



150 Years
Celebration at SP

Happening
The Shapoorji Pallonji
'Gambhar'

Your Space
A peep into the future

The summer is here and despite the heat, celebrations haven't died down. Our company's year-long sesquicentennial anniversary celebrations are underway. The sports events are in full swing and we already have several regional winners. Starting with this issue, we will keep you updated on all the events of our 150th year anniversary celebrations.

Annual Day was celebrated with great gusto and fanfare throughout the country, especially in Delhi, Hyderabad and Dubai. One look at the photos and it is sure to leave those of us who were not a part of it sighing, "Wish we were there!"

In our main feature and the cover, we have highlighted our remarkable 'The Mahatma Mandir Memorial' project in Gandhinagar. It was inaugurated by our Prime Minister on January 8. In view of his focus on 'Smart Cities' and 'Digital India', he must have been impressed with the exceptional multimedia exposition centre. Read how our team overcame all odds to meet the deadlines of the project.

From this issue onwards, we shall be devoting a separate section to our overseas division, SPINT. To start with, read about our new company, Shapoorji Pallonji Consulting Services (SPCS), which is breaking new ground in the Mid-East and North Africa with its objective of upgrading skills of workers there. This is not about mere 'training by instruction' or demonstration, but a strong effort to link the outcomes to established productivity levels of the industry.

Back in India, SP Fab has executed an innovative but challenging façade project for KARLE in Bengaluru. The curved aluminium panels sure taxed the designers and fabricators, but the end result was practical and appealing.

Another new section we have introduced is 'Safe Space' where we will be honouring the 'Safety Champions' of our company. Thanks to them, we won another couple of prestigious awards from the National Safety Council of India! We raise our helmets to these guardians of safety.

In 'Your Space', we enter the realm of science fiction with Sekharendu Roy Chowdhury's 'Peep Into the Future' piece which takes us to a water-starved Mumbai of 2035 when, sardonically, potable water is rationed through ATM's. However, what reads like 'fiction' may well become a dreadful reality if we do not safeguard our environment and natural resources. Water availability in 1951 was 5,177 cubic metres, when our population was 361 million. It is likely to fall to 1,140 cubic metres in 2050 when our population is projected to be 1640 million. Ergo, in circa 2035—the year of this tale—100 million people will face water scarcity! Frightening!

But, right now, nobody is feeling gloomy. Optimism and market sentiments continue to be high. The government is giving a big boost

