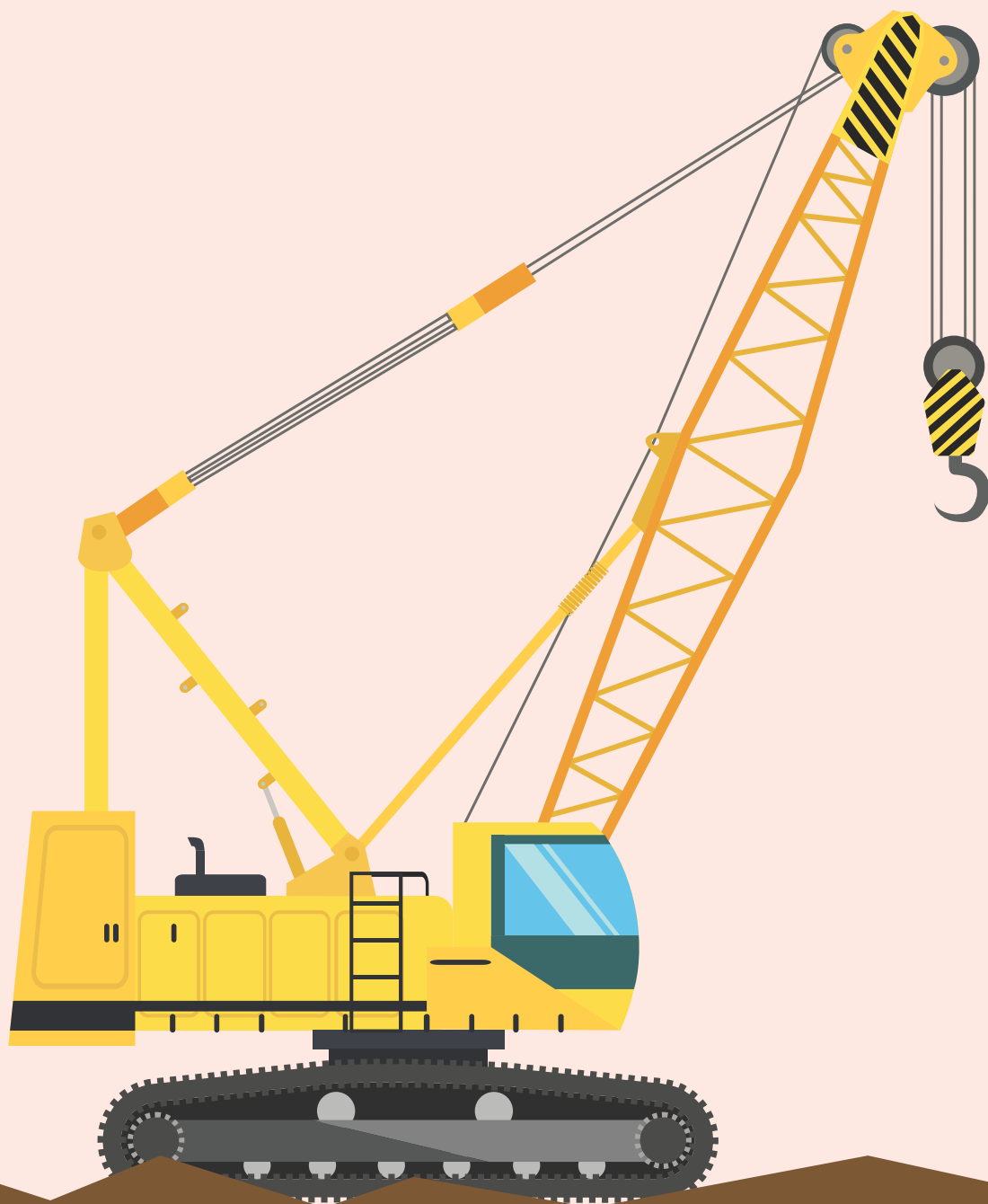




Towards a Safe and Sustainable Tomorrow



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Message from the Leadership

From Managing Director's Desk

Dear Friends,

At IL&FS Transportation, the topic of sustainability and responsible corporate governance is at the cornerstone of any decision making process.

Our sustainability efforts are aligned to make a worthwhile impact on the lives of our stakeholders.

I am pleased to present our first Sustainability Report which records our progress towards a more sustainable future for all.

Our Sustainability Report highlights the approach adopted by us for infrastructure development considering the triple bottom line. At IL&FS Transportation, the topic of sustainability and responsible corporate governance is at the cornerstone of any decision making process. By leveraging our expertise and resources, we continuously try to meet the infrastructure demands of the country and bring in socio-economic progress. Our sustainability efforts are aligned to make a worthwhile impact on the lives of our stakeholders. We look at them as our partners in our success and remain committed to maximize value for each one of them.

This report presents a balanced view of the sustainability disclosure of our organisation and is prepared in accordance 'Core' as per the Global Reporting Initiative (GRI) G4 Guidelines. The materiality assessment conducted has enabled us to embed the sustainability challenges within our strategic approach and strengthen our performance.



Key Strategies

The development of transportation infrastructure is vital for the growth of the nation, but should have a balanced and sustainable perspective. Our expertise in project development and execution has enabled us to drive sustained business growth. Excellent in-house expertise and deploying advanced technologies with safety practices have enabled us to be a differentiator among our peers. We conduct periodic review of our business plans, performance and compliance to fulfill all the regulatory requirements.

Financial Performance

We are widening our geographic footprint by venturing into global markets. Good performance in the domestic operations, was demonstrated with a larger focus on project execution. Despite the economic slowdown, we continued our growth by increasing revenues by 28% from Rs 6,828.22 crore in FY 2014-15 to Rs. 8732.03 crore in FY 2015-16. We will continue to leverage our inherent strengths and expand our horizons to be a preferred infrastructure partner.

Environmental & Social Responsibility

Our efforts have always been laid in managing and reducing the environmental footprint in the entire value chain. The adoption of the Environmental and Social Policy Framework (ESPF) format of project screening for all our new project bids has enabled us to mitigate concerns at the project initiation level. One of our projects addressing twin challenges of enhanced mobility demand and reduced environmental footprint was successfully completed in Thiruvananthapuram City of Kerala.

Responsibility is deep rooted within our culture. In line with the Group's ethos, we are focused in building communities while creating best in class infrastructure. Our endeavour is to create infrastructure which benefits the entire society and has impact on the livelihoods of the community. At IL&FS Transportation, investing in education, healthcare of the community and infrastructure development are key focus areas for sustainable business transformation.

Ensuring Safety Practices

Safety is considered to be one of the most critical aspect and we maintain high level standards of safety at both our construction and operational sites. Stringent measures are undertaken to identify and prevent accidents through safety audits. We are certified for OHSAS 18001 safety management system and integrated with quality and environment management systems (ISO 9001 and ISO 14001). The deployment of round-the-clock monitoring and surveillance for emergency services has aided in smooth functioning of our operations.

Looking Ahead

As we move ahead in our sustainability journey, we commit ourselves to take our sustainability agenda to the next level for a better future. Our development shall be shared with all our stakeholders through the future editions of our sustainability report. We acknowledge and appreciate your involvement in our progress and request you to share your insights. Your valuable suggestions would help us embark on a sustainable journey and ensure inclusive progress of our stakeholders.

Yours Sincerely,

K. Ramchand

Managing Director



From Executive Director's Desk

Dear Stakeholders,

Our vision is to ensure that our workplaces are safe and healthy and extend this culture throughout the community we operate in.

IL&FS Transportation Networks Limited is a company that aspires to catalyze the development of transportation across countries by contributing to infrastructure development and financing. In India, our projects empower communities, improve lives and fuel growth by building and financing safer and smoother roads, highways, tunnels and bridges and reach out to the majority of citizens of the nation.

With this report, we embark on our journey of sustainability reporting. Sustainability plays a pivotal role in our business and we have been undertaking several measures to integrate sustainable development into our business strategy. This report is a platform for reaching out to our stakeholders on our triple-bottom line performance. In the course of this exercise we have identified key risks and mitigation measures, our key internal and external stakeholders and issues material to our business. We have always looked beyond our immediate business needs and have undertaken several initiatives in the interest of the environment and the society.

Through our initiatives we have made a difference to the livelihood of 210 women and we target to reach out to 500 women by FY18.

One of our projects 'Thiruvananthapuram City Road Improvement Project (TCRIP)' was shortlisted among the projects that fulfilled the Sustainable Development Goals of the UN Agenda 2030. We have developed a tie-up with blackberry for managing e-waste and offsetting its impacts.



Our vision is to ensure that our workplaces are safe and healthy and extend this culture throughout the community we operate in. One of our most appreciated initiatives is the identification and training of youngsters as Emergency First Responders (EFRs) that serve road accident victims voluntarily. This initiative has been piloted at Baleshwar Kharagpur Expressway (BKEL) Catchment by selection of youths from Odisha and West Bengal who have responded to 82 accidents in the last year.

We recognize our responsibility towards community welfare and strive to follow the principles of inclusive growth by undertaking versatile initiatives that help in creating an impactful change. During this reporting period, we focused on activities that enhance skills and livelihood, education, healthcare, sanitation, road safety and rural infrastructure of the society we operate in. Through our initiatives we have made a difference to the livelihood of 210 women and we target to reach out to 500 women by FY18. We have also been recipients of the 'Best Fishery Initiative Award' from the State Department of Fisheries for our initiative of training flood affected fishermen in Orissa.

We are aware of the potential we hold to make a difference to the current scenario of road safety and infrastructure development and we are dedicated to bringing about a transformation across nations to create a robust economy. We look forward to the distinctive opportunities that await us to lead our industry in achieving milestones. Our way forward includes a focus on empowering our employees to realize their potential, technological innovation and collaboration and making an effective impact on the society and environment.

For us, sustainability isn't a destination, it is a journey and we look forward to your support and cooperation in this journey as we move ahead and strive for excellence in all that we do.

Warm Regards,
Mukund Sapre,
Executive Director



About The Report

At IL&FS Transportation Networks Limited ITNL, our approach to sustainability is based on creating economic, environmental, and social value. Through our business strategies we aim for a future that balances economic success with environmental and social responsibility. Monitoring non-financial performance is as important as financial performance and reporting on the triple-bottom line is becoming increasingly important to stakeholders. Keeping in mind these requirements, we have prepared our Sustainability Report for the year 2015-16.

G4-28

G4-30

This report is our first such venture into disclosing our sustainability performance and the data presented in the report is based on actual computations and recorded data. The reporting framework complies with the Global Reporting Initiative (GRI)-G4 guidelines in accordance to the core criteria and the applicable GRI indicator protocols that have been followed for reporting on core indicators.

G4-29

G4-32

Along with reporting on the material aspects identified through our stakeholder engagements, we have also taken this opportunity to map out the principles of the National Voluntary Guidelines as per Listing Regulations of the Securities and Exchange Board of India (SEBI) towards publishing of the Business Responsibility Report. We have also conveyed our governance practices and risk assessment in order to promote transparency and build upon the trust our stakeholders have in us.

G4-15

G4-23

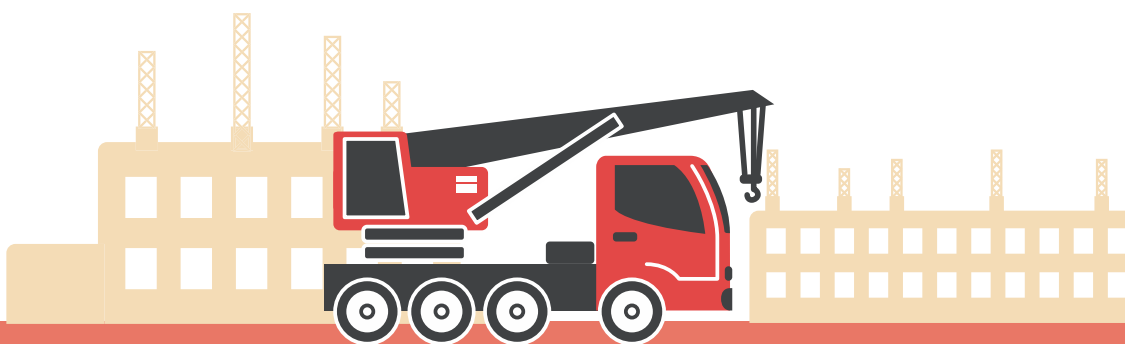
The purpose of this report is to both disclose our performance related to the triple bottom line as well as communicate with our stakeholders about our journey of sustainability. Since this is our first sustainability report, there is no previous reporting period, size, scope and boundary taken as reference and the same are defined accordingly in the report. This report will also serve as a benchmark for the future, and stakeholders are welcome to share their feedback which would allow us to improve on our existing reporting practices and performance.

G4-13

For any queries or feedback related to this report, please contact:

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IL&FS Transportation Networks Ltd.
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Email: Santosh.Shidhaye@ilfsindia.com
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About Us

IL&FS Transportation Networks Limited (“IL&FS Transportation”) was formed in the year 2000 as a wholly owned subsidiary of Infrastructure Leasing and Financial Services Limited (IL&FS), which has been a major player in India in Infrastructure development and financing for the last 25 years. Transportation Infrastructure development was initially taken up in IL&FS and thereafter the transportation vertical IL&FS Transportation was formed wherein the projects undertaken and implemented by IL&FS were domiciled.

G4-04

G4-17

G4-05

IL&FS Transportation has grown into the largest BOT road asset owner headquartered in Mumbai, India with approximately 14,680 lane km in its portfolio. It is a market leader in the Transport Infrastructure Sector with presence also in Metro Rail, City Bus Services and Border Check-posts. In addition, we have an international footprint covering Spain, Portugal, and Latin America with the acquisition of Elsamex S.A., a Spain-based highway operations and maintenance and allied services provider company.

G4-08



Our Mission

Our mission at IL&FS Transportation Networks Ltd (ITNL) is to support the nation through socio-economic growth and development by building better and safer roads, highways, tunnels and bridges to serve the needs of every citizen. Our efforts are focused on leveraging our expertise and resources to constantly meet the infrastructure demands of the country.



Our Vision

Our vision is to connect citizens from all corners of the nation by providing world-class infrastructure without compromising on the safety and experience. We will achieve this by maximizing the technical expertise of our employees along with the latest systems and technological advancements available to us. By giving equal importance to ongoing projects as well as newer ones, we will ensure optimal consumption of resources and work in a sustainable manner to contribute towards a better, more connected future.

At IL&FS Transportation Networks Ltd (ITNL), we are engaged in helping people get from one place to another by developing, designing, operating, maintaining and facilitating transportation infrastructure across the country. Our presence across 19 states in India and 22 countries across the globe translates to 14,680 km of lane roads out of which 10,176 km are operational. Our developments in national and state highways, roads flyovers and bridges are helping drive India’s economic growth while our non-road infrastructure services like metro rail, city bus service and border check-posts all work towards building a nation that will cater to the needs of sprawling businesses and a growing economy.

G4-06



What Defines Us



Global Presence

While strengthening our presence in India, we have also worked towards expanding our global presence. We now operate in Spain, Portugal, Latin America, UAE, Ethiopia, Botswana, and China. In the region of Africa, due to Output and Performance based Road Contracts (OPRC) projects, we were able to expand our presence in countries like Ethiopia.

Our Strengths

Our relationships with our contractors and suppliers help us in making informed decisions to source competitively and bid on projects after a thorough assessment of the risks involved. Our ISO 9001-2008 certified design studio at Ahmedabad is instrumental in ensuring our O&M activities are planned in the most efficient way resulting in higher quality. We always try to be one step ahead of our competitors and we are able to do so through our highly experienced and skilled team which make use of the resources and equipment available to deliver results all through the year.





We empower them with high-end technology to be able to take smart decisions for increasing the life of road and optimizing costing which eventually propels our growth.

Our accident and emergency services are setup with the prime intention of providing our users a safe and hassle-free journey every time they are travelling on our roads. With non-stop surveillance and monitoring carried out, we are ready to attend any emergency situations and provide services for the same. This is achieved through stationing of emergency equipment like patrol vehicles, ambulances, tow cranes at appropriate locations all along our project highways to be able to respond in the shortest time to any emergency situation. We are constantly enhancing our accident prevention strategy which brings new features like pedestrian overpasses, concrete barriers, speed limit controls, improved signals, and road widening at required locations.



Corporate Governance

At ITNL we firmly stand by the notion that the highest standards of Corporate Governance are directly related to and responsible for business' success. Corporate governance strategies and principles stem from the culture, mindset and leadership of the organization and is based on integrity, fairness, equity, transparency, accountability and commitment to the core values. Our fair and ethical practices translate to increased level of trust and confidence from our shareholders, our business partners, employees, and our customers.

As a responsible organization, we are committed to conducting business in an ethical manner by complying with all local laws and regulations. Our operating procedures and contracts contain appropriate clauses to ensure that there is no scope for non-compliance either on our part or through our suppliers. In doing so, we can assure our stakeholders that we will continue to work and grow in a responsible manner.




Corporate governance in ITNL is based on our Code of Conduct which emphasizes the following:

- 1 A Robust Internal Control System to monitor and mitigate the risks to both short and long-term business goals.
- 2 Highest level of Integrity & Ethical Behaviour among management as well as non-management consistent with the image of the organization as a responsible one.
- 3 Non-participation with any contractor or supplier who compromises the professional and ethical image of the organization.
- 4 Adherence and compliance to all laws and regulations in every region ITNL operates
- 5 A seasoned and accomplished Board of Directors, selected in a fair manner, who provide strategic supervision to the organization.
- 6 Safeguarding the Human Rights of our stakeholders and also providing them channels for communicating any violations.
- 7 Timely and Accurate disclosure of all information relevant to stakeholders.
- 8 Protection of our Stakeholders' rights by providing ample avenues for submitting grievances and timely resolution of the same.
- 9 Contribution towards equitable development of society by means of well thought-out initiatives catering to the needs of the community.

The Code of Conduct for the Board is applicable to Directors and the code of conduct mentioned in the Employee Handbook is for the employees of the ITNL. The Code has been circulated to all the members of the Board of Directors and the employees, which is also put on the ITNL's website, www.itnlindia.com

Our Board of Directors play a critical role in guiding the organization along the lines of good governance. The Board along with the various committees are entrusted with protecting the image of ITNL among customers, employees, suppliers, and the communities. The Board presently comprises of 12 Directors, including 2 Executive and 10 Non-Executive Directors, of which 5 are Independent Directors. The Directors, with their wealth of knowledge and experience in their respective fields are well-suited to provide the leadership to the management and the organization.

