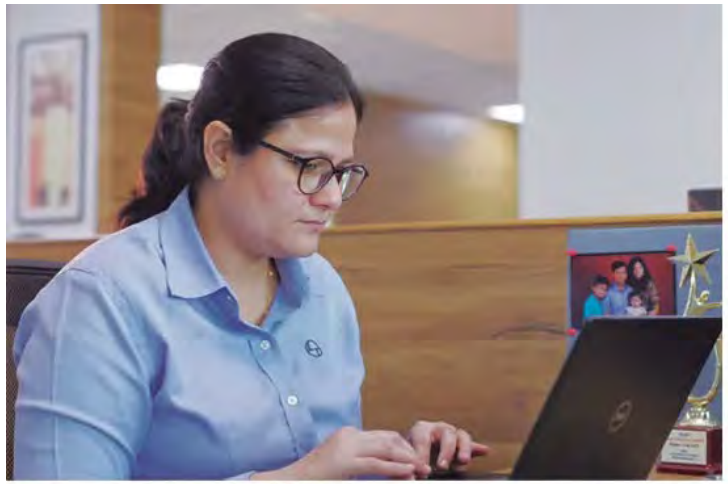
PROUD TO BE NATION BUILDERS









Great Place To Work. Certified FEB 2024-FEB 2025 INDIA

CII Women in STEM Awards 2025
Part I

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Focus Areas for DEI Implementation: Induct, Engage, Develop, Enable

Induct

Improving the input

How to Hire more Women, Attract young talent and encourage hiring of PWD

Engage

Stay, Say & Strive

Engage and Connect with the Women, PwD and Youth

Sensitise the workforce to create Inclusive and Respectful Workplace



Develop

Leadership Pipeline

Develop Women Leadership Pipeline thru training interventions

Enable

Supporting ecosystem

Creating an ecosystem of enabling policies and practices

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Induct: *Improving the input*

1. Hiring women trainees

- Consistently hiring women GET/ PGET – 30% of total intake
- BEI for interview panel – bias free interviews
- Dedicated women teams on shopfloors and projects

2. Targeted lateral recruitment for women

- Targeted recruitment drives for identified roles
- Amantran policy for hiring lateral talent
- PWD Walk-In Drive at LTEH, Vadodara – 10 (Deaf) candidates selected in departments like Document Controller, Process, Digitalization, Commissioning, Project Control, HR. Expected to join by by Mid-Dec'24)

3. Renew – Second Career

- Hiring women on a career break
- Across all roles and functions

https://www.larsentoubro.com/corporate/careers/renew-career-re-entry-for-women/









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Develop
Women Leadership Pipeline

1. Leadership Development Program – Winspire

- Winspire Propel – Leadership journey program for mid-career women
- Winspire Rise – Women in early career
- Building Growth Mindset – Women in entry levels
- IC specific programs

2. Mentoring Program

- Focus on enhancing women in senior/ leadership roles
- Curate development journeys for women employees which includes self-awareness, training and mentoring / shadow with leaders
- 105 women in senior management roles (Tier 3 & above)

3. Other Developmental Interventions

- Ensure participation of women in other leadership development programs such as 7 Step, Ascent
- Career Conversations with Hi-potential women in Tier 2 and Tier 3





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Daksha - Long Journey Technical Competency Programme

The program is for those who are part of Design, Planning, and Tendering they will gain not only pre-construction knowledge but also during and post construction a practical and holistic 360-degree view of the project. This program will allow aspiring young engineers to take on challenging responsibilities.

KNOWLEDGE PARTNER :

- CTEA Mysore in collaboration with **IIT Madras** conducted **hybrid DAKSHA Technical Competency Enhancement** program for **Women Engineers.**
- An opportunity for a well-deserved **Certificate Program on Construction Technology & Management** which set a path for a successful career in L&T.