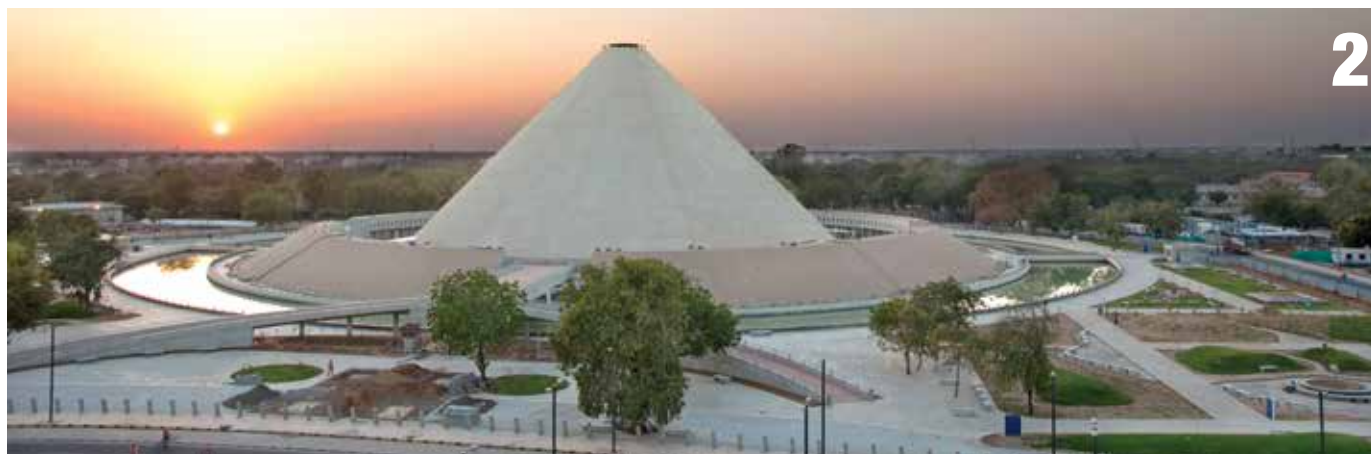
- 1) Construction of Vallabh Bhawan Extension for the Government of Madhya Pradesh Urban Development and Environment Department, in Bhopal, Madhya Pradesh
- 2) Construction and structural works for Mercedes-Benz India Pvt. Ltd. at Chakan, Pune.
- 3) Construction of housing project for Basant Projects Ltd. (Unity Group) in Delhi.
- 4) Construction of Aravind Eye Hospital for Gove!Trust in Chennai.
- 5) Construction of 'Commercial Building' for RMZ Ecoworld Infrastructure Pvt. Ltd. in Bengaluru.
- 6) Construction of 'Road System Work' for D. S. Kulkarni Developer Ltd. in Pune.
- 7) Design and construction of Tertiary Healthcare Hospital for West Bengal Medical Services Corporation Limited in the State of West Bengal.
- 8) Civil and structural works for manufacturing facility of New Holland Fiat (India) Pvt. Ltd. in Pune.
- 9) Civil and structural works for proposed commercial building for Thomsun Realtors Pvt. Ltd. in Kochi, Kerala.
- 10) Design and construction of the New Intel IT Office Building for Intel Technologies India Pvt. Ltd. in Bengaluru.
- 11) Construction of residential development and flooring works of Phase I for Brigade Enterprises Ltd. in Bengaluru
- 12) Construction of 'Core & Shell' for Commercial IT Building Project for Devbhumi Realtors Pvt. Ltd. in Hyderabad.
- 13) Construction of commercial building for Mentor Graphics (India) Pvt. Ltd. in Noida, Uttar Pradesh.
- 14) Design and construction of New Government Medical Colleges for Government of Odisha (Works Department), in Koraput and Balangir in Odisha.
- 15) Land development for General Motors India Pvt. Ltd. at Talegaon, Pune.
- 16) Construction of building hosting IT Enterprises for The Village of Information Technologies and Biotechnology, in The State of Cote D'Ivoire, Ivory Coast.
- 17) Construction of 'Convention Centre' for Oman Tourism Development Company.
- 18) Design and construction of building and townhouses for Abdulla Al Habbai, Dubai.
- 19) Construction of tower for AKY Real Estate and AI-ORAIQ LLC in Qatar.
- 20) Design and construction of King Khalid International Airport Project, for General Authority of Aviation, Kingdom of Saudi Arabia.
- 21) Construction of Residential Buildings for Royal Oman Police at Muscat.

to infrastructure and trying to spur growth, though land acquisition continues to be a thorny issue. Make in India; GIFT, 100 smart cities; 101 waterways... the vision is there. Amidst it all, the icing on the cake is the recent prediction that India will outpace China's growth by this financial year.

Finally, we congratulate two young achievers of our company: Jagrut Vasoya, who has won Gold Medal from M.S. University; and former GET, Smita Yamgar, for whom it's accolades galore in 'Lean Constuction'. As the heat summer advances, stay cool, beat the heat and take off for a summer vacation with your family and friends.