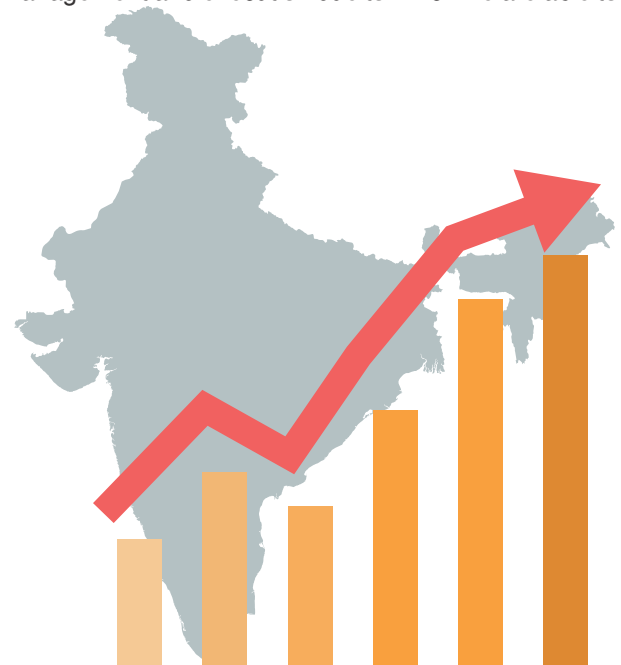
Full time Directors

Category	Name
 <p>Independent</p>	Mr. Deepak Dasgupta (Chairman)
	Mr. R.C. Sinha
	Mr. H. P. Jamdar
	Mr. Deepak Satwalekar
	Ms. Neeru Singh
 <p>Non-Executive, Non-Independent</p>	Mr. Ravi Parthasarathy
	Mr. Hari Sankaran
	Mr. Arun K. Saha
	Mr. Vibhav Kapoor
	Mr. Pradeep Puri
 <p>Executive Director</p>	Mr. K. Ramchand (Managing Director)
	Mr. Mukund Sapre (Executive Director)

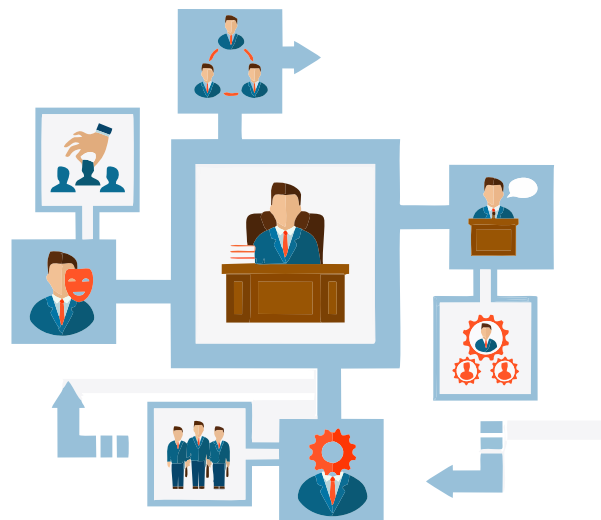
- 1 Audit Committee
- 2 Stakeholder Relationship Committee
- 3 Committee of Directors
- 4 Nomination and Remuneration Committee
- 5 Environment, Health and Safety Committee
- 6 Corporate Social Responsibility Committee

Affiliation and Membership

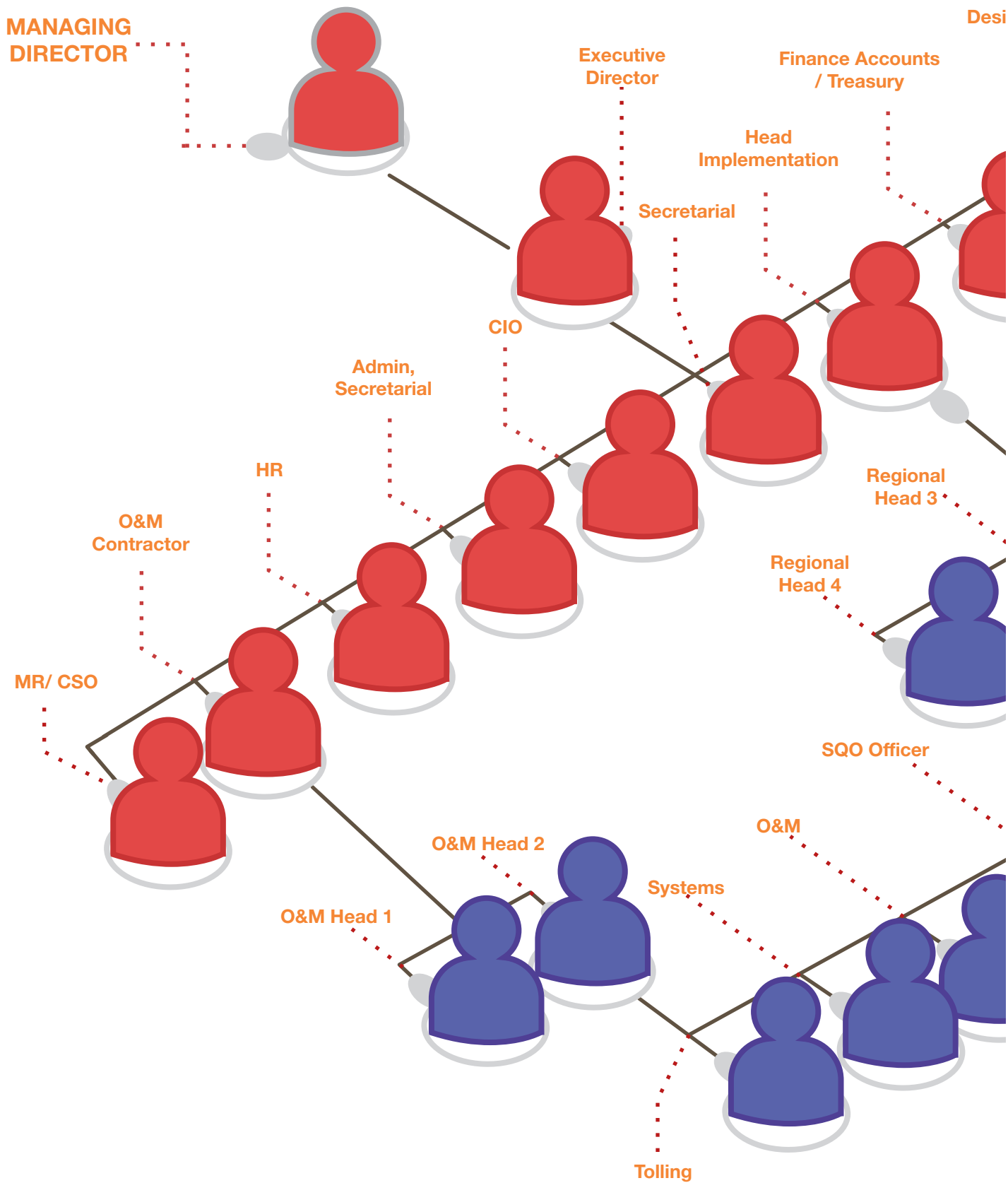
Through our strong associations with various administrations across India, we are in a position to advocate mutually beneficial bilateral contracts with the state and central government bodies. We have been an active member of India's growth for the last 15 years and this brings us a lot of experience in project management and execution due to which we are able to take on more challenging projects that will fall in line with the nation's growth strategy. Through our various memberships we also try to make a difference wherever we can while influencing policies or regulations. We are active members of associations like Confederation of Indian Industry (CII) and Federation of Indian Chambers of Commerce & Industry (FICCI).

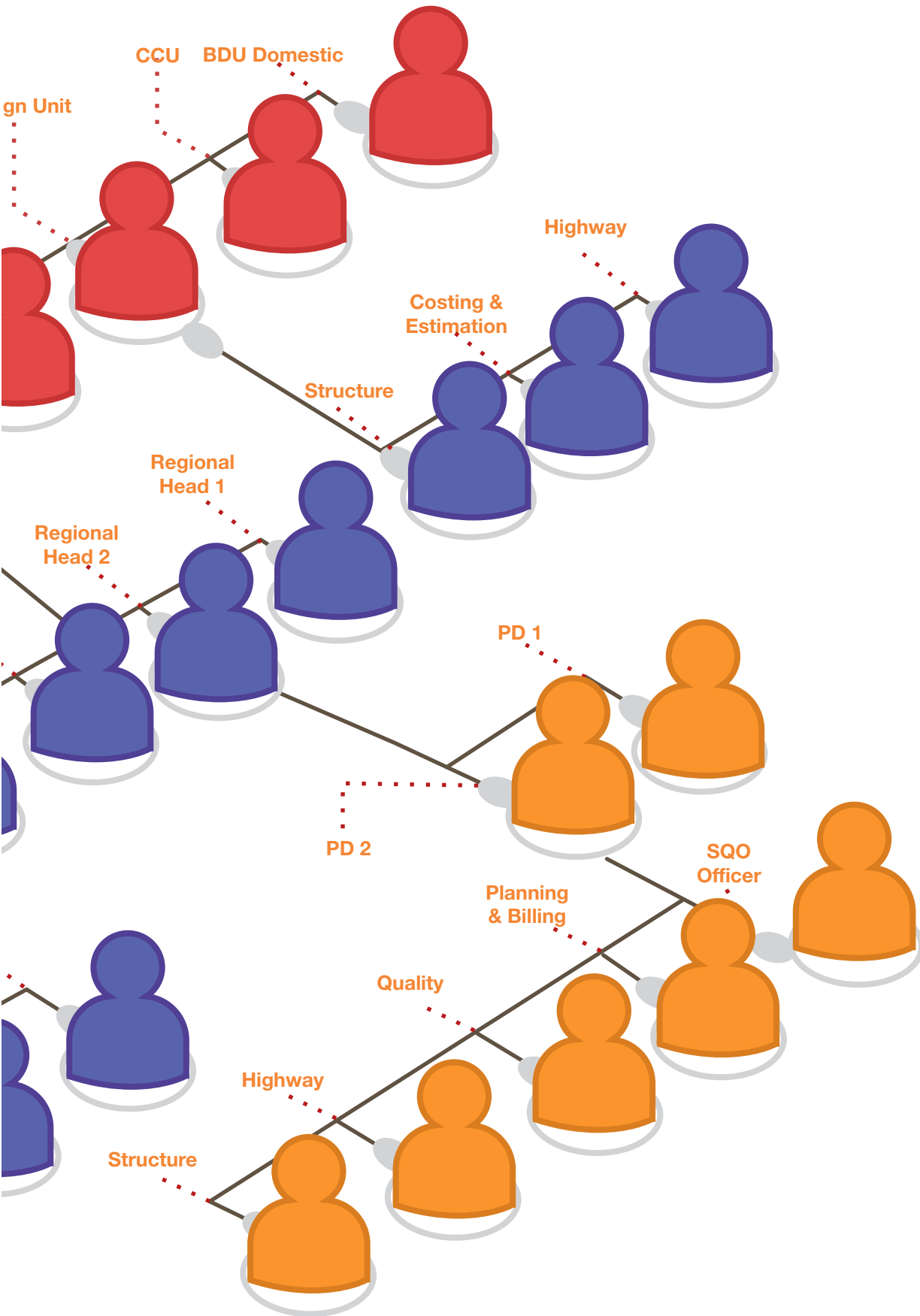


Active member of India's growth for the last 15 years



Organization Chart

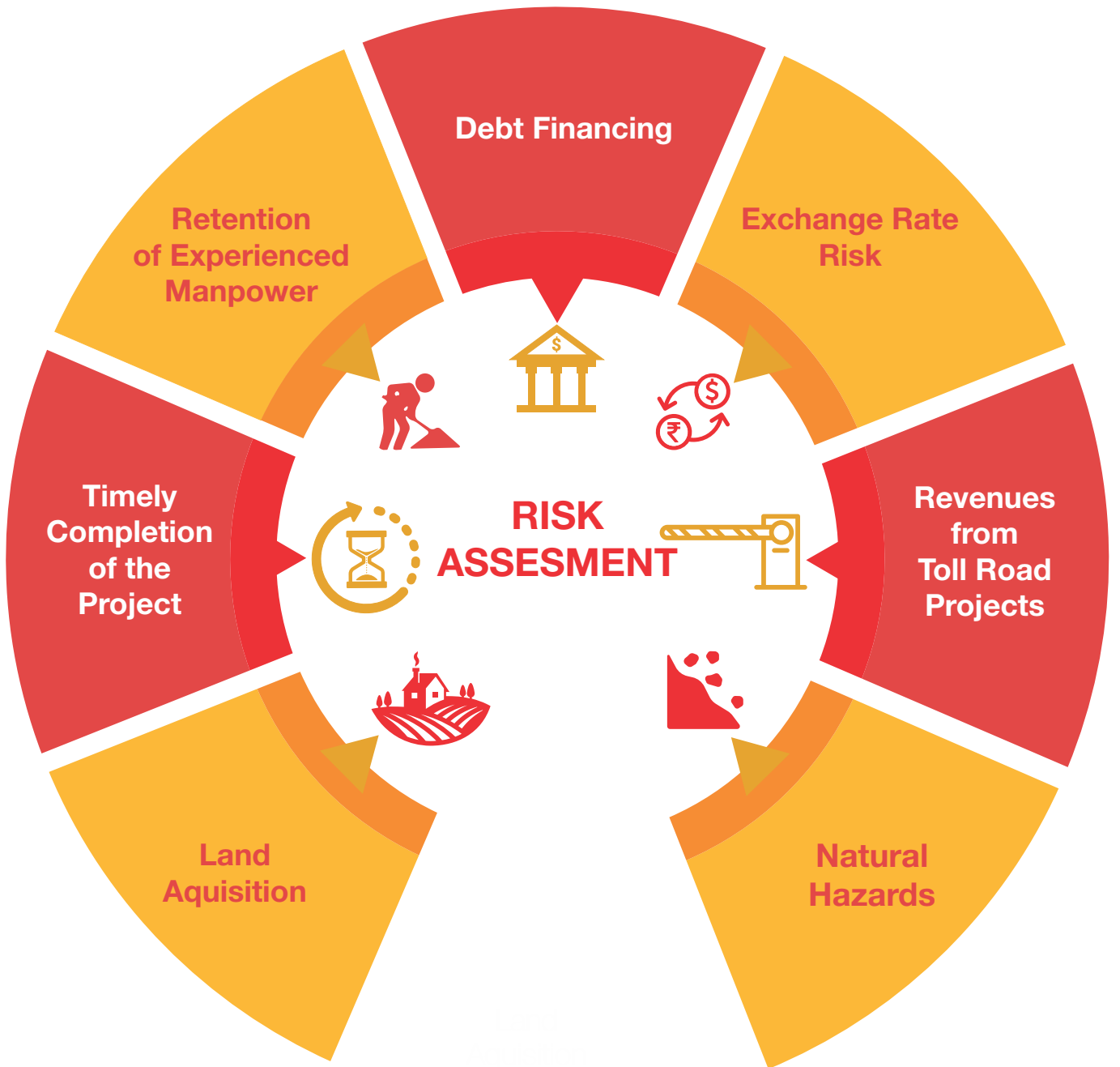






Risk Assessment

India's infrastructure sector remains the backbone of the country's socio-economic development. However, new risks and concerns have emerged in recent years. Operating in a dynamic environment, the Company has evolved a robust framework for identification, management and mitigation of potential risks. Some of these risks are discussed below:



 **Land Aquisition**

Land acquisition continues to be a bottleneck, severely affecting timely implementation of the projects. With land acquisition being executed under the new Act, a lot of uncertainty exists on the ground. New demands have risen, especially in projects where part acquisition was carried out as per the old Act with owners seeking higher compensation as per the new Act, thereby stalling several on-going projects



Timely Completion of the Project

In a tightly contested space like BOT projects, especially toll projects, timely completion can very often be the only factor that contributes to the projects financial viability and any stress on the project timelines will severely affect the project's financial model. In addition to the land acquisition and clearance related issues plaguing the projects. The year also witnessed stressed cash flow due to the reluctance and increased diligence from the banking sector, resulting in delaying the project. The Company takes a proactive stand and tends to these issues by assisting the Authority in land acquisition process and obtaining clearances. Due to delay in handing over of the land for 3 projects developed by the Company, there have been huge cost overruns resulting in higher costs, leading to delay in realization of revenues for which claims were filed with the authorities. The Project Companies have invoked arbitration proceedings against the authorities and is pending before the Arbitration Tribunal for resolution.



Retention of Experienced Manpower

The infrastructure sector is witnessing a shortfall in civil engineers. Finding quality human resources and retaining them is a key challenge.

Company's focus



Besides, its scalable recruitment and retention strategies enable it to attract and retain high caliber employees.





Debt Financing

The Company has substantial debt and debt service obligations, and is therefore subject to various risks associated with debt financing. The level of debt and the limitations imposed on the Company, by present or future loan arrangements could have significant adverse consequences. This is primarily due to cost of borrowings. The Company's experienced and knowledgeable team ensures that these risks are always covered through adequate cash flow planning and other measures.



Exchange rate risks

The Company looks to avail External Commercial Borrowings (ECBs) for financing and refinancing its existing debt in certain projects with repayment in rupee terms. This exposes the Company to risks of higher repayment and higher interest, when measured in rupee terms; where rupee devalues against the dollar/euro. The Company is looking to hedge this risk and ensure least impact of currency fluctuations



Revenues from toll road projects

Traffic growth rate on roads has been known to be closely related to economic growth. Given the muted growth over the last few years, traffic growth rates continue to be reason affecting the operational revenues. Negative inflation in the reporting year also contributed to reduction in toll rates which further impacted the operational revenues. The Company has taken up numerous measures in order to improve the traffic on its roads, besides resorting to other means like securitization of projects, improving toll collection systems to improve and shore up the revenue from toll projects. The Company also tries to maintain an optimal mix of toll and annuity projects in order to have a healthy mix of toll, which offers scope for huge upsides, and annuity projects, which offers assured revenues.



Natural hazards

Extreme weather events such as landslides, mudslides, excess rainfall, flooding has created stoppage of work resulting in delays.





