fostering a culture of caring and trust are embedded in various corporate policies like Environment, Health & Safety (EHS) Policy, Whistle-Blower policy, Protection of Women's Rights at Workplace Policy

and the CoC. The Company has laid down its CoC, which is applicable to Board members, senior management and employees. The objective is to be committed and vigilant towards the ethical conduct of business processes and instil a sense of ownership within the Company. All designated employees, including Board Members, adhere to the CoC and provide an annual declaration of their compliance. The Code covers all aspects of functioning, including anti-trust behaviour, information security, insider trading rules, professional engagements, use of Company assets and brand logo, intellectual property, human rights etc. A separate CoC has been extended to vendors and service providers which covers the need for compliance with environmental regulations, health and safety, labour practices, ethical behaviour, human rights aspects, minimum wages, freedom of association, collective bargaining, prohibition of child labour and forced and compulsory labour. The Company is committed to treating every employee with dignity and respect. The Company has formulated a policy on 'Protection of Women's Rights at Workplace' as per the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 and Rules, 2013. The policy is applicable to all L&T establishments located in India.

Further, the Company conducts regular audit and inspection through internal audit protocols by EHS and IR department on EHS and human rights issues. The scope of audit covers all project sites, manufacturing units and offices including the value chain partners (supply chain partners) that are active in the Company's construction projects. Quarterly compliance report is prepared by all business verticals and submitted to corporate compliance department for further review, record and action plan. Additionally, the top 25 suppliers and large number of other suppliers are assessed through a detailed checklist of more than 40 questions on EHS parameters.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Most of the permanent facilities and office buildings are accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

4. Details on assessment of value chain partners:

	<b>% of Value chain partners (by value of business done with such partners) that were assessed</b>
Child labour	Currently, this is not being assessed.
Forced/involuntary labour	However, the Company's Suppliers CoC addresses many of these aspects. All suppliers have to necessarily sign the CoC for dealing with the Company and are expected to comply with its requirements.
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

Not applicable

## Principle 6: Businesses should respect and make efforts to protect and restore the environment

### Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 21-22# (Current Financial Year)	FY 20-21# (Previous Financial Year)
Total electricity consumption (A)	1,281,464 GJ	984,692 GJ
Total fuel consumption (B)	8,365,802 GJ	7,251,162 GJ
Energy consumption through other sources (C)	–	–
<b>Total energy consumption (A+B+C)</b>	<b>9,647,266 GJ</b>	<b>8,235,854 GJ</b>
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	9,693 GJ/Bn	9,564 GJ/Bn
Energy intensity (optional) – the relevant metric may be selected by the entity	–	–

#Scope excludes transit houses, guest houses, holiday homes and company owned residential facilities for both FY21-22 and FY20-21

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, the sustainability data assurance is carried out by DNV India.

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

The Company does not have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY21-22# (Current Financial Year)	FY20-21# (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	2,001,310	1,637,695
(ii) Groundwater	3,251,265	4,087,726
(iii) Third party water	1,369,437	980,433
(iv) Seawater / desalinated water	–	–
(v) Others	2,980,360	3,291,630
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>9,602,372</b>	<b>9,997,484</b>
Total volume of water consumption (in kilolitres)	9,410,093	9,677,094
Water intensity per rupee of turnover (Water consumed / turnover)	9,454	11,237
Water intensity (optional) – the relevant metric may be selected by the entity	–	–

#Scope excludes transit houses, guest houses, holiday homes and company owned residential facilities for both FY21-22 and FY20-21

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, the sustainability data assurance is carried out by DNV India.

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

The Company has implemented a mechanism of Zero Liquid Discharge in 19 manufacturing units and office campuses out of its 20 units where the Company reuses and recycles all the wastewater generated after treatment. All the wastewater

is collected and treated in STP/ETPs and treated wastewater is completely recycled or reused as appropriate. The Company is in the process of conducting comprehensive water audits of these facilities.

5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Unit	FY21-22 (Current Financial Year)*	FY20-21 (Previous Financial Year)*
NOx	Tonnes	0.9	1.0
SOx	Tonnes	0.1	8.3
Particulate matter (PM)	Tonnes	0.2	9.4
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – (ODS)	Tonnes	0.6	2.6

\*The data is partially reported for both the years

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, the assurance is carried out by DNV India.