— The Editorial Team





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PROJECT OVERVIEW

PROJECT

EPC work on turnkey basis for Cable-stayed Bridge with Wind Turbine, Museum, Utility Building, Terrace Garden and Landscape, plus site development and other related infrastructure works for Mahatma Mandir Project, Phase 2B, Sector 13-14-15, Gandhinagar (Gujarat)

PROJECT COST

₹260 Crores

PROJECT DURATION

11 Months (March 1, 2014 - January 31, 2015).

CLIENT

Government of Gujarat (Roads & Buildings Department)



SCOPE OF WORK- CIVIL

- ◆ Gandhi Museum - Internal development of the structure
- ◆ A service building situated outside the 'Salt Mound' area
- ◆ Internal development of the external mound
- ◆ External development of the Salt Mound
- ◆ Civil works/support structures for installation of sculptures in Gandhi Garden
- ◆ Cable-stayed bridge along with wind turbines (Pedestrian Bridge) design.
- ◆ Utility building, Gandhi Garden
- ◆ Roof turf and development over terrace for Phase 1A, 1B & 2A
- ◆ Parking area adjoining Phase 1B

Mahatma Mandir: A Success Story!

The Mahatma Mandir Project is a unique amalgamation of 'Design & Build' and EPC turnkey construction of a museum, based on Gandhiji's life. The major scope of work includes the Dandi Kutir (museum on Gandhiji's life), having one lakh Sq ft built-up area; interiors of the administrative area; landscaping and external development; 100 m suspended pedestrian cable-stayed bridge with 81 m high pylon, mounted with windmill at its top and depicting *charkha*; 45,000 Sq m artificial roof turf over the existing 'Convention Centre' roof and two 9 m wide, 28 m high FRP *charkhas*.

The design and construction of the museum was not only intended to give deep insight into Gandhian ideologies and principles, but also to observe, interact and reflect on the relevance of his principles today, with the help of modern multimedia technologies. The entire multimedia experience is of about approx. 90 minutes.

The doughnut shaped GF+3 museum is housed inside an existing conical 'Salt Mound' (the cone symbolising the famous Dandi March) of 90 m diameter and 40.5 m height.

Challenges Faced:

- 1) Although the project was of design-build lump sum type, it required approval of detailed construction documents and detailed design approvals from the nodal agencies, which is not typical of design-build projects.
 - 2) The initial architectural layout included a RCC lower ground floor, giving us the freedom to design the building without a raft foundation; and so we submitted the design using isolated footings. But the client insisted on a raft foundation. The re-submission of the whole design concept, re-approval, etc., killed precious time during the peak working period, i.e., between April 14 to May 14.
 - 3) The project required coordination between various design consultants, the SPCPL design team, the site execution team, vendors, Gandhi experts, museum and exhibit experts and scriptwriters who were geographically based in various parts of India.
 - 4) The museum site was located in the existing cone, with limited access, which made logistics and material movement difficult.
 - 5) Complex flooring pattern with alternate leather and brush granite finish had to be accomplished.
 - 6) Submission and approval of around 850 drawings, and re-submission of around 2,600 drawings in a span of just eight months necessitated 15 submissions per day.
 - 7) Coordination was required with various GoG departments and officials.
 - 8) Dust being a critical factor in installation of expensive multimedia hardware, cleaning of the museum in the final days required extremely close coordination to enable the multimedia installation team to work simultaneously with ongoing civil work.
- 2) Use of aluminium shuttering in the 'Service Building' and geo-panels for the 800 mm dia and 600 mm dia circular columns in the Salt Mound to match excellently with the form finish look of the entire central vista.
 - 3) A steel suspended staircase inside the museum hung from a single truss at the third floor roof, which was installed in just 15 days.
 - 4) Deployment of multiple subcontractors towards execution of each activity such as flooring, exhibit designing, painting, furniture, etc., as well as keeping backup of secondary subcontractors for the same. Each subcontractor was assigned a floor. All subcontractors were asked to work parallelly.
 - 5) Constant monitoring of project managers from Shapoorji to establish "link" between the multimedia and exhibit designers, the execution and design team and their consultants, to provide support and reduce gaps in coordination.

To achieve the ambitious timeline and deliver good quality work, certain mitigative measures were taken:

- 1) Replacement of brick walls with hollow precast concrete walls, to accelerate pace of construction and maintain quality of work.