Stakeholder Engagement And Materiality Assessment

The trust of our stakeholders is very important to us and it is our endeavour to engage with every group with the intention of listening to their concerns and catering to their needs. In doing so we hope to strengthen the relationship with all our stakeholders and continue to serve them for many years to come.

Through systematic and frequent modes of dialogue we engage with our stakeholders both internal and external who we have identified as:



G4-24

Our Approach

The stakeholder-engagement process begins by identifying all the stakeholders who may be directly or indirectly affected by our business operations. The stakeholders are further prioritized based on their influence on our business operations and the impact we create on them through our business decisions. The engagement plans are developed based on the key concerns of the stakeholder groups and we try to ensure effective communications with all our stakeholder groups. Our engagements are carried out through both online and offline methods like meetings, conferences, workshops and surveys. Through these activities we try to build upon the relationship we have with each group while gathering specific thoughts, expectations and suggestions and considering them as part of our business operations.



G4-25

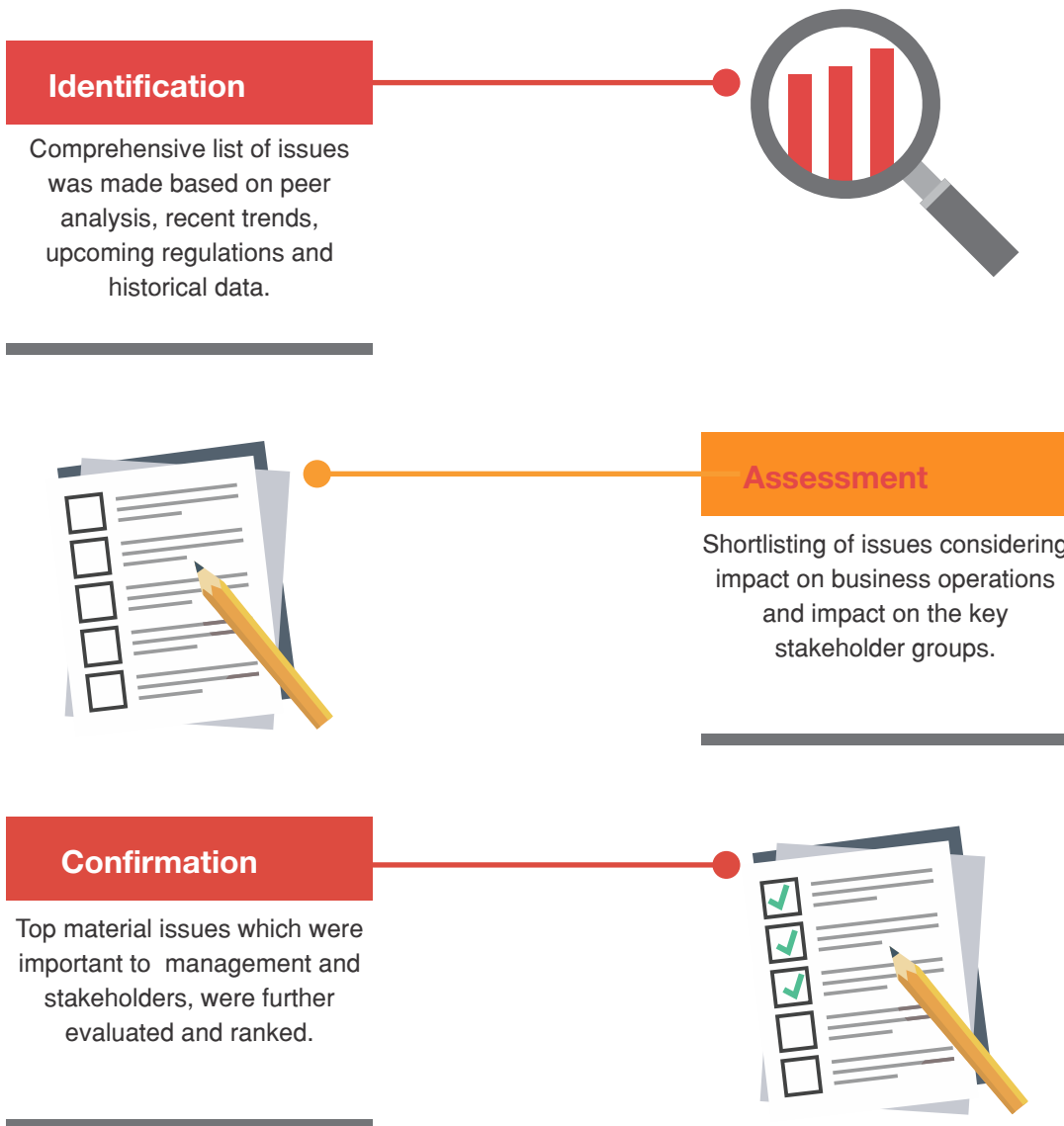
G4-27

In our stakeholder engagements with the employees we have taken feedback from them regarding training, feedback and appraisal mechanisms, strengths & weaknesses of ITNL, awareness of ITNL's initiatives towards the environment and societal development, and ranking of the material issues.



Materiality

In our pursuit of understanding those Environmental, Social and Governance issues which are material to our organization, we have taken inputs from both our stakeholders as well as our management to identify those issues which are critical to our business as an infrastructure provider. Identification of our material issues not only helps us in preparing a strategy to strengthen our performance, but also in forming the basis for preparation of this report. The detailed list of issues corresponding to the infrastructure industry was compiled and put forth across the management and key internal stakeholders. After identifying some major issues, stakeholders were then asked to rank them from low to high according to how important they felt those issues were to ITNL. In carrying out this exercise, the list of key material issues was obtained.



Relative average of responses for each stakeholder group were compiled. The values for internal stakeholders were analyzed further to assess the intensity of business impact and stakeholder impact of each issue identified. Based on the analysis, the issues were further ranked based on the impact they have on business and stakeholders.

As we have many operational sites across the country we have obtained the data from the sites as needed and also centralized data available at the head office. As per the analysis, the following is the order of importance in which the issues have been ranked:



End User Safety



Occupational Health & Safety (OHS)

G4-19



Regulatory Compliance



Employee Retention & Satisfaction



Technological Innovation



Vendor & Supplier Development



Community Development

This report was prepared keeping these issues in focus and data was obtained from the head office and operational sites across India. G4-20

Material Issues	GRI Aspects	GRI Indicators	Boundary
End User Safety	Customer Health & Safety	PR1	Outside
Occupational Health & Safety	Occupational Health & Safety	LA6	Within
Regulatory Compliance	Compliance	EN29	Within
Employee retention & satisfaction	Employment	LA1, LA2	Within
Technological Innovation	Products & Services	EN27	Within
Vendor & Supplier Development	Supplier Assessments	S09	Outside
Community Development	Local Communities	S01	Outside

G4-21







Economic Performance

Management Approach



Economic growth is critical to any organization but coupling it with a sustainable future is the need of the hour. In the pursuit of growth and expansion of business, the earth's natural resources are consumed at an alarming rate which brings with it a host of issues in the long run. At ITNL, we believe in sustainable development, development which incorporates viable use of resources to serve our customers while also contributing to the society at large. Inclusive growth by employing local vendors and suppliers is essential to our strategy of sustainable development.

G4-SO9

To ensure that potential negative impacts by our contractors and suppliers are prevented or mitigated, we make it a point to include clauses within our contracts stating the environmental and safety norms to be followed by them. This appendix has information and clauses in detail covering various aspects like workman safety, noise monitoring, dust monitoring, water consumption, non-hazardous waste disposal among others. By including such parameters in our work contract, we ensure that all our contractors and suppliers are screened for possible impacts on the society.

G4-12

During FY 2015-16, the Company's consolidated revenues increased by 28% to 8732.03 Crore, up from 6828.22 Crore in the previous year. This is primarily on account of higher construction income, toll and other operating earnings compared to the previous year

G4-9

Economic value generated, distributed, and retained

G4-EC1

	FY2015-2016	FY2014-2015	FY2013-2014
	In ₹ crore	In ₹ crore	In ₹ crore
Economic Value Generated			
Revenue	8732.03	6828.22	6802.5
Economic Value Distrubuted			
Operating cost	4123.32	3134.54	3633.7
Employee wages & benefits	510.47	459.13	414.14
Payments to capital providers	178.6	129.52	78.093
Payments to Government	189.59	100.83	76.46
Community Investment	7.31	8.26	
Total	5009.29	3832.38	4202.39
Economic Value Retained			
Total	3722.74	2995.94	2600.10

The EBIDTA increased from 2,465.78 Crore in 2014-15 to 3,235.39 Crore in 2015-16, approximately 31% escalation owing to a higher construction margin.

Financing cost increased by 697.75 Crore during FY 2015-16 due to draw down of debt in the SPVs to fund construction activity, increase in borrowing in the corporate to fund investments and higher working capital requirements, net of interest capitalized. Debt equity ratio as at March 31, 2016 on a consolidated basis stood at 4.38:1.

Profit before tax decreased from 480.54 Crore in 2014-15 to 429.14 Crore in 2015-16, an 11% decline over the previous year Profit after tax decreased by 30% from 443.60 Crore in 2014-15 to 311.54 Crore in 2015-16



G4-9

Some of the ongoing projects which achieved significant milestones in the reporting year are:



HIGHLIGHTS

Break through point
India's longest road tunnel
9 km length in
Jammu & Kashmir
Achieved in July 2015





2 Projects
Awarded by
National Highways
Authority of India

8 Rail Over Bridges
in Gujarat



- » Break through point of India's longest road tunnel of 9km length in Jammu & Kashmir was achieved in July, 2015.
- » Commercial operations in a length of 212.56 km began in Rajasthan for the Sikar Bikaner road project.
- » Jorabat Shillong road project in Assam/Meghalaya started commercial operations in 56 km.
- » ITNL was awarded two projects by National Highways Authority of India to be executed on a BOT Toll Basis in Maharashtra.
- » ITNL's subsidiary signed Concession Agreement for development of 8 Rail over Bridges (ROB) in Gujarat.



Mr. Gadkari, Minister for Surface transport cutting the ribbon symbolizing the tunnel "Break Through"



Environmental Performance

Management Approach:

At ITNL, we strive to operate our business with a deep respect for environmental sustainability. By working towards more efficient use of resources like energy and water and reducing waste we are focused on addressing environmental concerns along the life-cycle of our projects.



Our commitment to protection of the environment dates back to 1995 when our parent company Infrastructure Leasing & Financial Services limited (IL&FS) approved an Environmental and Social Report (ESR). The objectives of this ESR were:

Following this, an Environmental and Social Policy Framework (ESPF) was formulated and made applicable to all businesses of IL&FS including ITNL. The purpose of this was to drive a sense of sustainability and responsible decision-making within the Group.

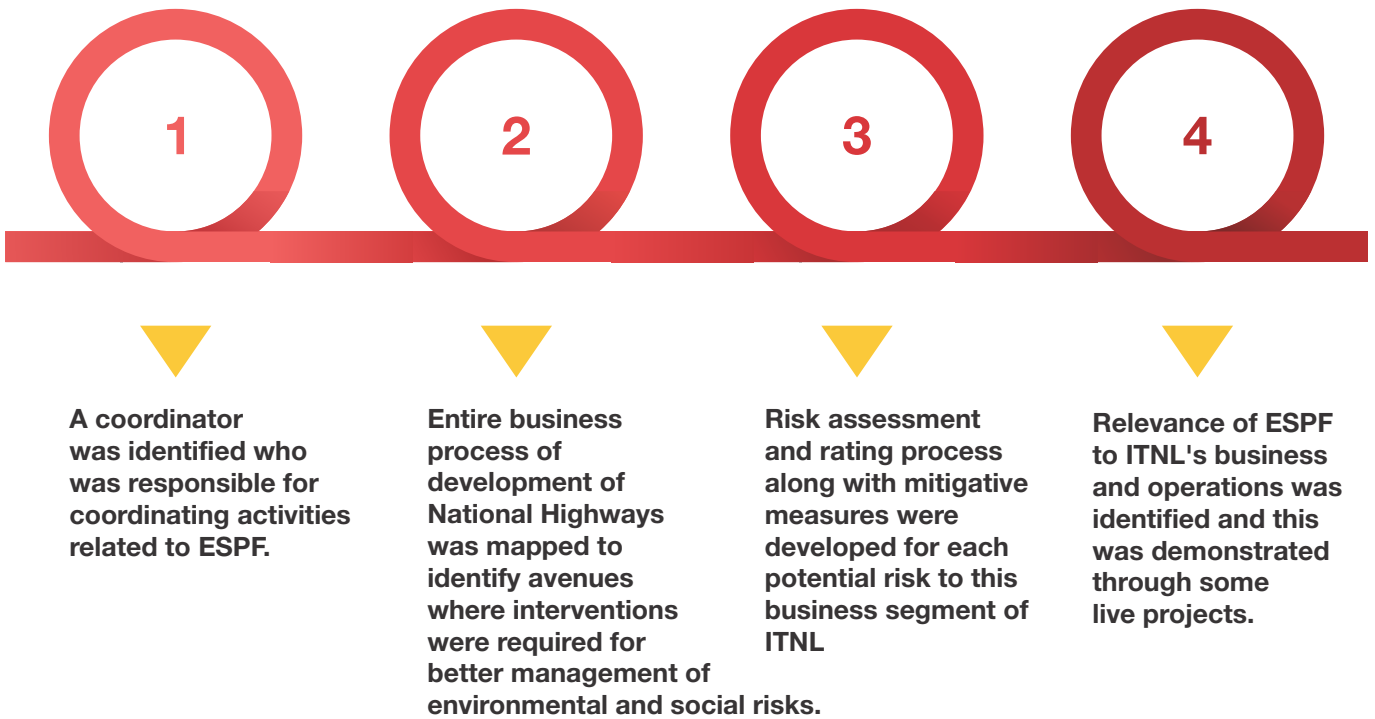
Our business processes are certified as compliant with ISO 9001:2008, ISO 14001:2007 & OHSAS 18001:2008 standards. Keeping with the spirit of continuous development, we are in the process of upgrading our Quality and Environment, Health & Safety (EHS) Management systems. This will work in sync with our existing Environmental and Social Policy Framework (ESPF) which will help identify and mitigate environmental and social risks of a project during the bidding stage itself. We conduct regular audits at various sites to ensure the implementation and compliance to the Management System and Safety standards.

Environmental and Social Risk Management

Environmental & Social Policy Framework (ESPF) is the internal voluntarily implemented framework for E&S risk management. The ESPF was approved by the board of IL&FS in 2008 and by the board of ITNL in FY 2014. This policy is based on environmental and social considerations which encompasses the aspects of critical habitats, greenhouse gas emissions, occupational health and safety, community health and safety and hazardous waste management all working together towards sustainable development. For smooth functioning, guidance and management of the ESPF a Corporate Sustainability Cell was created. This cell will be responsible for communication, management, training and monitoring of the ESPF.



The process of implementing ESPF at ITNL was as follows:

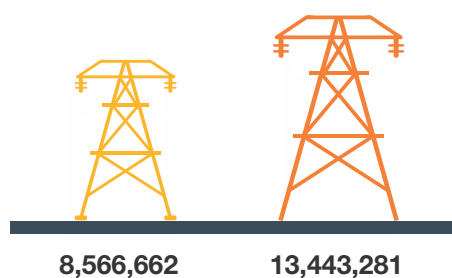


The relevance of ESPF to ITNL was due to the fact that infrastructure development is highly regulated for E&S aspects due to the nature of operations like displacement and damage to land and topography including sensitive locations like protected areas and coastal areas. Such locations are mandated under environmental laws in India.

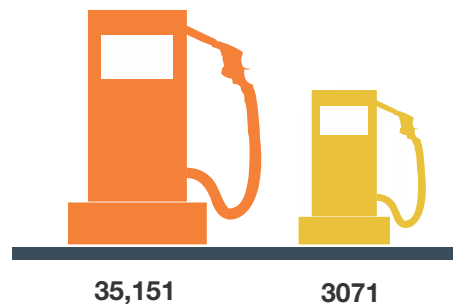
Our energy consumption

Due to the nature of our business, we consume a significant amount of electricity especially at our project sites. Along with direct purchase of electricity, we also run diesel-powered generators to provide uninterrupted supply of power so as to not affect the timelines of our project and ensure on-time delivery. Our energy consumption through various forms for the year 2015-16 was

Electricity Purchased (kWh)



Diesel Consumed (KL)



■ Implementation Phase ■ O&M Phase

G4-EN3

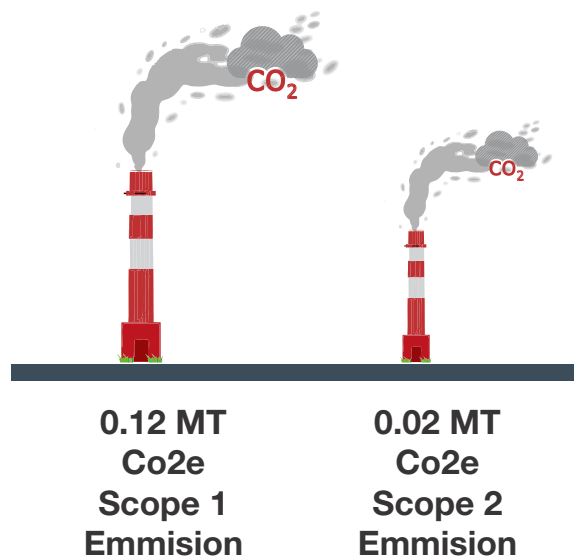
Managing our Footprint

With rising temperatures and more calls to action to combat climate change, it is the duty of everyone to be cognizant of their actions especially those that cause harm to the environment. We at ITNL recognize that by measuring our footprint, we are in a better position to gauge our performance and work towards measures to reduce the same.

Through judicious use of energy, harnessing renewable energy and by switching to energy efficient equipment, we are committed to reducing the impact of our actions on the environment and leaving a better world for the future.



*As a result of the energy consumption for our business operations across the implementation phase as well as O&M phase, the **Scope 1** emissions for the reporting year was **0.12 MT CO₂e** and **Scope 2** emissions was **0.02 MT CO₂e**.*



G4-EN15

G4-EN16

Emission Reduction

While we endeavour to reduce scope 1 & 2 emissions in our operations by sensitizing and monitoring our site operations, we significantly contribute in reduction of vehicular emission by our road users through consciously designed roads and tunnels. Contribution of tunnels in the hilly region in emission reduction is through reduced distance and traverse at uniform gradient. In case of roads we try to straighten the alignment, eliminate hair pin bends and try to provide uniform gradient. Emission reduction achieved in this manner is through the life of such road assets. For e.g. Chenani Nashri Tunnel completed in the reporting year reduced the road distance by 31 kms. Another example is Jorbhat Shillong road where we improved 432 number of curves.