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity in the following format:

Parameter	Unit	FY21-22*# (Current Financial Year)	FY20-21*# (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> Equivalent	615,035	533,423
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> Equivalent	274,028	210,763
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>	Metric tonnes of CO <sub>2</sub> Equivalent Per ₹ Bn	893	864

#Scope excludes transit houses, guest houses, holiday homes and company owned residential facilities for both FY21-22 and FY20-21

\*GHG emissions intensity have been derived as per the Scope of Reporting and as per ISO 14064-1 standard. The Company has also calculated intensity (tCO<sub>2</sub>e/₹ Bn).

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes- The assurance has been conducted by DNV India.

7. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.

Yes, the Company undertakes projects and initiatives to reduce the Scope 1 and Scope 2 emissions and the Company has set a target of reduction of energy intensity by 2.5% per annum for Scope-1 and 2% per annum for Scope-2 over 2021 as baseline. The Company has also declared its commitment to become carbon neutral by 2040 and water neutral by 2035. For more details, refer to chapter on Natural Capital in the Integrated Report section.



## 8. Provide details related to waste management by the entity, in the following format:

Parameter	FY21-22# (Current Financial Year)	FY20-21# (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	99	NA
E-waste (B)	9	17
Bio-medical waste (C)	0.1	NA
Construction and demolition waste (D)	2,439	1,328
Battery waste (E)	6	NA
Radioactive waste (F)	1.4	NA
Other Hazardous waste. Please specify, if any. (G)	2,447.5	2,215
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	46,457	44,484
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>51,459</b>	<b>48,044</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	732.9 (Hazardous); 44,912 (Non-Hazardous)	1,002.2 (Hazardous); 36,548 (Non-Hazardous)
(ii) Re-used	NA	NA
(iii) Other recovery operations	NA	NA
<b>Total</b>	<b>45,644.9</b>	<b>37,500.2</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	138.8 (Hazardous); 0 (Non-hazardous); 138.8 (TOTAL)	72.5 (Hazardous); 0 (Non-hazardous); 72.5 (TOTAL)
(ii) Landfilling	2,190 (Non-hazardous); 815.8 (Hazardous); 3,005.8 (TOTAL)	1,924 (Non-hazardous); 685.4 (Hazardous); 2,609.49 (TOTAL)
(iii) Other disposal operations	NA	NA
<b>Total</b>	<b>3,144.6</b>	<b>2,681.9</b>

Some of the waste data have been captured for the first time in FY22

#Scope excludes transit houses, guest houses, holiday homes and company owned residential facilities for both FY21-22 and FY20-21

NA: Data not available

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, the assurance has been conducted by DNV India.

## 9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

L&T is certified under ISO 14001:2015 and the scope covers its entire operations including offices, headquarters, construction projects and temporary facilities, manufacturing units and industrial facilities. Under the environmental management system, the Company has guidelines for comprehensive waste management (which is under revision now) for the identification, segregation, collection, recycling and final disposal. Wherever applicable the company follows 6R principles (Rethink, Reduce, Reuse, Recycle, Refuse and Repair) for waste management. Awareness sessions are undertaken for the employees who have a role and responsibility towards waste management. Performance is monitored and waste data is collected quarterly through the sustainability data management platform (SoFi).

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

S. No.	Location of operations/offices	Type of Operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	Mumbai Coastal Road Project (package 1 and 4)	Construction projects	Yes
2	Mumbai Trans Harbour Link Project (Package 1 and 3)	Construction projects	Yes
3	High Speed Rail Project (Package C4 and C6)	Construction projects	Yes
4	L&T Heavy Engineering, Ranoli Plant	Industrial Facility	Yes
5	Kattupalli Ship Building Facility	Industrial Facility	Yes
6	MFF Hazira	Industrial Facility	Yes
7	Proposed residential, I.T & Commercial building, Saki Vihar Road, Powai East, Mumbai - 400 072.	Construction	Yes
8	Proposed Mixed use development of residential, I.T, School & Commercial building Village Paspoli, Saki Vihar Road, Powai West , Mumbai - 400 072.	Construction	Yes
9	DIAL Phase-3 A Expansion Project	Construction	Yes
10	Dwarka Expressway Project, Package 3	Construction	Yes
11	TLT Factory - Pithampur	Industrial Facility	Yes
12	TLT Factory - Puducherry	Industrial Facility	Yes
13	TLT -TLTRS Kancheepuram	Industrial Facility	Yes
14	ISP PARWATI PHASE III & IV	Construction	Yes
15	L&T Defence Vizag facility	Industrial Facility	Yes
16	L&T Defence Coimbatore Facility	Industrial Facility	Yes
17	L&T Defence Talegaon Facility	Industrial Facility	Yes
18	A.M. Naik Heavy Engineering Complex	Industrial Facility	Yes

The above selected projects mentioned herein are the Company's major construction projects and industrial facilities.