Scope of Multimedia and Services & Challenges Faced:

Inclusion of a huge quantum of MEP and multimedia works made the project a real-time challenge, starting from the storyline and script finalisation to installation and commissioning of the following eight technologies:

- 3D Holography
- 3D Mapping
- LED Curve Screen
- Projection on Water – Fog/Mist
- 360 Degree Immersive (Virtual Reality)
- 3D Transparent Screen
- LED Touch Kiosks
- Audio Tour Guide

MEP works like HVAC, Fire Fighting, Electrical & ELV were completed within two-and-a-half months, along with System Integration and the Building Management System (BMS). Major challenges included coping with the changing requirements of the lighting and multimedia. There was tremendous pressure to have provision of permanent electricity. Hence, all the cabling works (HT & LT) had to be carried out in a very short duration.



Challenges Faced & Mitigative Measures Adopted:

Light Fixtures: The total number of architectural and internal light fittings crossed 4000. Designs and drawings were finalised by November 8, 2014 and orders placed by November 22, 2014. The first lot was received by December. 22. Thus, in just 15 days, all major fixtures were installed and commissioned.

Lift Installation: The journey into the museum begins by taking a lift from the third floor to ground floor. Orders had been placed to KONE on September 26 and delivery and installation was scheduled for December 31, 2014. But, on November 15, KONE declined to provide even a single lift out of three ordered. SPCPL, therefore, had to finalise a deal with M/s. ORBIS on December 2, 2014.

The first trial of the lift was completed by December 25, 2014, i.e., within 20 days and all three lifts were commissioned by 31st December including taking NOC from Department.



The following items were bought on-site:

Item Description	Quantity
Dry Wall Partitions	4,526 Sq m
False Ceiling	3,287 Sq m
Open Grid Ceiling Work	2,700 Sq m
Kotah Stone Flooring	14,000 Sq m
Landscaping Work	12,781 Sq m
Non-Woven Geo Textiles	44,470 Sq m
Artificial Roof Turf	44,470 Sq m
Precast Walls	543 Sq m
S S Railings	648 Rmt
Suspended Staircase	68,000 Kg
Entrance Canopies (Tensile Fabric Pargola)	622 Sq m
Curtain Glass Walls	800 Sq m
Wooden Slit Panels	950 Sq m
Paver Blocks	8107 Sq m

With approximately **three months** left to complete the project (i.e., by the January 8, 2015 deadline), we accelerated the project with regard to the following pending activities:

CIVIL

1. Brickwork and dry wall partitions - 5,000 Sq m
2. Flooring – 12,000 Sq m
3. Glass Partitions – 800 Sq m
4. Glass rails, accoustic wooden cladding, granite cladding, door fixtures, etc.
5. Wooden slit panels for static exhibits
6. Erection of suspended staircase