Apart from our business needs, we have also taken up many projects to substantiate our commitment to the environment. One of the standout project being the Thiruvananthapuram City Road Improvement Project (TCRIP)



This TCRIP was one of the 12 PPP projects selected by the Forum of the United Nations Economic Commission for Europe (UNECE) across the world which was shortlisted from 47 projects that fulfilled the Sustainable Development Goals of the UN Agenda 2030.

This project was shortlisted for demonstrating good governance and achieving sustainable development goals and involved developing 42.06 km of city roads by strengthening surface, widening in acquired portions, correcting geometric and vertical profiles, providing proper facilities for drainage of storm water, enhancing pedestrian facilities such as footpaths, traffic islands and pedestrian refuges, improving overall safety by installing solar powered and GPS enabled traffic systems, installation of energy-saving street lighting systems, and landscaping and arboriculture.

The ₹450-crore TCRIP is the first PPP project in the country for Urban Infrastructure (city roads) development with the active participation of the State and the private sector. Thiruvananthapuram Road Development Company Ltd (TRDCL) is the Concessionaire as per PPP norms, and is the Special Purpose Vehicle for the Project under IL & FS Transportation Networks Ltd.



IL&FS, through the Special Purpose Vehicle TRDCL, delivered the project, by converting it into one that could be emulated across the world.



Sasthamangalam Junction was redesigned to retain the banyan tree in the middle.

*Some outstanding features of this project are:
Mitigation of effects of climate change and reduction in CO2 emissions*

Trivandrum is ranked 4th in the State of Kerala in terms green cover. 65% of the land area is covered by trees.

With the increasing number of high-rise buildings and emerging commercial districts, cutting down trees and reclaiming water bodies have become rampant. Highly aware and sensitive people of Trivandrum have taken up protests against any form of environmental degradation for whatever reason it may be. Cutting down even one tree for proper geometric alignment of the road is now an impossible task.

In the face of such stiff resistance, the onus was on ITNL to demonstrate the sincerity of the project team and convince the people of Trivandrum that the Government and the Concessionaire are actually in agreement with the pressing need to protect environment while addressing development. Extensive tree plantation / transplantation program at times going beyond the scope of the concession, efforts to conserve energy and well-designed public advocacy was adopted by ITNL to reach out to the public. Reduction in emissions through good roads was demonstrated with live examples.



Against a specified 1200 trees in the Detailed Project Report, TRDCL planted over 2600 trees. Combined with meticulous care, this more than compensated for cutting down 374 trees for construction of the Project.

Back of the envelop calculation shows that the project helped in sequestering over 400 tons of CO₂e per month after compensating for the felled trees. For example, by cutting down 374 trees TCRIP had released approximately 75 T of CO₂ per month (0.2T per month = one tree). But by planting 2600 trees 520 T of CO₂ has been cut per month – a net gain of approximately 445 T of CO₂ per month. This is not accounting for the afforestation that the Concessing Authority had taken up in 2007 for planting and nurturing 3000 trees through Kerala Forest Development Corporation Ltd. It also does not take into consideration the additional landscaping, grass turf and shrubbery developed in the project.



cutting down 374 trees TCRIP had released approximately 75 T of CO₂ per month (0.2T per month = one tree).



But by planting 2600 trees 520 T of CO₂ has been cut per month – a net gain of approximately 445 T of CO₂ per month

Planting 2600 Trees,
Gained a net gain of approximately
445 T of CO₂ per month 445ton

TCRIP has planted fruit bearing shrubs and bird baths to encourage birds to visit and populate the areas surrounding traffic islands so that they not only provide flowers and greenery, but also attract birds.

Less idling of vehicles and optimal speed further helps in emission reduction. A conservative estimate (from testing of entry level cars) of savings of 2% on fuel per vehicle due to improved road design also has helped cut CO₂ emissions from vehicles.

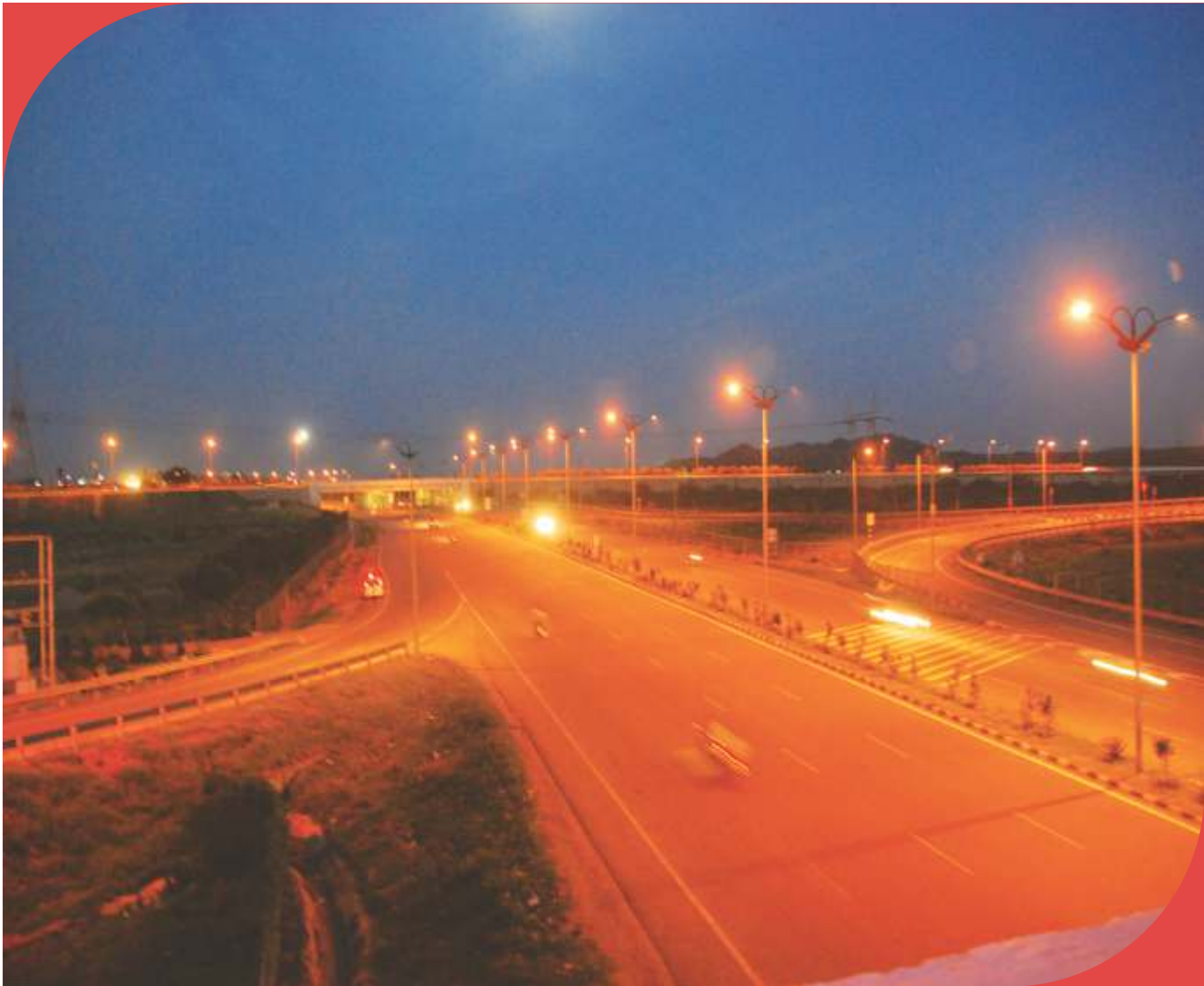
Usage of GPS enabled Solar Powered traffic signals has contributed to protecting the environment in two ways:



The system is synchronized in a corridor. This enables a vehicle with optimum speed to get green signal at all intervening junctions. This is called “Green Channel”. This reduces wait states at junctions, leading to lowering of emissions.

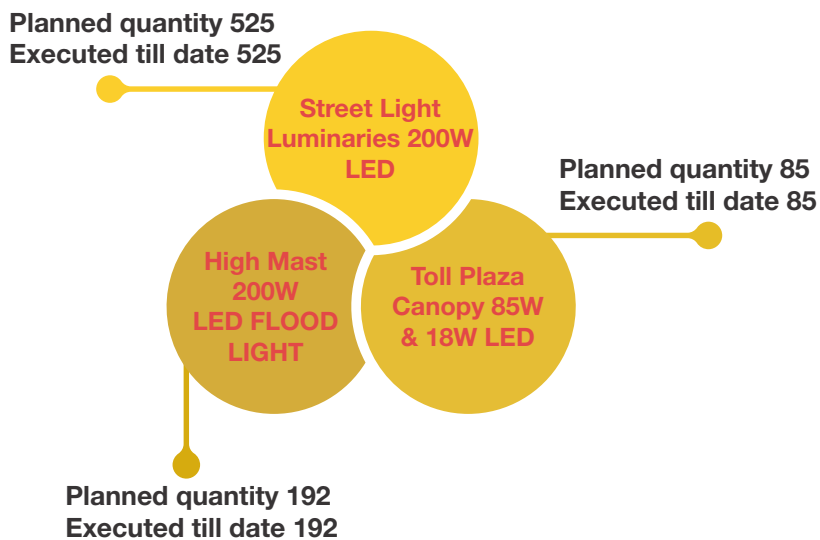
By adopting solar powered signals, a further 0.12 tons per month of CO₂ emissions are saved

Added to this the Concessionaire – TRDCL – also used 550 energy efficient street lighting systems that help save 29.7 MW of power a month as compared to the streetlights in other cities of Kerala. At 0.75 kg of CO2 per Unit of power, 75 T of CO2 a month – or approximately 900 T of CO2 in a year – is offset



LED installation

We have successfully completed the installation of new LED lights on street poles, toll plazas canopies as well as high masts, on April 15, 2016.





To measure the impact of the installations we have also carried out a lux levels measurement exercise through luminance measurement by the 9 Point method. Against an expected lux level of 25 lumens per lamp we have observed significant increase in the main facilities of DND and MVLR as well as the ramps. The lux levels recorded are:

Location	Lux level
Ramp -C, Noida	39.53
MVLR First	34.55
MVLR Second	33.65
LHS - DND	27.76
Main Yamuna Bridge	33.23
RHS - DND	29.30

Installation of Solar PV systems on Pune – Solapur Road (NH-9)

We had observed that the electricity consumption at the Toll Plaza on the Pune – Solapur highway was quite high, resulting in an electricity bill of nearly 2 Lakhs per month. With the aim of reducing our energy consumption as well as reducing costs, we had decided to install a rooftop solar PV system.



The system was designed so as to utilize the maximum available roof space. By employing multiple separate contractors for procurement as well as execution, we were able to achieve significant savings while setting up the system as well. At a cost of 18.65 Lakhs, the project was completed with 26kWp systems being setup on two buildings. The same is planned to be commissioned in June 2016.

Features of the Solar PV system

It is a grid tie system which also functions in sync with a Diesel Generator set in the possibility of a power cut. The installed capacities are:

Place	DC Capacity (kWp)	AC Capacity (kW)	Modules
DG Room	39.53	39.53	36 modules of 260 kWp with 12*kW inverter
Main Building	8.32	6.7	36 modules of 260 kWp with 9*kW inverter
Cumulative	26	21	*Inverter capacities kept higher for better performance and for future expansion as well as from nearest capacities in market

Solar Panels installed have capacity to generate 2500 to 3000 units of electricity per month.



Cost savings through this system

The SPV system output in about 281 days of operation was 27093 kWh (Units). This works out about 96 Units per day on an average and 35040 Units per year for the 21 kW (AC system) and per kW generation is 1670 Units/annum.

The average of 1670 Units per year is considered quite above average and can be improved further if there are no grid failures as well as regular cleaning of modules.

The electricity tariff chargeable by MSEDCL is at commercial rates of about 10/Unit. Additional burden of taxes, electricity duties and other charges average about 30% on the tariff levied on consumption. Thus, the per Unit cost can be estimated to be Rs.13.00

With over 35040 Units generation per annum, the cost savings is expected to be Rs.455520.00. With better cleaning of modules, the savings in electricity bill per month can be as high as Rs.40000. This indicates that the investment of Rs.18.65 lakhs is easily recoverable in about 4 years

Water Management

Water is at the core of sustainable development and is critical for socio-economic development, healthy ecosystems and for human survival itself. We are aware that due to the nature of our business we are responsible for consumption of large amounts of water. While we have systems in place to monitor and reduce our consumption, we also try and make the most of rainwater at various locations where installed.

Our water consumption for the year across our projects was 225,100,513 KL in the Implementation phase and 37,693,333 KL in the O&M phase.

Some of our key water conservation initiatives are as follows:

1. Construction planning is done to ensure that mass concreting is undertaken during monsoon months so as to save on curing water.
2. We are very particular about preventing water pollution from concrete batching plant and RMC mixers.
3. Median plantation watering is undertaken early morning. Watering in the noon time is avoided to prevent evapo-transpiration loss of water.
4. Water harvesting and aquifer recharge is one of the prime focus areas of our CSR work.
5. Supernatant of septic tank from the labour camp which is rich in organic value is provided for irrigation in nearby fields and farms

G4-EN8



Water saving initiative in Thiruvananthapuram City Road Improvement Project (TCRIP)

By advocating footpath paved with interlocking blocks, against the specification of granite tile on cement mortar, TRDCL has helped percolation of rain water which is in abundance in the region. Thus, though rainwater harvesting was not in the agenda when the project started, it has recharged the groundwater. Added with grass turf on road sides and traffic islands, TCRIP has also helped birds find its prey, kicking off a bio-diversity cycle. It has helped insects thrive, and have brought many a bird back.



Waste management

Responsible waste management and its disposal is a critical part of our sustainable development strategy. It takes a lot of valuable energy and materials to build our roads and highways and the resulting industrial waste can be difficult to manage. Different type of waste is generated in road development activity at various stages by various stakeholders. For example, office activity of ITNL and its contractors generate paper, plastic, electronic and food waste. Construction site generates excavated earth which if not used in back filling becomes waste to be managed. In addition, there is waste hardened concrete, metal scrap and used chemical drums which are among waste generated at site. At operation stage, waste generated by the road users such as plastic bottle, and food packaging become the main component of waste.



Reduce, reuse, recycle is our waste management strategy. We try to reduce quantity of excavated earth waste required to be disposed by balancing cutting and filling along the road alignment.

Thus excavated earth from cutting site is filled in the filling site of the same road alignment. In case of tunnels, at times all excavated earth and rock needs to be disposed. This disposal is undertaken strictly at sites designated by the National Highways authority (client). Authority identifies such sites during environmental impact assessment process so as to minimize impact. At times, this disposal is unavoidable, it creates its own share of challenges with the immediate environment. This is classic development dilemma. However, social and environmental benefits in terms of reduced distance, access to education, access to healthcare services and access to market for local produce that road provides, vehicular emissions reduced through the life of the road, etc. weigh far more in favour of the development. Concrete waste such as test cubes, hardened concrete etc. is used at camp sites wherever possible in internal road pavements, site preparation etc. All metal and plastic scrap, packaging drums, etc. is mandatory for the contractor to give it either back to the vendor or send to registered recycler/ scrap dealer. Electronic waste management is described in more details later in this section. Batteries where applicable are sent back to the original equipment manufacturer. Printer cartridges are essentially refilled. Food waste at sites is converted into compost and used for landscaping of camp sites. In offices located in urban area, food waste is collected by the municipal solid waste contractor

We are constantly on the lookout for newer and innovative ways to make the most of our waste material and recycle what we can where we can.

G4-EN23

We are conscious of our e-waste that is generated throughout our offices and premises. In the current business setup, we rely heavily on many digital components like computers, printers, mobiles etc. Effective usage and more importantly disposal of outdated and useless devices becomes very important. Our E-waste Policy identifies the following as potential electronic waste:

- Computers– Desktop / Laptops
- Servers
- CPU and peripheral devices like monitors, mouse, keyboard, webcam, printers, scanners etc.
- Photo Copiers
- Projectors, Plasma screens, LCD Screens
- Pocket and desk calculators
- SIM Cards
- Mobile, wireless and wire-line devices/handsets, chargers and batteries wireless and wire-line electronic equipment
- Antennae
- Air Conditioner Units / Refrigerators
- Lighting equipment
- Mobile charger stations
- Smoke detectors/ fire alarms / Access control devices
- Other products and equipment used for the collection, storage, processing, presentation or communication of information by electronic means.
- Printer cartridges
- Data cards



Our policy follows the principle of reduce, reuse and recycle for management of electronic waste and thus the waste is segregated as

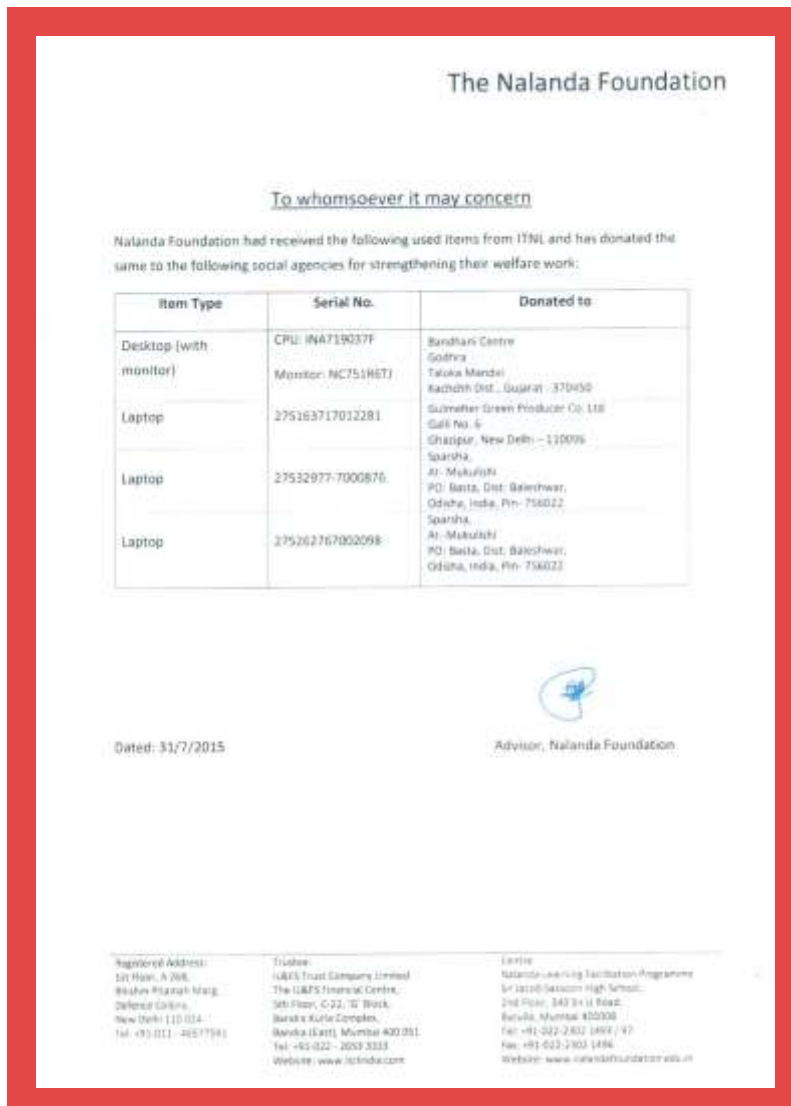
- Items that can be reused
- Items which are to be destroyed by way of proper recycling

The Administration and IT team prepare a detailed list of electronic waste items to be disposed and ensure proper donation/ disposal of all such e-waste items and ensure that it is disposed in compliance to section 6, 8 and 25 of Environment (Protection) Act 1986, the Central Government has made E- Waste (Management and Handling) Rules 2011, which is in force from 01 May 2012. The e-waste to be disposed is done through CPCB/SPCB approved vendors. We have not received any fines or non-monetary sanctions for non-compliance with environmental laws and regulations in the reporting year.