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

The Company has not conducted any environmental impact assessments (EIA) of projects or industrial facility in FY22. For the construction projects, it is under the scope of the proponents, and the Company ensures that all regulatory permits and approvals are in place before starting of the construction work. For the ongoing construction projects, all the applicable EIAs are carried out by the proponent before the construction project is awarded to the Company.

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
None	-	-	-	-	-

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N).

All the Company projects and industrial facilities follow the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and rules thereunder. However, two cases of noncompliance have been raised by respective authority in its construction vertical in Delhi NCR region which are presented here.

If not, provide details of all such non-compliances, in the following format:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
1	DPCC/NGT-AIR Pollution/ CMC-IV/2021/1005 dated 02/07/2021	Dust generation leading to air pollution at the Company's Pragati Maidan Construction Project	Yes, a penalty of ₹ 5 Lakhs was imposed by Delhi Pollution Control Committee (DPCC)	As instructed by DPCC (Delhi Pollution Control Board), the following steps were implemented: <ol style="list-style-type: none"> <li>1. Installed 4 Anti-Smog guns around the project area.</li> <li>2. Deployed dedicated water sprinkling tankers to control dust.</li> <li>3. Covering of excavated materials using Green cloth.</li> </ol>
2	Air Pollution under the Provisions of Air Act, 1981 & Environmental compensation.	Dust generation leading to air pollution at Dwarka Expressway Project	Yes, a penalty of ₹10 lakh was imposed by Regional Office, Gurugram (N) Haryana State Pollution Control Board	<ol style="list-style-type: none"> <li>1. Regular water sprinkling</li> <li>2. Removal of dust on live roads</li> <li>3. Tree plantation</li> <li>4. Use of anti-smog gun</li> <li>5. Covering of loose materials, waste and loads during transportation</li> </ol>

### Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY21-22# (Current Financial Year) GJ	FY20-21# (Previous Financial Year) GJ
<b>From renewable sources</b>		
Total electricity consumption (A)	127,129	97,044
Total fuel consumption (B)	–	–
Energy consumption through other sources (C)	–	–
Total energy consumed from renewable sources (A+B+C)	127,129	97,044
<b>From non-renewable sources</b>		
Total electricity consumption (D)	1,154,335	887,648
Total fuel consumption (E)	8,365,802	7,251,162
Energy consumption through other sources (F)	–	–
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>9,520,137</b>	<b>8,138,810</b>

#Scope excludes transit houses, guest houses, holiday homes and company owned residential facilities for both FY21-22 and FY20-21

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, the assessment has been conducted by DNV India.

2. Provide the following details related to water discharged:

No wastewater is discharged from any office or plant locations.

Parameter	FY 21-22* (Current Financial Year)	FY 20-21* (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of Treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of Treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of Treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment – please specify level of Treatment	-	-
<b>Total water discharged (in kilolitres)</b>	-	-

\*Data for the above are not captured for both FY21-22 and FY20-21.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, the assessment has been conducted by DNV, India.

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

Currently mapping is in progress for the Company’s permanent facilities and offices. The data will be provided for FY23.

For each facility / plant located in areas of water stress, provide the following information:

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 21-22* (Current Financial Year)	FY 20-21* (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres)</b>	-	-
<b>Total volume of water consumption (in kilolitres)</b>	-	-
Water intensity per rupee of turnover (Water consumed / turnover)	-	-

Parameter	FY 21-22* (Current Financial Year)	FY 20-21* (Previous Financial Year)
Water intensity (optional) – the relevant metric may be selected by the Entity	–	–
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water		
- No treatment	–	–
- With treatment – please specify level of treatment	–	–
(ii) Into Groundwater		
- No treatment	–	–
- With treatment – please specify level of treatment	–	–
(iii) Into Seawater		
- No treatment	–	–
- With treatment – please specify level of treatment	–	–
(iv) Sent to third-parties		
- No treatment	–	–
- With treatment – please specify level of treatment	–	–
(v) Others		
- No treatment	–	–
- With treatment – please specify level of treatment	–	–
<b>Total water discharged (in kilolitres)</b>	–	–

\*Currently, the Company does not have an assessment of operations that could be in water stressed area, same would be done by FY24

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, the assessment has been conducted by DNV, India.

4. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY21-22# (Current Financial Year)	FY20-21** (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	4,976,909	–
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO2 Equivalent/ Billion INR	5,000	–
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	–	–	–

#Excluding transit houses, guest houses, holiday homes and company owned residential facilities as part of the scope for both FY21-22 and FY20-21

\*In FY20-21 the data was not captured by the Company

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, the assessment has been conducted by DNV, India.