Address by Internal Women Subject Experts

The program's objective *was to strengthen the growing diversity in the* ***technical domain*** *and build a pipeline of future female engineers in our ecosystem. There are six modules in the program which are conducted online for 4 days with continued 18 weeks of video content available for the participants anytime*

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Mentorship

- Senior Management & Leadership Role Modelling – Commitment by CMD & mentoring senior women leaders
- Business Heads mentoring women leaders in respective ICs
- BU heads mentoring women colleagues at project and site locations



CHAIRMAN AND MANAGING DIRECTOR'S STATEMENT

S. N. Subrahmanyan

Diversity, Equity & Inclusion

Your Company's transformation into a tech-driven conglomerate has a direct bearing on its Diversity, Equity & Inclusion (DEI) quotient. There is empirical evidence on how women participation in both engineering and non-engineering roles has translated into improvements in efficiency across operations. With several exclusive career-assisting schemes for females and installation of women-friendly facilities in the offices, your Company is on course to achieve its Lakshya target of women employees comprising 10% of the total employee strength by 2026.

During the year under review, your Company has hired 1,766 female employees. Female employees comprised 8.1% of your Company's employee strength as on March 31, 2024.

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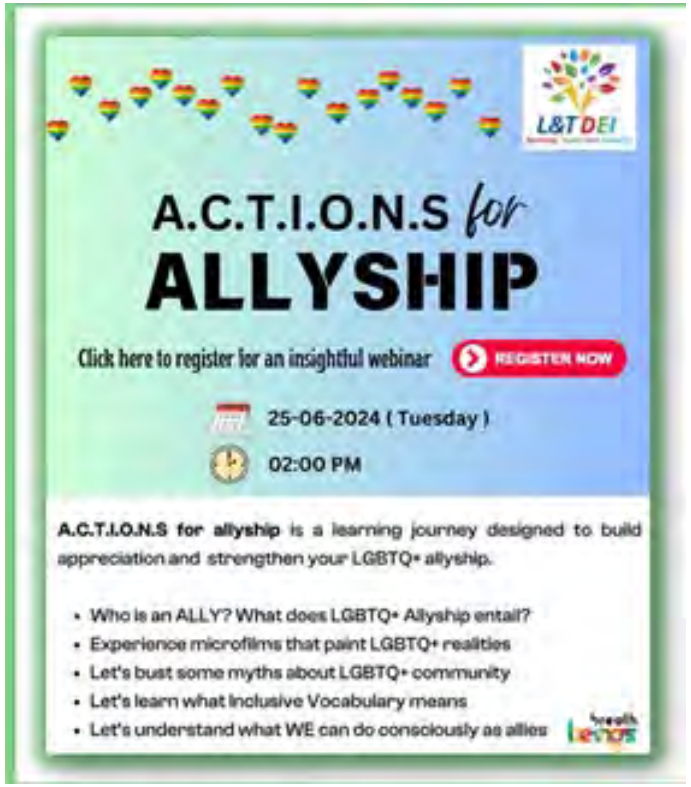
DEI Allyship Awards

As a part of promoting mentorship and sponsorship at workplace, women employees had the opportunity to nominate their colleagues who have actively supported and championed gender equality. These nominated male allies were then recognized and felicitated on International Women's Day celebration.

A total of 1618 women across various businesses of L&T had nominated their allies.