G4-EN29

The team also has a tie-up with Blackberry where for each handset that is recycled, a tree is planted.

Once a year, the collection of e-waste from all office spaces/departments/sites is carried out and moved to centralized locations at the Corporate Site/Office. A summary of all the e-waste collected is submitted to the Head Office. As on date we have disposed around 350KG of e-waste through facilities authorized by the Maharashtra Pollution Control Board and Central Pollution Control Board. Another way in which we deal with disposal of our old computers and equipment is by donating them to various foundations and schools who make use of them for educational and welfare purposes.







Social Performance

At ITNL our goal is to create a work culture that values diversity, recognizes and rewards talent, develops skills for tomorrow's challenges and fosters good health, safety and well-being. This results in more satisfied employees who are more likely to stay.

At ITNL our goal is to create a work culture that values diversity, recognizes and rewards talent, develops skills for tomorrow's challenges and fosters good health, safety and well-being. This results in more satisfied employees who are more likely to stay. It also means our employees are more empowered so that they apply their broad perspectives, backgrounds and ideas towards better solutions for our clients.

Our Company strives to build a culture that nurtures superior capabilities, high performance and future ready human resources through its abiding commitment to employee engagement that upholds individual dignity and rewards merit. We have consistently fostered a culture that rewards continuous learning and development across the organisation to meet the challenges posed by ever-changing market realities.

Our employment practices are premised on attracting and retaining talent based on merit. We are focused on Employees productivity Talent management, capability development, employee engagement and have created work environment that is benchmarked internationally for the quality of its safety and health standards.

Our people initiatives revolve around four fundamental building blocks of meritocracy, openness and transparency, collaboration and care. As we rely primarily on contract manpower for execution of our projects, we do not have any instruments for collective bargaining for employees.

Our people initiatives revolve around four fundamental building blocks of meritocracy, openness and transparency, collaboration and care

G4-11

One of the risks we face as an organization is retention of skilled manpower, namely Civil Engineers suited for our business. Finding qualified resources and retaining them over a long duration poses a challenge to us and we are constantly striving to create an atmosphere where employees are highly motivated, eager to perform and make the most of the various opportunities that ITNL has to offer them

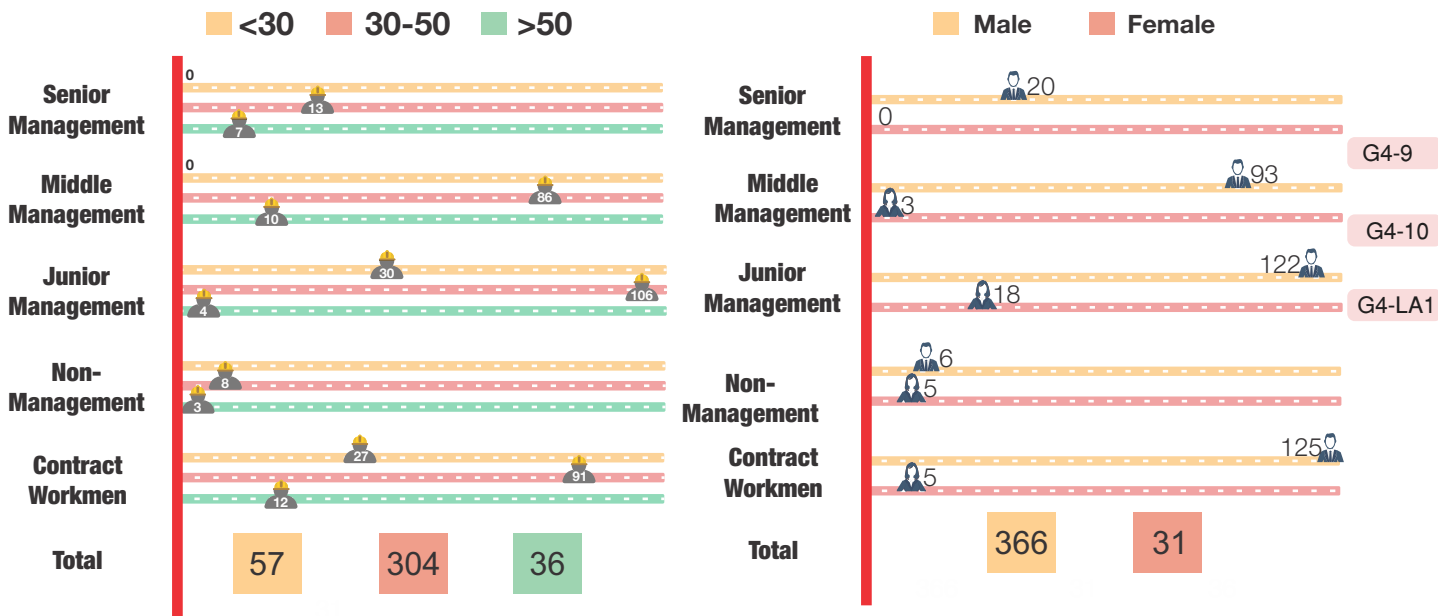


People Management

Employees are at the core of our business and we provide them with an inspiring and collaborative work environment. We take pride in being an employer of choice for many people across the country; and it is this diversity that is also represented in our workforce. We are proud of our large and diverse pool of talent and are continuously designing programmes and processes to aid in their overall development – both within the organisation as well as in their personal lives.

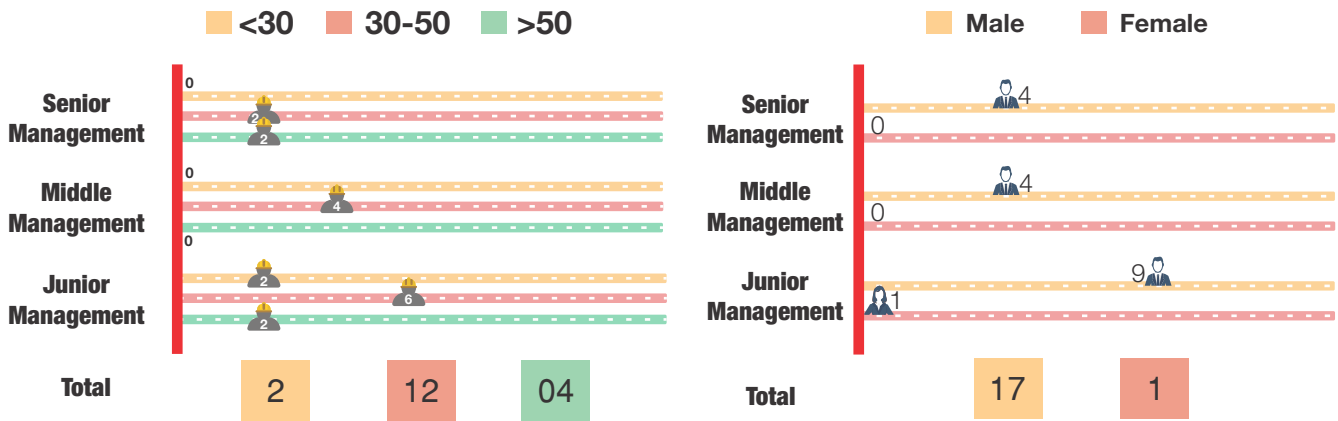
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Our workforce for the year 2015-16 was distributed as below:



Employee Category	Region Wise			
	North Zone	South Zone	West Zone	East Zone
Senior Mangement	5	2	10	3
Middle Management	15	19	46	16
Junior Management	24	10	94	12
Non-Management	1	1	9	0
Contract Workmen	21	34	42	33
Total	66	66	201	64

Our employee turnover for the year 2015-16 is as below:



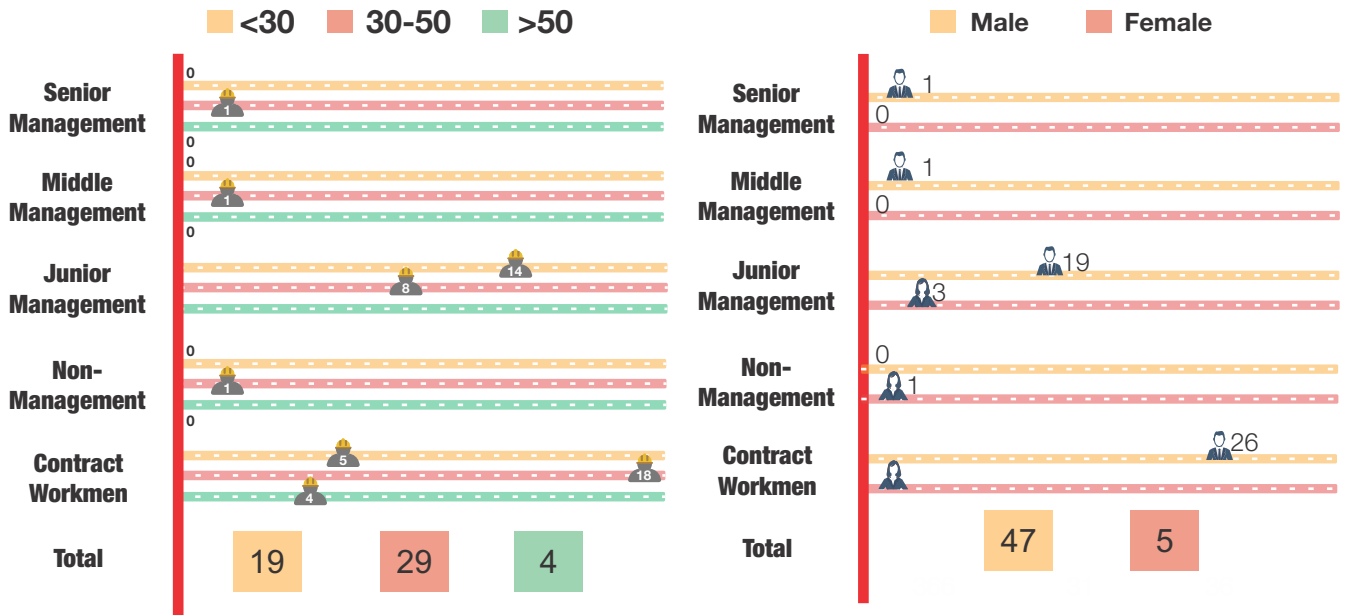
Employee Category	Region Wise			
	North Zone	South Zone	West Zone	East Zone
Senior Management	0	0	3	1
Middle Management	0	1	3	0
Junior Management	0	1	9	0
Total	0	2	15	1

Talent acquisition

Hiring the right talent is crucial to our existence and growth. Sourcing of candidates are done through various channels like placement agencies, references and campus recruitment. The initial rounds of screening is done through telephonic interviews by Human Resource (HR) team. Screened CVs are shared with the respective Head of the Departments for shortlisting and interviews are scheduled once shortlisted. Interviews can be done using various methods like telephonic, face to face, Skype and video conferences. Once the intimation is given to HR about a shortlisted candidate the offer process is initiated. After offer acceptance by candidate – background check & medical checks for fitness are done.



The new hires for the period 2015-16 are as below:



Employee Category	Region Wise			
	North Zone	South Zone	West Zone	East Zone
Senior Management	0	0	1	0
Middle Management	0	0	1	0
Junior Management	1	2	19	0
Non-Management	0	0	1	0
Contract Workmen	4	3	16	4
Total	5	5	38	4

Training and Development

Our future success as a firm depends on our ability to offer our employees opportunities for personal and professional growth. A sustainable workforce means investing in the systematic training of our staff. Both technical and soft skills are indispensable for ensuring that engineering, maintenance and business activities are properly carried out at all our locations. Along with managerial skills, occupational safety is also important for our employees to ensure they are always working in a safe manner.

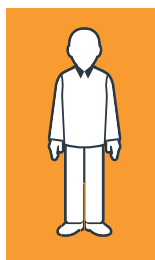
In our pursuit to attract, retain and develop the best available talent, employees are provided with opportunities for active learning and development, adopting the best-in-class processes and technology, which are viewed as the key growth drivers. Working towards the development and growth plans of the employees, 100% receive performance assessment and career development reviews throughout the year. Our work environment also encourages innovation and creativity and promotes a culture that facilitates entrepreneurial activity within the organization.

G4-LA11

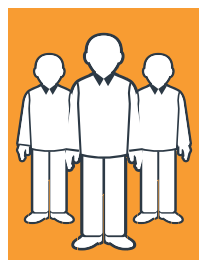
We strive to be a career-oriented company that focuses on the long-term. Through on-the-job training and specifically identified training programs, we try to assist our employees in building a career for themselves while also contributing to the long-term vision of the organisation.



We identify training needs at three levels



At the level of the employee



At the departmental/unit level



At the company level.

We provide trainings both in India and overseas and post the completion of the training we gauge the efficacy and usefulness of the program for the individual and the organization.

Apart from the trainings provided by ITNL, employees are also encouraged to pursue higher formal education of their own preference towards their professional development. ITNL supports them in their pursuit of growth that will benefit them as well as the organization.

Trainings carried out in 2015-16

Registration on International Tax conference	Conference on Road Corporates in Road Safety	Business Etiquette Work Shop	7th Annual Conference on "Tunnel Construction in India"	National Seminar on TDS	Mandatory Training Scheme for Capacity Building in Sustainability	G4-LA10
Seminar on Costing & Estimation and Indirect Tax Issues on Construction / EPC / Works Contracts	Advanced Contract Drafting	Economics & Financial Analysis of Highway & Transportation Projects	Internal Financial Controls IFC Master Class	Traffic Engineering & Road Safety Audit	Seminar on Decoding of Model GST Law	
Design, Construction and Maintenance of Flexible Pavements	Seminar on Costing & Estimation and Indirect Tax Issues on Construction / EPC / Works Contracts	Program on Developing Proposals on Climate Change Adaptation and Mitigation to access Climate Funds	GST For Infrastructure Projects	FICCI Infrastructure Delegation to US and Canada	An Executive Development Programme on Tunnel Engineering	G4-LA9

We make it a point to provide training at our operational sites on a frequent basis to create awareness about new technologies and best safety practices among our staff, contractors and workers.

Hours of training provided	Employee Category	Units	FY 2015-16	
			Male	Female
	Management	Training Hours	80	-
	Non-management	Training Hours	800	80

For the year 2015-16, the hours of training provided at our locations were

Project phase	Man-hours
Implementation	18,335
O&M	25,335

Rewards & Recognition

At ITNL we believe that employee recognition is a communication tool that reinforces and rewards the most important outcomes employees create for our business. A recognition system that is simple, immediate, and reinforcing not only boosts the moral of the employee, but also pushes him to achieve greater success while also serving as motivation for the other employees. Motivated and driven employees are the most important asset of any organization and recognizing this we have a strong reward and recognition system in place.

To ensure regular performance and career development we:

- Set individual KRAs & targets in advance
- Carry out yearly review of KRA v/s targets through appraisal system
- Decide Increments, Promotions and PRPs (Performance Related Pay) based on individual performances

Extra ordinary performances are rewarded with additional PRP.

Employee engagement

Having the best talent ensures that we maintain our competitive advantage and offer the best possible level of service to our clients. Employee engagement is the commitment the employee has to the organization and its goals. This commitment means engaged employees actually care about their work and their company. They don't work just for a salary, or just for the next promotion, but work on behalf of ITNL's goals.



Engaged employees lead to

Higher service, quality, and productivity, which leads to customer satisfaction

Higher customer satisfaction, which leads to repeat business

Increased sales (repeat business and referrals), which leads to increased revenue and profitability

Higher levels of profit, which leads to improved overall sustainability of business

Some of the activities that were carried out were:

Yes Bank activities for employees

Medical health check-up activities conducted by Yes Bank

Birthday celebrations

Annual Health Check-up conducted by the Company

Knowledge sharing activities at sites

G4-LA2

Human Rights

For any business, understanding the human rights exposure and addressing potential human rights violations is an important responsibility. By being proactive and moving beyond compliance we will be able to reduce risks and secure our long-term profitability goals. Protection of human rights is not just limited to the walls of our organization but extends to our suppliers and contractors as well. We have strong vigilance mechanisms and effective complaint handling systems in place thus placing us in a better position to avoid non-compliance incidents and also provide resolutions when they occur.

Health and safety

Management Approach

Safety of our staff as well as our road users is very important to us. Our focus is to minimize the risk of accidents and injuries to our customers, and the risk of occupational hazard to our employees, by means of effective preventative measures and adequate training. Our vision is to provide a safe and healthy workplace and to promote an effective and continuously improving health and safety culture. In our Environment, Health and Safety manual we have outlined the various aspects and systems in place to safeguard the health of all the persons we work and interact with, including those who travel on the roads we build so they can return home to their families safely. We have certifications for QMS and Environmental, Health and Safety Management System (EHSMS- ISO 14001:2004 and OHSAS 18001:2007).