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

All the projects and industrial facilities listed in Question 10 of the Essential Indicators above, are either operating near coastal areas coming under CRZ Notification 2011 or forest and other sensitive zones as identified within the respective EIA studies conducted earlier (not in FY22) where Environmental Clearance (EC)/approval and permits as applicable are in place. The significant direct impact as identified in EIA study was on marine biodiversity for the Company's marine projects and pollution load to the nearby settlements, water bodies and forest. All the requisite environmental management plans including marine biodiversity conservation plan are in place and implemented. All the regulatory compliance reports are being submitted as mentioned in the EC/Approval terms and conditions. Further, all the applicable Consent to Establish (CTE) and Consent to Operate (CTO) are in place for Batching Plants, Precast Yards, Fabrication Yard, and Industrial Facilities as applicable.

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Plastic Waste Management	The waste collection & segregation is conducted daily to minimize the waste generated at the site, minimize environmental impact, keep workplace, aisles hazard free. With the help of a third-party manufacturer & supplier-PGS enterprises India LTD., Pune, WET IC sends its plastic waste to be recycled into plastic granules, polyfuel, etc.	(i) Waste Impact: 331.6 kg/Yr Plastic Waste recycled into Polyfuel / Granules (ii) 108 Staff and 194 Workmen participated in the initiative, and they were also trained by the IC. (iii) Emission Impact: 665 kgCO <sub>2</sub> e per annum emissions avoided (Per kg of plastic, about 6 kg of carbon dioxide is emitted during production and incineration) <sup>2</sup> (iv) Water Impact: Water footprint is about 5.3 litres of water to produce typical single-use water <sup>3</sup> .
2.	LEED Platinum Certification for AM Naik Tower	(i) Used percolation pits along the periphery Storm Water Drain for Groundwater recharge (ii) Usage of organic waste for treating kitchen & organic waste (iii) Using AC condensate water for domestic reuse (iv) Highly efficient HVAC equipment lifts with Regen drive for energy savings	(i) Emission Impact: 700 tCO <sub>2</sub> e/year (ii) Water Impact: (a) Rainwater Tanks: 60 KL/year (b) Sewage Treatment Plant (STP): 96,000 KL/yr (iii) Waste Impact: 135 tonnes/Year
3.	Alternate material for Backfilling and Temporary works in Underground Metro Station	Use of Crusher Dust (CRF-Crushed Rock Fines) and TBM (Tunnel Boring Machine) Excavated Muck instead of M-Sand in CLSM (Controlled Low strength Material) for Backfilling and Temporary Works	(i) Savings through reduction in raw material usage: ₹ 1.31 Cr. (ii) Emission Impact: 111 tCO <sub>2</sub> e (iii) Water Impact: 2525.6 KL (iv) Waste impact: 1.15 tonnes (v) Saving through reduction of water usage: ₹ 0.08 Cr (vi) Energy saving cost: ₹ 0.15 Cr.
4.	Extension of electrically powered gantry cranes	L&T Modular fabrication is into fabrication of modular structures for onshore and offshore installation. Fabrication of such structures involve extensive handling of individual steel members with weight ranging from 200 Kilograms to a higher range of 8,000 kilogram.	(i) Emission Impact: 4874 MT/year (ii) Energy saving cost: 1.5 million USD (iii) 30 % higher travel speed (No load)

<sup>2</sup> Source: <https://timeforchange.org/plastic-bags-and-plastic-bottles-co2-emissions-during-their-lifetime/>

<sup>3</sup> Source: <https://foodprint.org/blog/plastic-water-bottle/>

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
5.	Promoting sustainable construction	(i) Reduction in CO2 impact by using supplementary cementitious materials in concrete (ii) Reduction in the water usage by replacing conventional water curing with curing compound	(i) Emission Impact: Supplementary Cement Materials: 119,946 tCO2e (ii) Water Impact: (a) Curing Compound: 2,020.8 KL (b) Superplasticizers: 44,479.2 KL (iii) Savings through reduction in raw material usage: ₹ 160 crores
6.	Food waste composting	(i) Recycling food waste. (ii) Improving Hygiene in the workplace (iii) Reducing stagnation of food waste at Drains.	(i) 1kg of food waste is equivalent to 2.5kg of CO2 emission, composting of 4 tonnes of food waste results in avoiding emissions around 10 tCO2e/year <sup>4</sup> (ii) Impact on employee or society: 50 employees are trained & 135 people are benefited from the fertilizer.