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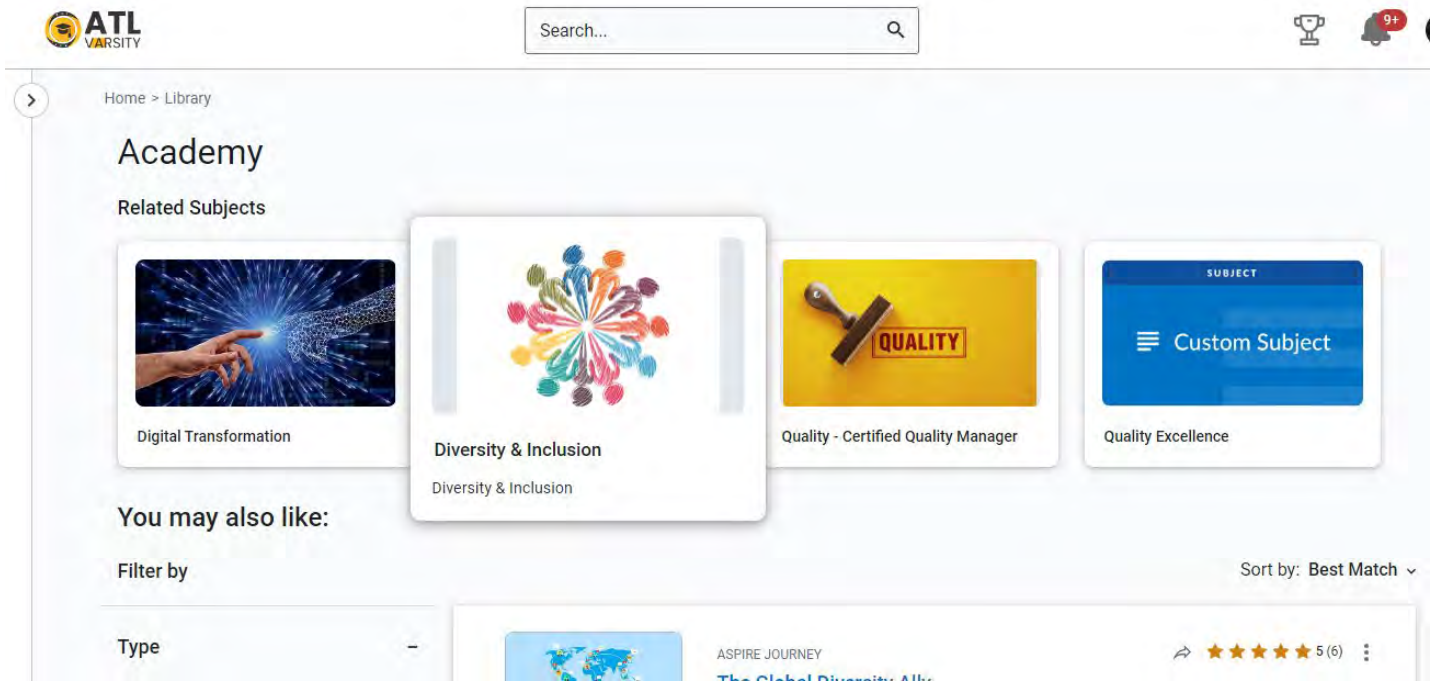
DEI Academy

The DEI Academy at ATL Varsity (Online learning platform) is an innovative platform designed to enhance employee engagement with diversity, equity, and inclusion. Through this academy, employees have access to a range of digital programs, including online courses and audiobooks, tailored to deepen their understanding of DEI principles and practices.

Our first program under this initiative was ‘Become the DEI Ally’. We had received around 1039 employee registration for the program.



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Engage

Stay, Say & Strive

- **Sensitization sessions** for people managers
- Introducing **employee resource groups** – ERG through Lean In Circles
- Sharing of **success stories** of women through internal magazines and communication channels
- **Facility Assessment** by V-Shesh (disability Inclusion org) of KC Campus, Vadodara covering work stations, auditoriums, washrooms, dining areas, GET hostel, guesthouses, medical center, creche, security office and canteen
- **Various DEI Sensitization Sessions** being taken by both in-house and external facilitators (Both in-person and virtual) on unconscious biases, gender biases, Importance of Workplace diversity, building Inclusion within teams etc. Employee coverage is 2400+ last year
- Regular Quizzes and engagement activities around Diversity
- **Celebration of Months** like June – PRIDE month, October – Global Diversity Awareness Month, November – International Men's Day, December – International Day for PWD etc



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