Our vision is to provide a safe and healthy workplace and to promote an effective and continuously improving health and safety culture.



Occupational Safety

Management Approach

- We conduct EHS audits on a regular basis at the project sites to ensure implementation and adherence to the Management System and Safety standards. The EHS Committee of the Board reviews the findings of the audits and advise on improving safety aspects and mitigation measures on a quarterly basis to help achieve our EHS objectives.
- Our employees underwent safety training by an independent safety auditor
- We celebrated National Safety Week from Jan 10th to Jan 16th where we distributed safety pamphlets, carried out safety awareness drives in schools and took part in a road safety walkathon
- Tool Box Talks are a useful tool employed at our locations wherein a topic related to occupational safety or best-practice is discussed at the beginning of the day before work begins, in order to keep safety fresh in the mind. The total hours of tool box talks given in 2015-16 are

Project phase	Man-hours
Implementation	43,942
O&M	86,530

- Safety at our locations is of utmost importance and a testament to all our trainings and initiatives is the number of injury-free or safe man-hours we have achieved for the year.

Project phase	Man-hours
Implementation	35,312,628
O&M	15,788,357

- In spite some of our best efforts, we have encountered lost-time due to injuries and we take each opportunity to review our systems and after thorough analysis of the root cause we work to avoid repeat of the same instance of incident or injury.

Project phase	Man-hours
Implementation	444
O&M	43

G4-LA6

The EHS committee set up at each site is responsible for driving the safety and establishing a means of communication on safety related matters for the organization and its employees. The committee reviews and analyses reports and data pertaining to EHS, safety performance indicators, injury and illness cases, occurrence reports, corrective actions, lessons learned, self-assessment results, and any other information that may have an impact on the health and safety of personnel in the offices and at operational sites. They also formulate conclusions and follow-up actions for the purpose of improving the state of environment, safety, and health within the organization. EHS committee meetings conducted at head office and sites of implementation (construction stage) as well as O&M (operation stage) are as follows:

EHS Committee Meeting FY 2015- 16						
Sr. No	Sites	Q1	Q2	Q3	Q4	Total
1	BAEL	3	3	3	3	12
2	JSEL	3	3	3	3	12
3	BKEL	3	3	3	3	12
4	Corporate (Board Meeting)	1	1	1	1	4

Road User's Safety

Our commitment to safety led us to engage experts to undertake studies to ascertain the cause of accidents on the project roads based on behavioural characteristics of road users and to suggest remedial measures. The interventions suggested by them were implemented on select road stretches which have helped in reducing the number of fatalities

We have also taken efforts to improve the country's road safety scenario. There are four aspects that characterize road safety, they are engineering, enforcement, education and emergency care, which are also known as four E's of road safety. The engineering related aspects are being taken care of right from the design stage of the highways itself. The enforcement aspect is vested with the respective States/Union Territories. Road safety is taken care of by the Ministry of Road Transport and Highways (MORTH) through print and electronic media campaigns, coupled with efforts made by various states.



Promoting road-safety through local communities

As a part of our road safety initiative, in 2015-16 IL&FS Transportation Networks Limited piloted a road safety programme in Baleswar Kharagpur Expressway (BKEL) Catchment. 20 Local youths from Odisha section and 14 youths from West Bengal section were identified as Emergency First Responders (EFRs). These EFRs who serve the road accident victims voluntarily, were selected after a rigorous exercise of identifying 300 persons and finally selecting narrowing it down to 34. A course was especially designed for these EFRs to enhance their skills and knowledge to provide emergency help to the accident victims until the arrival of medical help.



The training was organized by St. John Ambulance, Bhubaneswar. All the EFRs were provided a forty hours classroom coaching as well as hands on practice for handling road accident cases. Following topics were covered in the training programme:

Causality management	CPR, head & spine injury
Basics of first aid	Disorder of circulation
Dressing and bandages	Bone fracture and dislocation
Wounds and bleeding	Burns
	Rescue techniques

Apart from above 34 EFRs, 14 members from Highway Ambulance team and patrolling team were also trained on Emergency First Response. These EFRs were selected from every 6 Kms of the road so that an EFR can reach a victim within 10 minutes of reporting. Information boards of EFRs were also placed at every 2 kms of the expressway with the numbers of the EFRs. From October 2015 - March 2016, the EFRs had responded to 82 accident cases and managed to save life of 8 grievously injured persons, while 27 victims were provided first aid. Looking at the success of this programme, ITNL is planning to roll out this initiatives in two other catchments in the FY 2016-17.



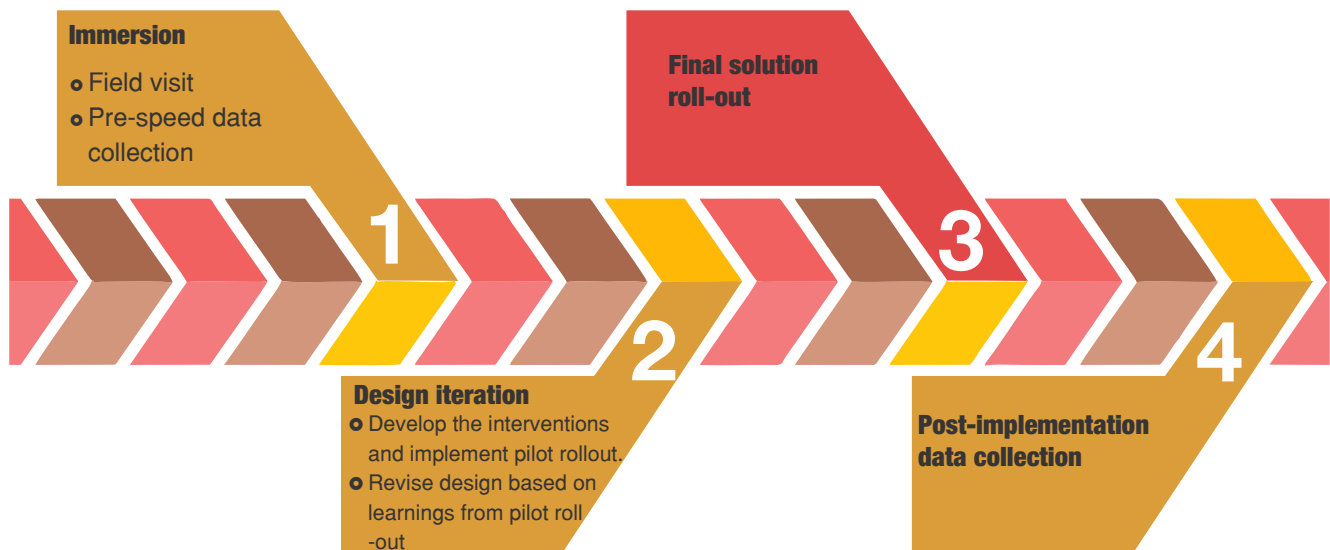
Behavioral approach to road safety

Our commitment to safety also extends to our customers who are the users of our roads. We aim to provide them a safe and secure means of transport to ensure they all reach their destinations in the safest manner. To address this concern, we have incorporated a behavioral approach to road safety through our Final Mile project.

Final Mile is a behavioral sciences approach to improving road safety by drawing from a number of different fields and theories, primarily those of psychology, social neuroscience and cognitive science. Behavioral science uses research and the scientific method to determine and understand human behavior.

Final Mile addresses behavioral challenges in road safety, by designing interventions that influence behavior by applying latest knowledge from behavioral sciences.

The process we follow in designing our interventions is



We have noticed that some of the challenges faced on roads are

- Familiar and monotonous conditions/roads – Frequent usage of the same road which leads to casual approach to safety
- Conflicting goals – Where roads are designed for high speeds yet signage indicates low speed limit
- Poor feedback from the road – No distinction between good and bad driving
- Poor social norms – Very casual approach towards following speed limits, drunk driving behavior, wrong-side driving.
- Cognitive limitations – Poor judgment of speeds



Recession in width and spacing non-consciously gives a sense of over-speeding and breaks monotony of driver

Human images trigger mirror neurons which enable us to empathize. As a result, it increases perception of risk while approaching the event.



Synaptic connections become stronger with repetition and aids anticipation of the upcoming event.

Anticipating negative consequence heightens the sense of risk



While inclined lines direct movement, their sharp contours heighten attention and sense of threat



Avoid drivers from over exertion during a long drive, and also draws attention to the co-passenger so as to keep a check on drivers' fatigue



As a result of our interventions we have achieved the following reductions in accidents:

APEL Accident Data
 Pre: May 2013-April 2014
 Post: May 2014-April 2015

	Pre	Post	
Fatal Accidents	41	18	56.09% - Reduction
Total individuals involved	530	301	43.21% - Reduction

HK1 Accident Data
 Pre: Nov 2013-Oct 2014
 Post: Nov 2014-Oct 2015

	Pre	Post	
Fatal Accidents	67	36	46.20% - Reduction
Total individuals involved	276	221	19.92% - Reduction

HK2 accident data
 Pre: Nov 2013-Oct 2014
 Post: Nov 2014-Oct 2015

	Pre	Post	
Fatal Accidents	31	9	70.90% - Reduction
Total individuals involved	113	104	7.96% - Reduction

Corporate Social Responsibility

Management Approach

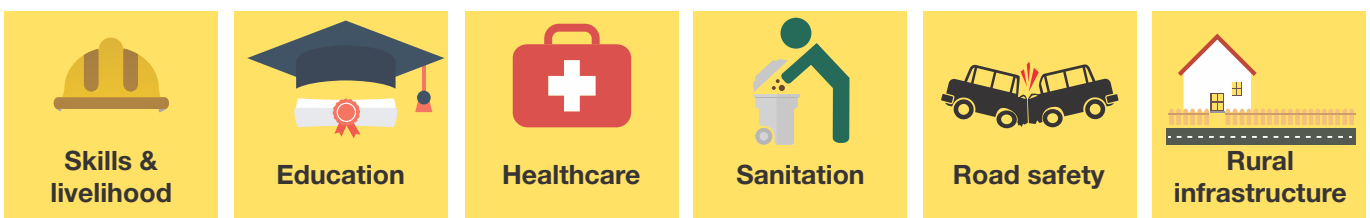
A strategic approach to CSR is increasingly important to any company's competitiveness. Because CSR has the possibility to influence economic, environmental and social factors in a variety of ways, there is no single approach that can be applicable to all. An effective CSR strategy considers alignment with the business strategy, shared value, and impact.



The benefits of an effective CSR approach to an organization can include:

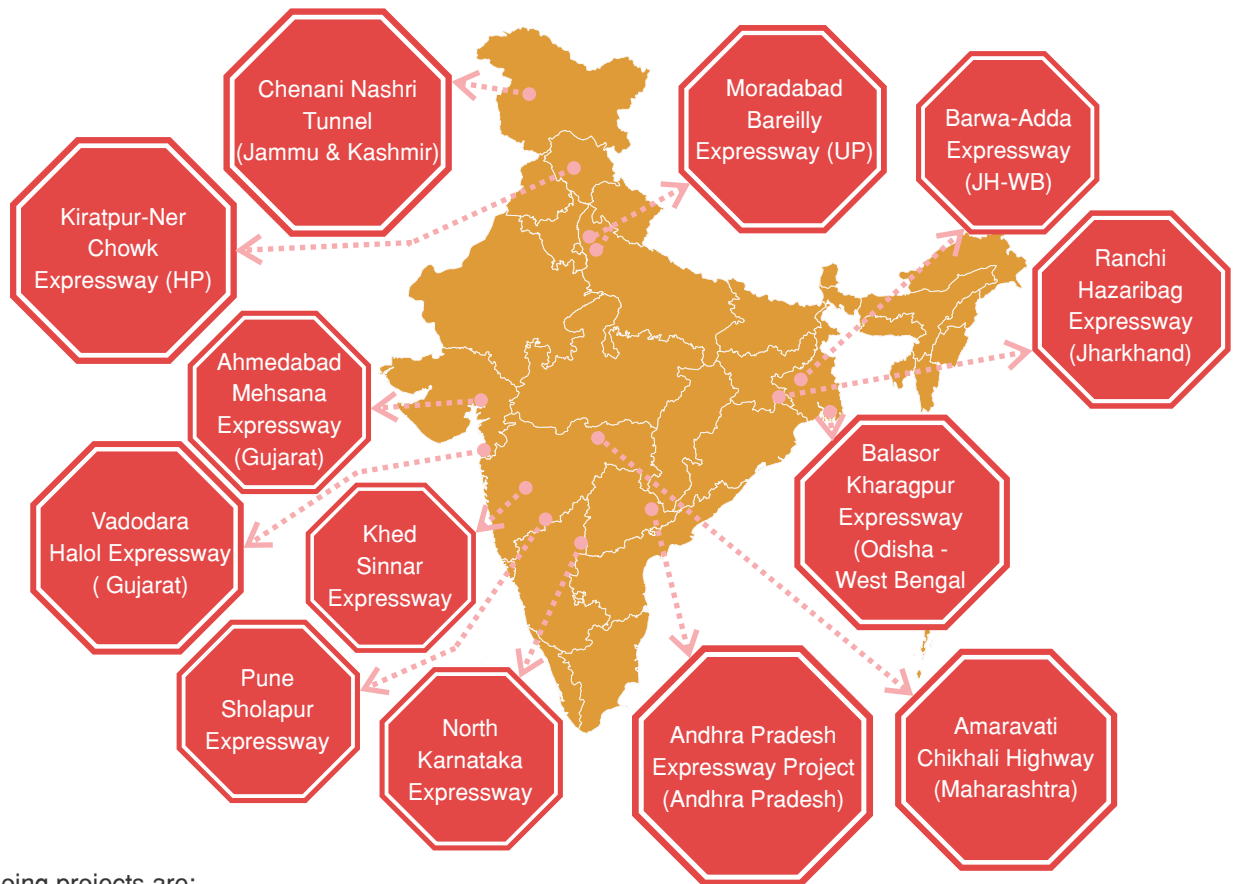


At ITNL, we believe we have the ability to bring about meaningful change among the communities and society on the whole. For the year 2015-16 we have focused on the following areas for creating an impact wherever we carry out our activities:



G4-SO1

We have spent a total of 7.31 Cr towards our various initiatives in the reporting period. Our CSR project reach:



Our ongoing projects are:

	PROJECT	CATCHMENT
1	Skilling for employment	All
Livelihood		
1	Fishery Programme in submergence and flood affected areas	BKEL
2	Goat Rearing through women SHGs	KSEL
3	Provision of primary healthcare services (MMU)	KNCEL
4	Enhancing public health through MMU	HREL
5	Primary Health support through Mobile Medical Unit	CNTL
Education		
1	Enhancing education through Digital Duniya Bus	MBEL
2	Improving life skills in schools through Magic Bus	KNCEL
3	Enhancing education through Funtoosh & ERP	BKEL
4	Road Safety Programme	BKEL
5	Enhancing education through Digital Duniya Bus	HREL
6	Digital Duniya	PSRDCL
7	Enhancing education through Digital Duniya Bus	KSEL

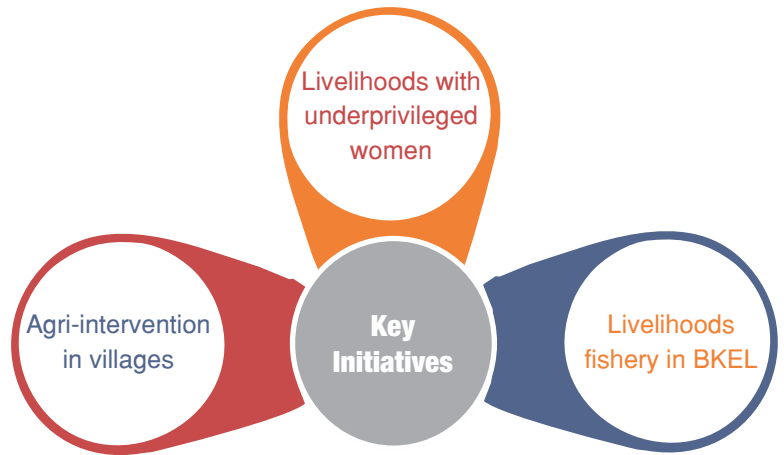
G4-SO2

Skills and Livelihood

Imparting skills and livelihood training is essential in building the capabilities of a community. By empowering them with the technical skills and capacity to carry out basic jobs, they are able to generate income and support themselves and their families. We have undertaken many skill-based trainings in the last year across our operations. We have targeted the communities in the catchment area of road projects for implementation of the same.

The target we have set for 2015-16 is

Region	Enrolled	Trained	Placed
MBEL	99	99	37
BKEL	545	509	488
HREL	5	5	4
KNCEL	7	7	0
Total	656	620	529



Some of the key initiatives we have taken for skill development are:

1. Livelihoods with underprivileged women

We have worked with around 200 women from the weaker sections of society in a drought-affected location KSEL. These women who are single, widowed or divorcees have no support system and it is important to help them with a means of supporting themselves financially to lead better lives.

We have identified goat-rearing as one such activity which was able to benefit from improvement in the existing ways carried out by the women. Prior to our intervention, it was being done in an unscientific manner. On a pilot basis, we have started by identifying 210 women from marginalized sections coming from 5 villages and look to expand this to 500 women by FY 2018.

These women were provided expertise in rearing, veterinary services, and animal insurance. For successful implementation of the project we had carried out Environmental Impact Assessment and arrived at the suggestions on alternate fodder, breeding etc., considering the ecological conditions of the locality. To counter the problem of water-scarcity, in-house hydroponic fodder production pilot projects are being done.