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

The Company has established emergency preparedness plans at each project site to deal with the emergency situations. It also provides response procedures for preventing and mitigating the hazard & risk and environmental impacts arising from emergency situations including the provision for first aid. In the event of any occurrence of an emergency, the same shall be investigated and appropriate preventive measures would be initiated to avoid recurrence in future. Relevant information and training related to emergency preparedness and response shall be provided to the interested parties. The duties and responsibilities of all the workers are being communicated periodically.

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

No significant adverse impact reported from any value chain partners. A separate Code of Conduct (CoC) has been extended to vendors and service providers which covers the need for compliance with environmental regulations, health and safety, labour practices, human rights aspects, minimum wages, freedom of association, collective bargaining, prohibition of child labour and forced and compulsory labour, ethical behaviour, transparency in business processes and environment conservation. All new vendors/ service providers need to sign the CoC as part of the initial empanelment process. Timely internal environmental management system audit for ISO 14001:2015 and external audits are conducted to evaluate compliance which also includes the Company's value chain partners (supply chain partners) too.

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

All supply chain partners are required to sign a CoC which covers the need for compliance including environmental regulations. In FY23, the Company intends to assess some supply chain partners for environmental impacts as pilot projects.

<sup>4</sup> Source: <https://www.newfoodmagazine.com/article/153960/food-waste-climate/>

## Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

1. A. Number of affiliations with trade and industry chambers/ associations.
- B. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Association of Business Communicators of India	National
2.	Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National
3.	Bombay Chamber of Commerce & Industry (BCCI)	State
4.	Bureau of Indian Standards	National
5.	Construction Industry Development Council (CIDC)	National
6.	Confederation of Indian Industry (CII-CESD and CII – GBC)	National
7.	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
8.	Indian Institute of Chemical Engineers (IChE)	National
9.	National Safety Council	National
10.	National Fire Protection Institution	National
11.	Indian Electrical and Electronics Manufacturers' Association (IEEMA)	National
12.	India Smart Grid Forum (ISGF)	National
13.	Central Board of Irrigation and Power (CBIP)	National
14.	India Lead Zinc Development Association (ILZDA)	National
15.	Society of Indian Defence Manufacturers (SIDM)	National

2. Provide details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities:

During the year, there were no such cases.

Name of authority	Brief of the case	Corrective action taken
–	–	–
–	–	–

### Leadership Indicators

1. Details of public policy positions advocated by the entity:

Given L&T's expertise, the Company proactively engages with various stakeholders including industry chambers, associations, governments and regulators and provides its inputs on various areas such as infrastructure development and construction, renewable energy, space, health and safety, amongst others. Over the years, L&T executives have played a key role in helping shape public policy and been invited to several committees and task forces. The Company is committed to engage in the public policy advocacy process in a responsible and ethical manner.

Sr. No.	Public Policy Covered	Method restored for such advocacy	Whether information in public Domain	Frequency of review by Board	Web Link if available
–	–	–	–	–	–
–	–	–	–	–	–
–	–	–	–	–	–
–	–	–	–	–	–
–	–	–	–	–	–



## Principle 8: Businesses should promote inclusive growth and equitable development

### Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief detail of the project	SIA Notification Number	Date of Notification	Whether conducted by independent external agency	Results communicated in public domain	Web Link if available
A third-party social audit was conducted, covering L&T's key CSR thematic areas of education, health, EHS, skill development and water & sanitation. Projects across geographical locations were evaluated on key parameters of efficiency, effectiveness and stakeholder participation.	NA	NA	Yes (Thinkthrough Consulting, New Delhi)	Yes	<a href="https://investors.larsentoubro.com/Listing-Compliance.aspx">https://investors.larsentoubro.com/Listing-Compliance.aspx</a>

NA: Data not available

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

Not applicable. No rehabilitation and resettlement were undertaken by the entity during this reporting period.

Sr. No	Name of the project for which R&R is going	State	District	No. of Projects Affected families	% of PAFs covered by R&R	Amount paid to PAFs in the FY (in INR)
-	-	-	-	-	-	-
-	-	-	-	-	-	-

3. Describe the mechanisms to receive and redress grievances of the community.

At the Company's construction sites, public complaints are collected through suggestion box and mail. The complaints or grievances received from community is addressed by the site management involving the industrial and administration department and also the clients, as applicable. Any issue which is unresolved or needs management intervention is escalated to the respective business heads. Any community member can raise complaint on Company's toll-free number and email address provided at Company's website which is monitored, addressed and proper record is maintained under Whistle Blower Policy.

#### For CSR Projects

In the Community based CSR projects, L&T representative from CSR team facilitates the interaction between the beneficiary groups, addresses concerns and resolves issues if any.

Process followed is as under:

- (i) During monthly or quarterly review meetings community conflicts that impact the implementation or outcomes of the project are discussed.
- (ii) During the quarterly review visit by L&T representative, concerns and issues are discussed with the community-based groups e.g. Farmer's Association, Self Help Groups or Village Development Committees.
- (iii) L&T along with other stakeholders analyse the conflicts, discuss the alternatives, pros and cons and identify the probable strategies/solutions. Community-groups are encouraged to resolve the issues by negotiating with the concerned persons or groups in the community.

- (iv) Community Groups are empowered by disseminating relevant knowledge, information, conducting skills training and encouraging them to assume leadership in conflict management.
- (v) If the community themselves are unable to resolve a certain conflict, L&T representatives intervene and facilitate negotiations between different groups in the community and stakeholders.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 21-22 Current Financial Year	FY 20-21 Previous Financial Year
Directly sourced from MSMEs/small producers	4 % (₹ 2,559 Cr)	₹ 2,149 Cr
Sourced directly from within the district and neighbouring districts	18.8%*	Not Available

\*This percentage value is based on the seven mega projects with project value over ₹ 5,000 crore and the calculation is done for material sourced directly within the district and neighbouring districts to the total project cost of these seven projects.

### Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
No negative social impact has been identified in social impact assessment.	NA

NA: Not available

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

Sr. No.	Aspirational District	Amount spent (In INR)
1	Vishakhapatnam (AP) Skills training, Education, Environment and Covid relief	26,624,897
2	Begusarai (Bihar) Covid relief	990,000
3	Bastar (Chhattisgarh) Education	178,416
4	Hazaribag (Jharkhand) Education	773,000
5	Ranchi (Jharkhand) Education	443,000
6	Kalburgai (Karnataka) Covid Relief	7,640,050
7	Singrauli (MP) Covid Relief	330,000
8	Gadchiroli (Maharashtra) Covid Relief	7,136,211
9	Balangir (Odisha) Covid Relief	29,972
10	Nabarangpur (Odisha) Covid Relief	330,000
11	Naupara (Odisha) Covid Relief	300,000
12	Rayagada (Odisha) Covid Relief	335,000
13	Virudhunagar (Tamil Nadu) Covid Relief	2,323,775
14	Telangana (Adilabad) Covid Relief	7,590,784
	<b>TOTAL</b>	55,025,105

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups?

L&T Limited is in construction and engineering business, and majority of the Company's procurement is of industrial origin and procured in bulk. The Company does not have a preferential procurement policy to purchase from suppliers comprising marginalized /vulnerable groups.

- (b) From which marginalized /vulnerable groups do you procure?

Not Applicable.

## (c) What percentage of total procurement (by value) does it constitute?

Not applicable. Although the Company engages some of the marginalised and vulnerable groups (Women self-help group, local farmers, small businessman) for its canteen operation for food supplies, it is very negligible as compared to the total procurement. The food supplies procured for three canteen operations (Talegaon, Knowledge Campus Vadodara and AMN Hazira Campus) amounts to ₹ 43.4 L for FY22.

## 4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

Not applicable as the Company does not have any intellectual properties owned or acquired by the entity (in the current financial year), based on traditional knowledge.

Sr. No.	Intellectual Property based upon traditional knowledge	Owned/ Acquired (Yes/ No)	Benefit (Yes/No)	Benefits of calculating benefit share
-	-	-	-	-
-	-	-	-	-

## 5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved:

Name of authority	Brief of the case	Corrective action taken
-	-	-
-	-	-

## 6. Details of beneficiaries of CSR Projects:

Sr. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Awareness Programmes and Engagement with Community	12,880	100 % of the Projects serve the beneficiaries who are from the under privileged, marginalised, vulnerable and backward community of the society.
2	Maintenance of Public Green Spaces (Saki Vihar Median & Nashik Flyover garden)	Cannot be ascertained	
3	Covid-19 Emergency Response (Ventilators)	Cannot be ascertained	
4	Covid-19 Emergency Response	9,200	
5	Repair and Renovation of Day Care Center, for Children	1,000	
6	STEM Programme In Mumbai For Schools	50	
7	Support to Community Learning Centers Through Study Centers & Balwadis	310	
8	Support to Community Learning Centers for Urban Children from Vulnerable Communities	504	
9	Early Childhood Intervention through Pre-School Readiness Programme	504	
10	Mobile Toy Van Outreach	1,308	
11	Early Childhood Intervention through Pre-School Readiness Programme	861	
12	Infrastructure Improvement of Schools and Anganwadi Centers, Bhim	3,571	
13	Community Development Activities	20,037	
14	Integrated Community Development Programme, Devgaon	8,355	
15	Integrated Community Development Programme, Nagzari	7,853	
16	Integrated Community Development Programme, Gudiyatham	30,376	
17	Community Sanitation and Awareness, Gudiyatham		