Our targets for this program were:

Increase the income from 9500/annum to 20000/annum in FY 17

Reduce the mortality of goats to 5% from the current situation of 20%

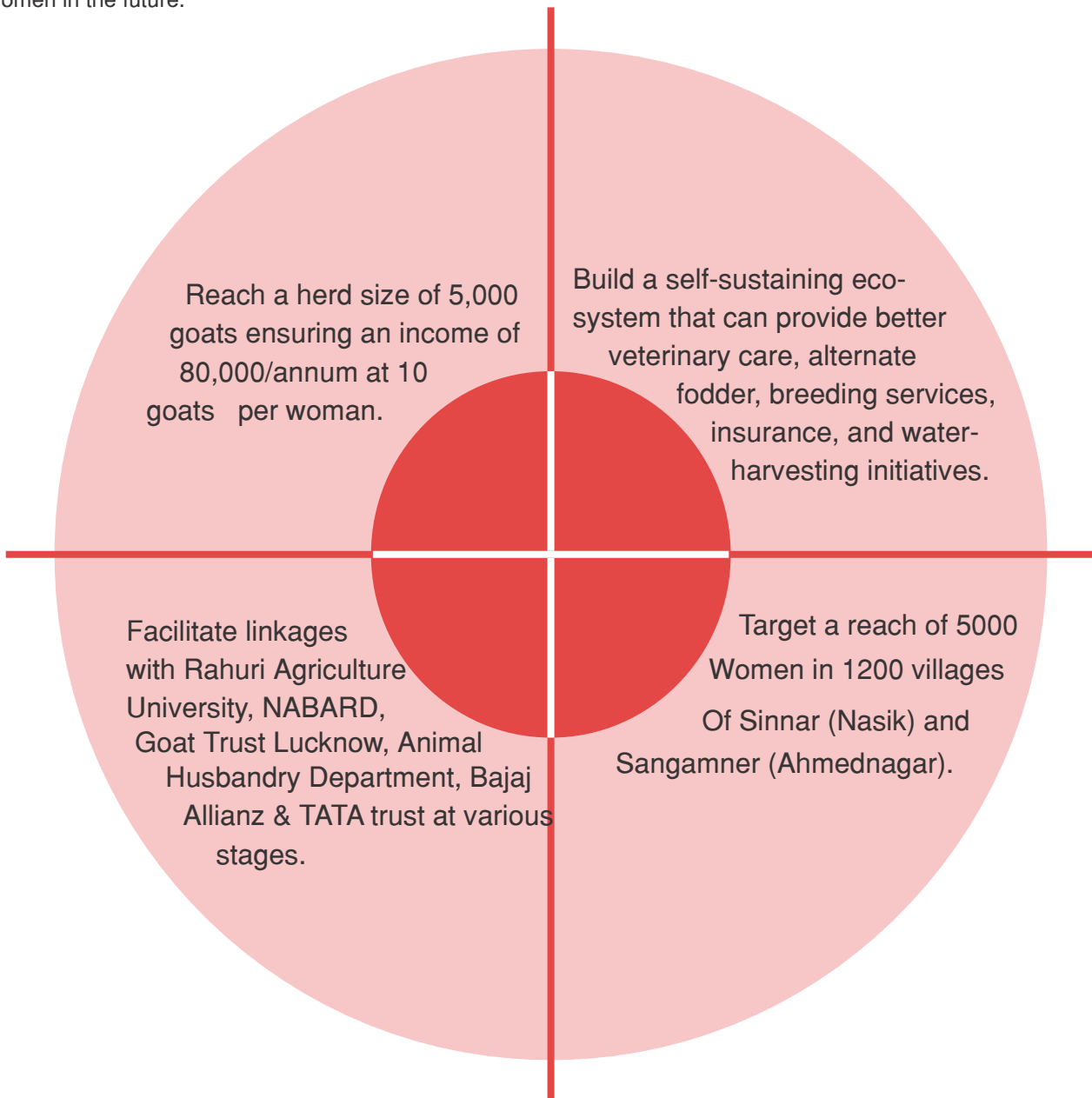
Provide training to 10 women to make them livestock nurses and help the others

Mobilize 3 million from banks and NABARD for effective implementation of this project

Our progress for 2015-16

Year	Number of JLG	Number of women	No of goats	Net income from goatery/ Person
2015-16	42	210	446	9,500

Content with the success of this project we look to expand it and take it to greater heights to benefit a greater number of women in the future.



2. Livelihoods fishery in BKEL

The paddy farmers of Basta, Jaleswar and Balasore Sadar blocks in Orissa have suffered many times due to the submergence of fields under water during the heavy rains. This led to heavy losses of product and have troubled them financially. In September 2014, we have started a fishery development program for such farmers, coming from 18 villages, covering 6.8 acres of waste and marginal lands and 60.2 acres of unmanaged and undermanaged ponds. The farmers were supported with training, capital support and input support for fish rearing activity.



Highlights of this project:

- So far the total earnings from this activity have touched 1 Crore (until May 2016)
- Covered 150 farmers in 18 villages, 98 existing ponds and 19 Ghers, covering around 68 acres (of which about 10% was wasteland) being used
- As an alternate source of income, intensive vegetable cultivation is carried out on the bunds
- Average revenue generated was 1.5 lakhs an acre as against 26,000 in the previous year and 35,000/ acre (Rabbi + Kharif) for similar area of paddy.

3. Agri-intervention in villages

We have designed programs for 78 farmers of Faridpur and 71 farmers of Tehtajpur which impart training on marigold cultivation, medicinal plants cultivation, bee-keeping and mushroom cultivation. We have also conducted exposure visits to Central Institute for Subtropical Horticulture (CISH) Lucknow, Biotech Park and National Sugarcane Institute. Vermi-composting training was carried out as well. So far, 35 farmers have adopted the learnings and are reaping the benefits of these trainings by changing their cropping pattern.

In Mauda, we have formed 57 Joint Liability Groups with 285 farmers. We have successfully carried out the Farmer producer Company registration and completed the documentation process along with collections of 5000 from all Directors towards completion of registration process. An exposure visit to the Ludhiana Agriculture University was organized and 27 farmers have participated in this.



Activities in J&K Villages

- A technical survey has been started to develop DPR for increasing Irrigation potential in the area
- Farmer group did aggregated procurement of quality vegetable seeds and other inputs
- Sheep rearing activity being adopted by 3 deprived women have started providing result as 9 lambs have come which has created value of about 45,000/- to these 3 women

Sanitation

With a vision to align our activities with Swachh Bharat Mission, we have taken many initiatives in the field of sanitation. The initiatives taken included construction/repairing of toilets and creating water facilities in various schools and households

Jambudiyapura – A model sanitation initiative

Jambudiyapura, a tribal village with 50 households, was identified by GRICL in 2016. At the time, most households defecated in the open and grey water stagnated in the village. After our intervention, we have achieved installation of a toilet, bathroom and mori in every household which in turn connects to a decentralized sewage system. This sewage system was commissioned in April, 2016 and has now transformed Jambudiyapura into a unique village. The positive effects of this project are seen far and wide with the facilities being used with great enthusiasm by the community members. The moris are being used by households which will result in a reduction of grey water stagnation in the village. The vision for the village is that it graduates to a community-managed, community-owned Clean Village wherein both sanitation and solid waste management systems are set up and run by the community



To further strengthen this project and promote cleanliness and a spirit of sanitation, the households were also provided with sanitation start-up kits that consisted of basic household amenities like toothpaste, hand soaps, disinfectants, along with training on how to use the same so as to keep their toilets and bathrooms clean.

What also ensured successful implementation of the project was the active participation and enthusiasm shown by the community members. Each household also contributed 5000 towards the project which shows their eagerness to participate

70% households have paid property tax some doing so after 10 years and submitted their documents for processing of Swachh Bharat Mission subsidy. The subsidy as well as the individual contributions will be saved in a separate bank account and go towards maintenance of the facility

A village level Water and Sanitation Committee has also been created from volunteer members. The women have been seen to play a more active role with the committee comprising of 5 women and 2 men.

Training Activities such as kitchen garden and food processing conducted with the women have resulted in an increased sense of cohesiveness and community participation in the village

Clean Village Project

Our Clean Village Project follows the following path:



The steps in this project are

Strengthening of Water and Sanitation Committee

- Training on how to conduct meetings, pass resolutions and undertake audit activities

Hygiene Seeking Awareness Programme

- Target hygiene seeking behavior and maintenance of individual household toilets

Community Strengthening

- Programmes targeted at women including entrepreneurship development, kitchen gardening

Branding and Communication Activity

- Making of Film, Creative Branding of Project

Integration with Neighboring Companies

- Catalyzing resources from other companies in the area to build on project successes

Impact Assessment

- At the end of one year, external impact assessment to be conducted to study change on ground

Road safety

As a builder of roads and highways, we have taken many initiatives to improve the road safety scenario in the country in whatever capacity possible.

In BKEL we have implemented the road safety program whose key highlights were:

- No case of misbehavior with Ambulance team was recorded since inception of the program
- We have noticed reduced incidents of theft/damage to road signage
- Every 6 kms of the stretch of the road has two emergency first responder vehicles round the clock for providing emergency assistance in case of any road accident
- In last five months (Oct 2015 through March 2016) 82 cases were handled by Emergency First Responders across the stretch in BKEL
- Based on the success of this program, the same is scheduled to be implemented in AMRP, MBEL, KSEL.
- Our commitment to safety led us to engage experts to undertake studies to ascertain the cause of accidents on the project roads based on behavioural characteristics of road users and to suggest remedial measures. The interventions suggested by them were implemented on select road stretches which have helped in reducing the number of fatalities
- We have also taken efforts to improve the country's road safety scenario. There are four aspects that characterize road safety, they are engineering, enforcement, education and emergency care, which are also known as four E's of road safety. The engineering related aspects are being taken care of right from the design stage of the highways itself. The enforcement aspect is vested with the respective States/Union Territories. Road safety is taken care of by the Ministry of Road Transport and Highways (MORTH) through print and electronic media campaigns, coupled with efforts made by various states.

Community Welfare



In order to do well in the areas of workplace, marketplace and environment, companies must adopt an external outlook and understand the social and environmental issues most relevance to their business. Community engagement thus becomes an important pillar of sustainability. It is vital that companies understand the critical issues that are faced by the communities and proceed to assist them in the same.

Our initiatives for community engagement are spread over many areas.

Activity	Participation
Training and Awareness on Road Safety in Villages	2400 Adults, 3000 Students
Formation of Road Safety Committees	32 villages
100% helmet villages	4 Villages
Emphasized Training of First Responders	34
Training of Drivers	152 Drivers

In KNCEL we have covered 22 locations in villages of Bilaspur & Ropar district which has benefited 10,600, 67% of whom are women & children. Over 200 diagnostic tests, 16 referrals of TB suspected cases, and 800 OPD consultations per week are the result of implementation of this program.

Our achievements are

- Our health initiatives along the highways include providing a Mobile Medical Unit in HREL catchment which extends to 16 villages and provides consultation to around 650 patients per week.
- In the CNTL catchment extending to 16 villages we have 3 Mobile Medical Units which provide 80 average consultations per week.
- In KNCEL we have covered 22 locations in villages of Bilaspur & Ropar district which has benefited 10,600, 67% of whom are women & children. Over 200 diagnostic tests, 16 referrals of TB suspected cases, and 800 OPD consultations per week are the result of implementation of this program.

Cataract Surgery
 Eye camp in KNCEL
 The periodic eye-camps were scheduled to address eye-related concerns of the patients and provide surgeries when needed. Over 35% of the surgeries carried out were supported by ITNL. Details of the camps carried out:



Camp	Date	OPD	Surgeries
1	02-May-15	378	42
2	17-Oct-15	378	68
3	06-Mar-16	512	113



Digital Duniya
 Carried out in MBEL, KSEL, PSRDL, and HREL we have covered 41 schools in 4 catchments where students are trained in computer literacy. Over 4500 students have enrolled and this is also carried out on Pune-Solapur highway where youth are trained.

Funtoosh Toy Bus
 In BKEL, Odisha, 1200 students from 8 schools are given opportunities where they can benefit from a better learning environment

Product Responsibility

Management Approach

G4-PR1

Our roads serve as a lifeline to the nation by helping people travel huge distances. Part of our responsibility in providing such a service is also in ensuring that the road-users are given the best experience with respect to safety, technology, and comfort. We are proud of our surveillance & monitoring capabilities where we employ highly qualified and experienced team of engineers having expertise in road building in all terrains, culverts and bridges, tunnels, aqua ducts and viaducts. By attracting and employing the smartest minds we are able to utilize their expertise to contribute towards operational excellence, both in terms of efficiency and road safety.

Along with our physical infrastructure, we also make use of sophisticated machinery & equipment for roads and tunnels and also employ the latest technology to monitor aspects like road inspection and maintenance, accident management, traffic updates and provide information to project teams for analysis. This helps us in improving upon our existing assets to be able to build better roads and highways in the future. Our compliance management application called RSA Archer provides us data related to compliance and ensures our adherence to Standard Operating Procedures.



We are renowned the world over thanks to our operational excellence which results in our ability to overcome executional challenges to meet strict deadlines.

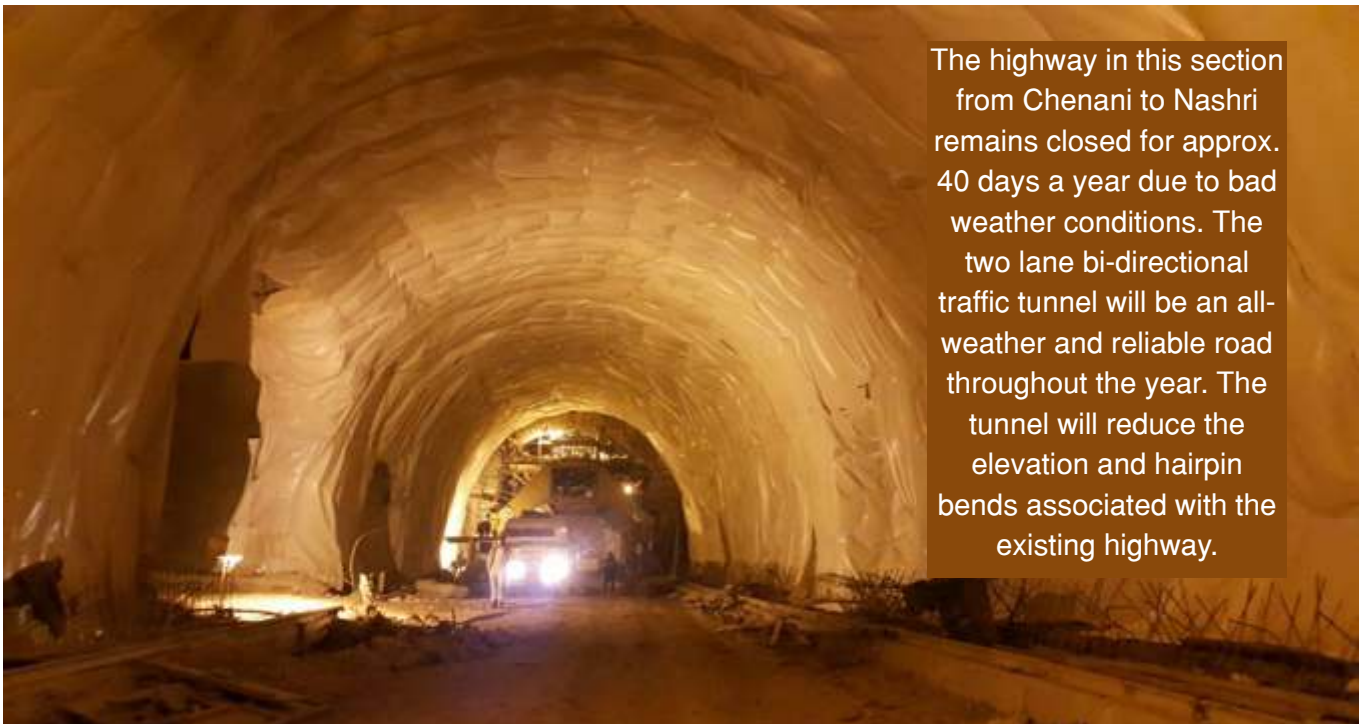
By attracting and employing the smartest minds we are able to utilize their expertise to contribute towards operational excellence, both in terms of efficiency and road safety.

We are renowned the world over thanks to our operational excellence which results in our ability to overcome executional challenges to meet strict deadlines. Due to the name we have built over the years, we are in a position to bid for major projects which we execute thanks to our impressive in-house expertise, our technological prowess and our adherence to safety.

We are cognizant of the role we have to play in the safety of our end-users. Hence, we make the most of the technology, resources and information available to use to be able to improve upon our existing infrastructure as well as develop new and more advanced infrastructure for road-users. Some of the improvements or special features we have incorporated are explained in the case below.

Chenani-Nashri Tunnel Project

The Chenani Nashri Tunnel Project, a part of the ambitious 286-km-long four-laning of the Jammu-Srinagar National Highway, will reduce the distance between the two capital cities by 31 kms and is also Southeast Asia's Longest road tunnel. The Tunnel, being built at the foot of the Himalayan Mountains, will connect the districts of Udhampur and Ramban on the Jammu Srinagar National Highway. The tunnel will act as an alternative to the existing NH1A section, which faces geometries and safety concerns, as it passes through steep mountain terrains of Kud, Patnitop and Batote.



The highway in this section from Chenani to Nashri remains closed for approx. 40 days a year due to bad weather conditions. The two lane bi-directional traffic tunnel will be an all-weather and reliable road throughout the year. The tunnel will reduce the elevation and hairpin bends associated with the existing highway.

The overall project involves design and construction of 9kms long main tunnel (2 lanes) with a parallel escape tunnel (9km), two minor bridges on the South and North sides and 4-lane approach roads with Toll Plazas on both ends of the tunnel. The two tubes (main tunnel and escape tunnel) are internally connected through 29 "cross-passages" provided at an interval of 300 m. The tunnels are located at an elevation of 1200m with an overburden of up to 1Km and have been constructed using the New Austrian Tunneling method.