Sr. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
18	Women Health and Child Nutrition, Gudiyatham	75,000	100 % of the Projects serve the beneficiaries who are from the under privileged, marginalised, vulnerable and backward community of the society.
19	STEM Education Project in Urban Schools	17,158	
20	Integrated Community Development Programme, Sewantri	9,000	
21	Enhancing Education And Infrastructure Support, Bhim	3,571	
22	Covid Response – Provision of Oxygen Generating Plants	16,297	
23	Support to Health & Dialysis Centers and Mobile Medical Units	178,239	
24	Educate and Empower Children at Risk of Dropping out in Pathardi	410	
25	Women Health and Child Nutrition Programme, Kumbhalgarh	3,402	
26	Infrastructure Support and Education Enhancement Programme, Kumbhalgarh	1,500	
27	Skill Training Academy, Madh	436	
28	Community Health Centre, Thane	29,227	
29	Maintenance of Public Green Spaces	Cannot be ascertained	
30	Educational Support to Vulnerable Children	44,239	
31	Skills Development Training for Rural Youth, Serampore	1,430	
32	Providing Educational Support to Tribal Communities	1,405	
33	Autocad Training for Underprivileged Youth	1,268	
34	Infrastructure Development Support at School	4,175	
35	Support to Study Centers for Urban Children from Vulnerable Communities	415	
36	Educational Support for Special Children	44	
37	Support to Evening School For Children from Vulnerable Communities	590	
38	Every Child a Scientist Project	95	
39	School Infrastructure Development	322	
40	School Infrastructure Development	4,456	
41	Support for Special Education for Abandoned Children with Intellectual Disability	109	
42	Infrastructure Support for Blood Storage	Cannot be ascertained	
43	'Green Hands' – Building Awareness for Greenery Development in Nearby Communities	Cannot be ascertained	
44	Skill Upgradation Training for Women Construction Workers	73	
45	Oxygen Concentrator Machines to Government Hospitals, Chennai (Covid Relief)	500	
46	E-Content Development for Skills Development Training Institutes for Rural Youth	Cannot be ascertained	
47	Providing Skill Training to Youth on Data Entry	25	
48	Support for Education to Vulnerable Children	115	
49	Mobility Aids and Mainstreaming	136	
50	Skill Development Programme	891	

Sr. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
51	Vocational Training for Women	420	
52	Blood Donation Awareness & Camp, Kolkata	10,888	
53	Providing Educational Kits	23,590	
54	Rural Health Support	66	
55	HIV Aids Awareness Prevention & Support System	60	
56	'Aadhaar'- Skill Building for Community Women	2,015	
57	Health & Hygiene Programme for Adolescent Health Awareness	83,028	
58	Awareness and Engagement with Community	2,805	
59	Support to Community Development Centre at Mora	3,800	
60	Providing Educational Kits	6,518	
61	Alternate Energy for Schools	9,127	
62	Maintenance of Public Green Spaces	Cannot be ascertained	
63	Providing Digital Classrooms in Schools	7,739	
64	Awareness Programme and Engagement with Community	105	
65	Skills Development Training for Rural Youth, Jadcherla	812	
66	Skills Development Training for Rural Youth, Ahmedabad	586	
67	Awareness and Cancer Detection	1,284	
68	Repairs to Infrastructure Facilities in School	9,925	100 % of the Projects serve the beneficiaries who are from the under privileged, marginalised, vulnerable and backward community of the society.
69	Skills Development Training for Rural Youth, Kanchipuram	571	
70	Skills Development Training for Rural Youth, Panvel	496	
71	Skills Development Training for Rural Youth, Pilkhuwa	760	
72	Repairs to Infrastructure Facilities in School	80	
73	Renovation of Community Center at Belpada Village	120	
74	Skills Development Training for Rural Youth, Cuttack	998	
75	Construction Skill Training Institute for Rural Youth, Attibelle	908	
76	Infrastructure Development at Government Schools	14,714	
77	Infrastructure Development (Solar Power System) in Community	3,000	
78	Basic Infrastructure Upgradation in Government School	3,295	
79	Skills Development Training for Rural Youth, Hyderabad	349	
80	Infrastructure and Learning Enhancement Programme in Government Schools	10,599	
81	Maintenance of Public Green Spaces	Cannot be ascertained	
82	Multi Skill Training Center for Rural Youth	125	
83	Water Conservation Initiatives for Community	8,000	
84	Wash Facilities for Schools	2,247	
85	Education Support for Special Children	178	
86	Maintenance of Public Green Spaces	7,800	
87	Awareness Programme and Engagement with Community	101	

Sr. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
88	Education Development Programme, Mumbai	3,197	100 % of the Projects serve the beneficiaries who are from the under privileged, marginalised, vulnerable and backward community of the society.
89	Education Development Programme, Vadodara	5,076	
90	Engineering Futures Programme – STEM intervention	1,595	
91	Personality development and life skills Programme for children 'Just for Kicks', Mumbai	789	
92	School on Wheels' Education support for children	260	
93	Infrastructure support to school	200	
94	Health & Nutrition at Child Care Centre	70	
95	Primary health care programme	3,164	
96	Early diagnostic career guidance for school children	5,561	
97	Infrastructure support for PHC, Minjur	Cannot be ascertained	
98	Community development for water and sanitation Programme	10,442	
99	Village Development Programme	4,510	
100	Water Management Initiatives	24,007	
101	Wastewater Treatment, Alva village	577	
102	Providing drinking water facilities	500	
103	Plastic Recyclothon	202,560	
104	Village Development Programme	889	
105	Infrastructure support for skilling	100	
106	Infrastructure for COVID relief	Cannot be ascertained	
107	Oxygen Augmentation – PSA O2 Unit Civil & electric work	Cannot be ascertained	
108	Health infrastructure support	300	
109	Oxygen Augmentation – PSA Oxygen Generation Unit	Cannot be ascertained	
110	Covid-19 Vaccination	11,663	
111	L&T Public Charitable Trust	143,638	
	<b>Total</b>	<b>1,127,544</b>	

The Company's projects are designed to serve the beneficiaries from the under privileged, marginalised, vulnerable and backward communities of the society.

### Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner

#### Essential Indicators

- Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

The Company does not have any specific consumer products except few heavy machines and machine parts for Industrial and Defence use. The Company collects feedback forms from client/customer every six months as per the Company's established QMS documented information. Customers evaluate the performance and provide rating on the following parameters:

- Designing / Detail Engineering
- Planning

- Construction Capability
- Project Quality
- Management

Customer complaints are received through email, transmittal letter communications and verbal communications directly to project management teams. A complaint register is maintained for customers to record their complaints as per the established QMS documented information. The customers can also lodge complaint through the toll-free number and email address provided on the Company website.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not applicable as the Company does not have specific consumer product or product range except few heavy machines and machine parts for industrial and Defence use.
Safe and responsible usage	
Recycling and/or safe disposal	

3. Number of consumer complaints in respect of the following:

	FY21-22* (Current Financial Year)		Remarks	FY20-21 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential Services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

\*The Company is putting a process to compile the above data for FY23

4. Details of instances of product recalls on account of safety issues:

The Company does not have any specific consumer products except few heavy machines and machine parts for industrial and defence use. No product recalls (voluntary or forced) were made on grounds of safety in FY22.

	Number	Reason for call
Voluntary recalls	-	-
Forced recalls	-	-

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? If available, provide a web-link of the policy

Yes, the Company has a framework/ policy on cyber security and risks related to data privacy, available at <https://www.larsentoubro.com/corporate/privacy-policy/>.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

None.

## Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

The Company's business offerings can be found on the website: <https://www.larsentoubro.com/corporate/our-businesses/>

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

The Company does not operate in B2C model except for few heavy machines and machine parts for industrial and defence use. For aforementioned products, regular interaction with the client/customers are conducted during the execution phase of a project. The Company extends an opportunity to explain about its products, innovations, new technology and techniques that are implemented to enhance product quality and work methodology.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

During execution of construction projects and transport of heavy machinery, the clients and concerned departmental authorities are informed through transmittal letters and their permissions are sought for road closure, traffic diversion and isolation of essential services.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/ Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Not applicable, as the Company operates in B2B model.

The average customer satisfaction score during FY22 was 89%.

5. Provide the following information relating to data breaches:

- (a) Number of instances of data breaches along-with impact

There were no data breaches during the year.

- (b) Percentage of data breaches involving personally identifiable information of customers -

NIL