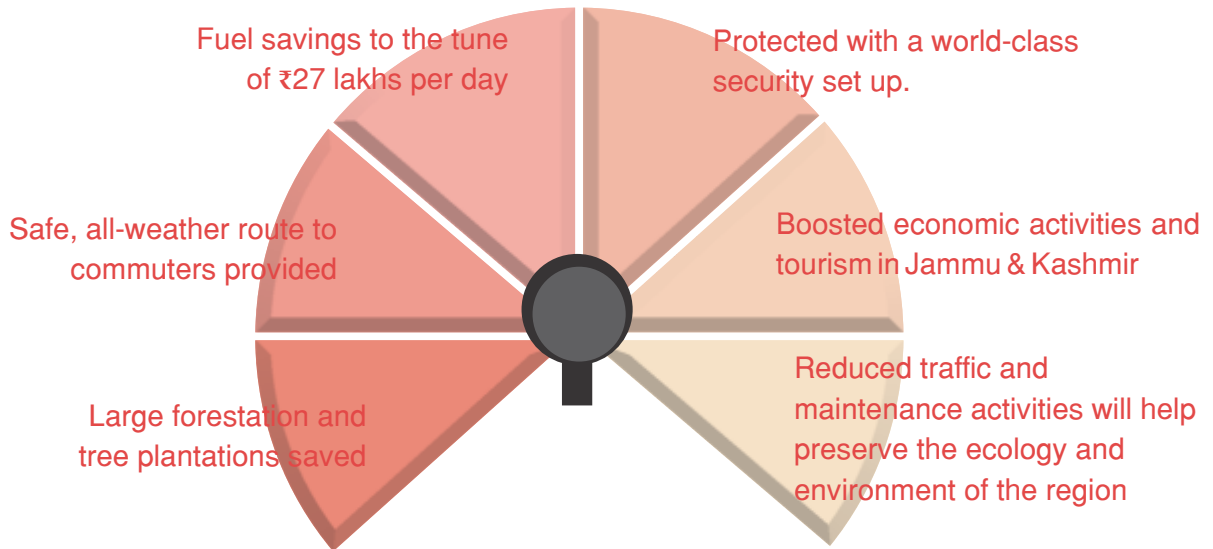
The project was awarded to ITNL by the National Highways Authority of India (NHAI) in June 2010, where after, the construction was undertaken through an overseas company. However, midway, ITNL had to undertake the construction works and lead the project execution through its own managerial and technical acumen.

ITNL achieved a historic and significant milestone by breaking through the last wall between Chenani (South End) and Nashri (North End) on July 13, 2015. The Honorable Union Minister for Road Transport & Highways and Shipping, Government of India was present on the occasion to witness this historic breakthrough.

Uniqueness

- The ITCS with state of the art operation and control software platform at Chenani Nashri Tunnel will integrate all tunnel operation, safety and electromechanical systems.
- The ITCS software platform will be a dedicated traffic SCADA (Supervisory Control & Data Acquisition) including a traffic security system for the integrated traffic control management of the tunnel and project highway.
- The system integrates the management and monitoring of all subsystems involved in traffic control (traffic and signaling control, Lighting control, CCTV, Public Address, Tunnel Ventilation system, Emergency Phone network, Weather Stations, Electrical Power, Control Center Access Control, Tunnel Communication system, fire alarm system, Fire Fighting System, etc.).
- The ITCS allows for takeover in case of delay in operator decision.
- The tunnel is designed for a fire load of 30 MW which is equivalent to fire in a 8,000 lit petrol tanker.

The Chenani Nashri Tunnel will be the country's first tunnel with world class "Integrated Tunnel Control System (ITCS)" where the ventilation, fire control, signals, communication and electrical systems will be automatically actuated. All of these systems are needed to provide the optimum conditions for inner security, because such incidents that are easily controlled outside, become very chaotic situations in a confined space like a tunnel.

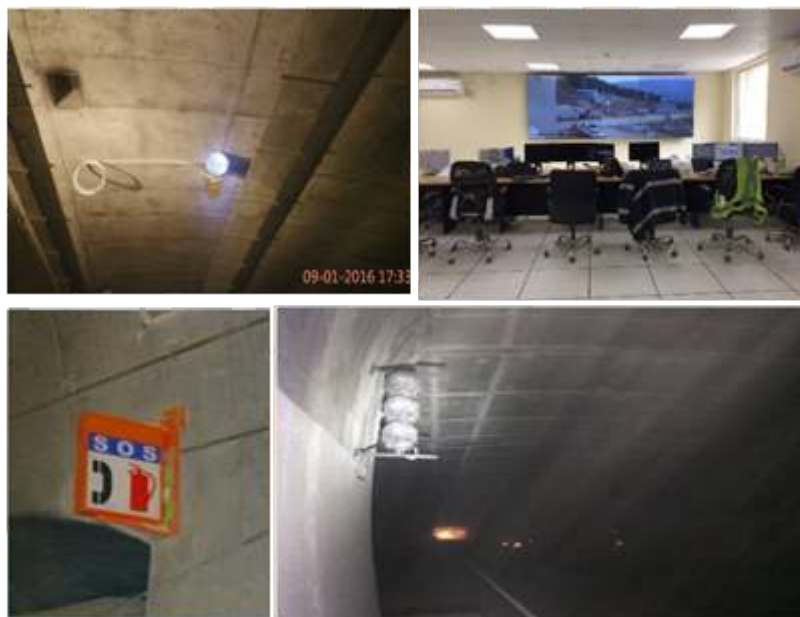


The key benefits arising from the development of this tunnel

Safety features of the project:

Electrical Fire Signaling System (Fire Detection):- This system consists of a 9km long Linear Heat Fiber Laser Sensor (LHS) Cable inside tunnel installed under tunnel roof connected with Electrical Fire Signaling (EFS) Evaluation Units installed at Ventilation Buildings. In technical rooms discrete automatic smoke/heat detectors are installed. Manual call points are installed at exits of buildings, CP doors and SOS Box.

Video Surveillance System:- For safety purpose, video surveillance system is installed in front of tunnel portal which enables continuous monitoring of the road traffic for safety purposes utilizing 124 nos. of cameras installed inside the Main Tunnel tube to monitor traffic movement. These cameras are equipped with Automatic Incident Detection (AID) algorithm.



Some key highlights from the Thiruvananthapuram City Road Improvement Project (TCRIP) are:

Poverty Alleviation:

Poverty alleviation is a yardstick that the UN gives maximum importance to. In the case of TCRIP, the Concessionaires (TRDCL's) contractor was initially M/s.Punj Lloyd Ltd. Due to problems of various types associated with execution of work, PLL requested that they may be excused after completing one-third of the Project. In the changed scenario, the Concessionaire suggested execution of balance two third work through local contractors. Almost Rs.3000 Million has been spent for the Project construction thereafter. This, as compared to the previous scenario, has been spent entirely in the local economy.



The decision of TRDCL to continue the Project by developing local contractors has resulted in generation of close to 2,00,000 man days of work for the local work force. In the process of execution, ITNL also developed enterprising ordinary skilled workers into 37 quality-conscious contractors, capable of working to deadlines, meeting quality standards and the prescribed safety and health requirements. This has substantially helped to upgrade skill, improve employment opportunity and therefore, a significant effort to poverty alleviation.

Replicability and skill development:



Many features of the project threw up challenges to the public. Restricting entries to byroads on account of new medians, handrails provided for pedestrians safety restricting jaywalking and exposing the parking problem and so on. Extensive interaction with public, educating them on technologies, principles, discipline and the way forward convinced them that sacrifice of certain comforts that they have been enjoying hitherto to be compensated by net gains like mobility, safety and comfort on the streets.

This exercise convinced the people, the Government and people's representatives of the need for such changes. The consistent efforts on the part of TRDCL in keeping the footpaths free of encroachments and sustained maintenance of all features of the project has given the confidence to the Government and the public that similar projects are possible to be replicated in the region. TCRIP has also empowered 37 small contractors to take up any challenge: a tribute to the entrepreneurs in the region

This project has also received recognition from the World Bank in its document on Urban Infrastructure Projects and was recognized by International Road Federation for Best Project in the World in the category for Urban Mobility. Minister for Road Transport and Highways, Nitin Gadkari also acknowledged the project to the greening of urban spaces.



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Access to services:

Trivandrum, like many other Indian cities, had witnessed haphazard laying of utility lines. Water, power, communication and sewage services have been provided to the public by laying the lines under pavement surface in varying depths. No utility agency has any map of the resource lines under the Bitumen top.



Had the Concessionaire proceeded with work without waiting for the agencies to lay fresh lines wherever required, there would have been need to dig up freshly laid roads. Though this has happened in a few cases, by and large the willingness to wait for the agencies to finish their work paid rich dividends. Once new roads are laid, deterrent pricing for restoration of roads excavated for laying utility lines was the incentive for departments and agencies to think ahead, and sensibly. The project also set out strict parameters of depth of laying utilities. This was in addition to the cross ducts which prevented, to an extent the need to cut open road surface. This regime has, in effect, improved the quality of services and its availability without sacrificing on the quality and availability of the Road Infrastructure.

Designated pedestrian crossings, road signs and reflective road markings have all improved safety of both the pedestrians and the motorists. In junctions, TRDCL has gone out of its way to provide traffic islands which give refuge to the pedestrians who are crossing

Preservation of historical landmarks

The Ornamental type Public streetlight erected by Diwan Rama Rayar in 1910, regarded the first streetlight in Kerala was restored by TCRIP and has now been regarded as a landmark in the city. TCRIP has restored many such historical landmarks back to their glory. The loaders contraption dates back to 14th century in Travancore and was used to help people carrying heavy loads on their heads to transfer them on to the loader and take rest for a while. The Kowdiar Palace square which was built in 18th and 19th century with beautiful landscaping and ornamental benches was another landmark added back to the city. Today VJT PTP is also a landmark. The four natural springs found during construction were also restored and converted into secured wells.



Fire Hydrants & Water Tap Rehabilitation:

During the days of the British Raj, fire hydrants were located at various points in the city like in the city of London, New York etc., some of which are still operational. TCRIP decided to preserve about 11 such small pieces of heritage and 13 water taps, which are the only source of water for some areas.



Economically design bus shelter

The bus shelter provides shelter from rain and sun. The back-lit message boards and location boards provide information and guidance to passengers while FM radio and speakers ensure a good experience while waiting. The inclusion of automatic timer switches ensures power consumption is taken care of.





Awards and Recognition

Our commitment to excellence has brought us appreciation from many institutions and this is a reflection of not just what we do, but how we do it. We are not only humbled by such recognition but are motivated to perform even better in the pursuit of distinction. Some of the awards we have received are:



Under Project Parivartan run by the Company along with IL&FS Education & Technology Services Limited, the Sholapur Municipal Corporation's School at Daji Peth was recognised for the e-Governance Award for the best ICT-enabled school of the year



The Jharkhand CSR award for education- 2012 for the Parivartan initiatives along Ranchi-Hazaribagh being awarded by the Chief Minister of Jharkhand



Most Admired Infrastructure Company in Transport' at the 5th KPMG INFRASTRUCTURE TODAY Awards 2013 held at New Delhi



Winner of the Golden Peacock Occupational Health & Safety Award for the year 2014



The Platinum Award for excellence within its Industry



Outstanding contribution in Roads and Highways (Infrastructure Category) at the EPC World Awards 2012



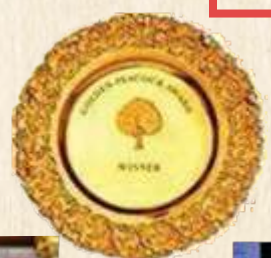
Winner of 'Special Commendation' for the Golden Peacock Occupational Health and Safety Award



PPP Company of the year' award at the ACQ Global Awards 2012



9th rank in the Top 100 Annual Reports Worldwide



GRI Content Index

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	Description of the indicator	Page No	Reason for omission	External assurance
CATEGORY: ENVIRONMENTAL				
G4 - EN 3	Energy consumption in the organization	34		
G4 - EN 8	Total water withdrawal by source	44		
G4 - EN 15	Direct GHG emissions (Scope 1)	35		
G4 - EN 16	Indirect GHG emissions (Scope 2)	35		
G4 - EN 23	Total weight of waste by type and disposal	46		
G4 - EN 27	Extent of impact mitigation of environmental impacts of products and services	40		
G4 - EN 29	Monetary values of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	47		
CATEGORY: SOCIAL				
G4 - LA 1	Total number and rates of new employee hires and employee turnover by age group, gender, and region	51		
G4 - LA 2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	56		
G4 - LA 6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work related fatalities, by region and by gender	58		
G4 - LA 9	Average hours of training per year per employee by gender, and by employee category	55		
G4 - LA 10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	55		

	Description of the indicator	Page No	Reason for omission	External assurance
G4 - LA 11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	54		
CATAGORY: SOCIAL				
G4 - SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	64		
G4- SO2	Operations with significant actual or potential negative impacts on local communities	65		
G4- SO9	Percentage of new suppliers that were screened using criteria for impacts on society	28		
CATEGORY: PRODUCT RESPONSIBILITY				
G4 - PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	73		

BRR Principle Mapping

Principle 1		
1	Does the policy relating to ethics, bribery and corruption cover only the company? Yes/No. Does it extend to the Group/Joint-Ventures/Suppliers/Contractors/NGOS/Others?	Page 12
2	How many stakeholders' complaints have been received in the past financial year and what percentage was satisfactorily resolved by the management? If so provide details thereof, in about 50 words or so.	81 complaints and 100% resolved
Principle 2		
1	List up to 3 of your products or services whose design has incorporated social or environmental concerns, risks and/or opportunities	Page 37, 40, 41, 45, 74
2	For each such product, provide the following details in respect of resource use (energy, water, raw material etc.) per unit of product (optional): I Reduction during sourcing/production/ distribution achieved since the previous year throughout the value chain?	
	ii. Reduction during usage by consumers (energy, water) has been achieved since the previous year?	
3	Does the company have procedures in place for sustainable sourcing (including transportation)? If yes, what percentage of your inputs was sourced sustainably?	Page 28
4	Has the company taken any steps to procure goods and services from local & small producers, including communities surrounding their place of work? If yes, what steps have been taken to improve their capacity and capability of local and small vendors?	NA
5	Does the company have a mechanism to recycle products and waste? If yes what is the percentage of recycling of products and waste (separately as <5%, 5-10%, >10%). Also, provide details thereof, in about 50 words or so	Page 46

Principle 3

1	Please indicate the Total number of employees	Page 51
2	Please indicate the Total number of employees hired on temporary/ contractual/ casual basis	Page 51
3	Please indicate the Number of permanent women employees.	Page 51
4	Please indicate the Number of permanent employees with disabilities	ZERO
5	Do you have an employee association that is recognized by management?	NA
6	What percentage of your permanent employees is members of this recognized employee association?	NA
7	Please indicate the number of complaints relating to child labor, forced labor, involuntary labor, and sexual harassment in the last financial year and pending, as on the end of the financial year.	
8	What percentage of your under mentioned employees were given safety & skill up-gradation training in the last year? Permanent Employees Permanent Women Employees Casual/Temporary/Contractual Employees Employees with Disabilities	Page 55

Principle 4

1	Has the company mapped its internal and external stakeholders?	Page 22
2	Out of the above, has the company identified the disadvantaged, vulnerable & marginalized stakeholders?	Page 64

3	Are there any special initiatives taken by the company to engage with the disadvantaged, vulnerable and marginalized stakeholders. If so, provide details thereof, in about 50 words or so	Page 65
Principle 5		
1	Does the policy of the company on human rights cover only the company or extend to the Group/Joint Ventures/Suppliers/Contractors/NGOs/ Others?	Page 57
2	How many stakeholder complaints have been received in the past financial year and what percent was satisfactorily resolved by the management	Page 57
Principle 6		
1	Does the policy related to Principle 6 cover only the company or extends to the Group/Joint Ventures/Suppliers/Contractors/NGOs/others?	Page 32
2	Does the company have strategies/initiatives to address global environmental issues such as climate change, global warming, etc.? Y/N. If yes, please give hyperlink for webpage etc.	Page 33
3	Does the company identify and assess potential environmental risks?	Page 33
4	Does the company have any project related to Clean Development Mechanism? If so, provide details thereof, in about 50 words or so. Also, if Yes, whether any environmental compliance report is filed?	NA
5	Has the company undertaken any other initiatives on - clean technology, energy efficiency, renewable energy, etc.? Y/N. If yes, please give hyperlink for web page etc.?	Page 37
6	Number of show cause/ legal notices received from CPCB/SPCB which are pending (i.e. not resolved to satisfaction) as on end of Financial Year.	

Principle 7

1	Is your company a member of any trade and chamber or association? If Yes, Name only those major ones that your business deals with:	Page 14
2	Have you advocated/lobbied through above associations for the advancement or improvement of public good? Yes/No; if yes specify the broad areas	Page 14

Principle 8

1	Does the company have specified programmes/initiatives/projects in pursuit of the policy related to Principle 8? If yes details thereof	Page 64
2	Are the programmes/projects undertaken through in-house team/own foundation/external NGO/government structures/any other organization?	Page 64
3	Have you done any impact assessment of your initiative?	Page 66,67,68,50,71,72
4	What is your company's direct contribution to community development projects- Amount in INR and the details of the projects undertaken?	Page 65
5	Have you taken steps to ensure that this community development initiative is successfully adopted by the community? Please explain in 50 words, or so.	Page 66,67,68,50,71,72

Principle 9

1	What percentage of customer complaints/consumer cases are pending as on the end of financial year	
2	Does the company display product information on the product label, over and above what is mandated as per local laws? Yes/No/N.A./ Remarks (additional information)	NA
3	Is there any case filed by any stakeholder against the company regarding unfair trade practices, irresponsible advertising and/or anti-competitive behavior during the last five years and pending as on end of financial year. If so, provide details thereof, in about 50 words or so	
4	Did your company carry out any consumer survey/ consumer satisfaction trends?	

Glossary

Abbreviations	Full Form
CNTL	Chenani Nashri Tunnelway Ltd.
SSTL	SRINAGAR SONAMARG TUNNELWAY LIMITED
RMGL	Rapid MetroRail Gurgaon Limited
NTBCL	Noida Toll Bridge Company Limited
MBEL	Moradabad Bareilly Expressway Limited
RIDCOR	Rajasthan Infrastructure Development Company of Rajasthan Limited
SBHL	Sikar Bikaner Highway Limited
IRIDCL	ITNL Road Infrastructure Development Company Limited
BAEL	Barwa Adda Expressway Limited
WGEL	West Gujarat Expressway Limited
GRICL	Gujarat Road and Infrastructure Company Limited
BKEL	Baleshwar Kharagpur Expressway Limited
JSEL	Jorabat Shillong Expressway Limited
MPBDCL	Madhya Pradesh Border Check Post Development Company Ltd
HREL	Hazaribagh Ranchi Expressway Limited
JICL	Jharkhand Infrastructure Implementation Co Limited

Abbreviations	Full Form
KSEL	Khed Sinnar Expressway Limited
ACEL	Amravati Chikhli Expressway Limited
FSEL	Fagne Songadh Expressway Limited
EHEL	East Hyderabad Expressway Limited
NKEL	North Karnataka Expressway Ltd.
TRDCL	Thiruvananthapuram Road Development Company Limited



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