MEP

1. Electrical
2. Plumbing
3. Fire Fighting
4. HVAC
5. ELV (System Integrations)
6. BMS

MUSEUM EXHIBITS

1. Static Exhibits
2. Multimedia Shows
3. Audio Guide Systems
4. Lighting Fixtures

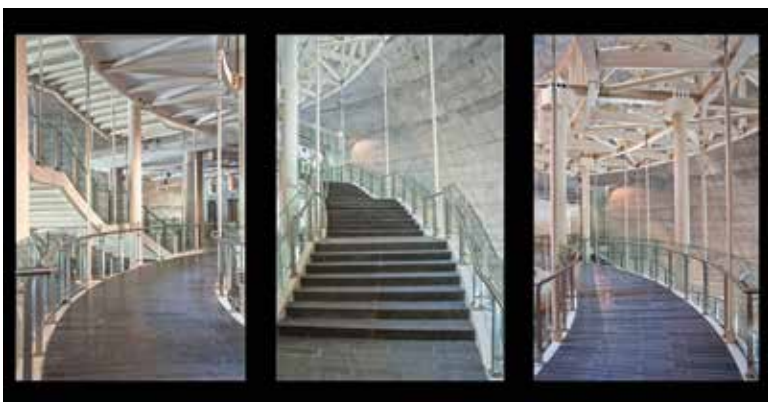
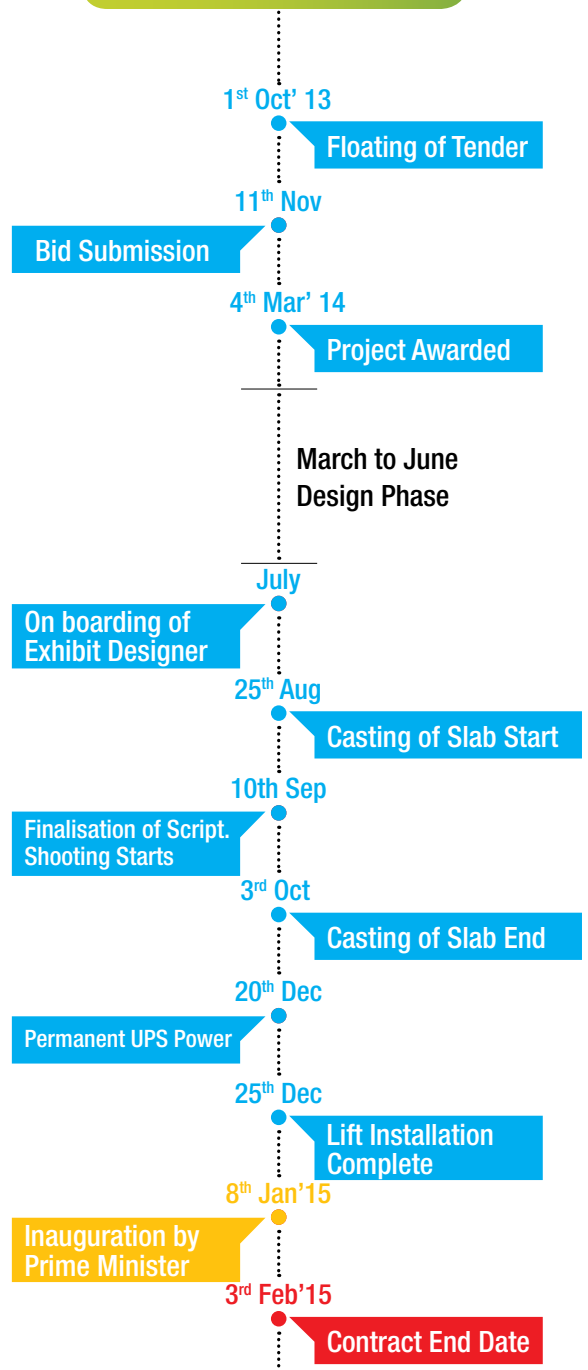
Formwork Design & Planning:

Museum Building: With a structural composition of circular columns, circular drop panels and a 325 mm flat slab and a requirement of exposed R.C.C finish, the following schemes were adopted:

- ◆ Columns: Plastic formwork by Geoplast.
- ◆ Curvilinear Shear Walls: Conventional plywood and aluminium secondary formwork with suit-to-curve walers for achieving the exact shape.
- ◆ Drop Panels and Slab: Conventional aluminium formwork.

All the four slabs were cast in a period of 40 days, by deploying 4 sets of materials and keeping all the slabs propped till they achieved design strength.

KEY TIMELINES



Compound Wall Works: The compound wall formwork was designed using two schemes:

- ◆ **FRP Shutters:** They were designed for the inclined column posts on the front face. As the element had exposed RCC finish, all the recesses for the chain link and architectural grooves and chamfers were integrated with the shutter. Four sets were deployed to cater to 192 such column posts.
- ◆ **MS Steel Shutters:** This was a regular compound wall with rectangular columns, tie beams and MS grills. Two sets of columns and tie beams were deployed to cater to 155 such bays on the remaining three sides. All finish was exposed RCC finish.

Service Building: The building was a regular column-beam-slab building. However, the exterior walls of the Service Building had exposed RCC finish. We

deployed aluminium formwork (MIVAN) to achieve this finish.

Artificial Roof Turf

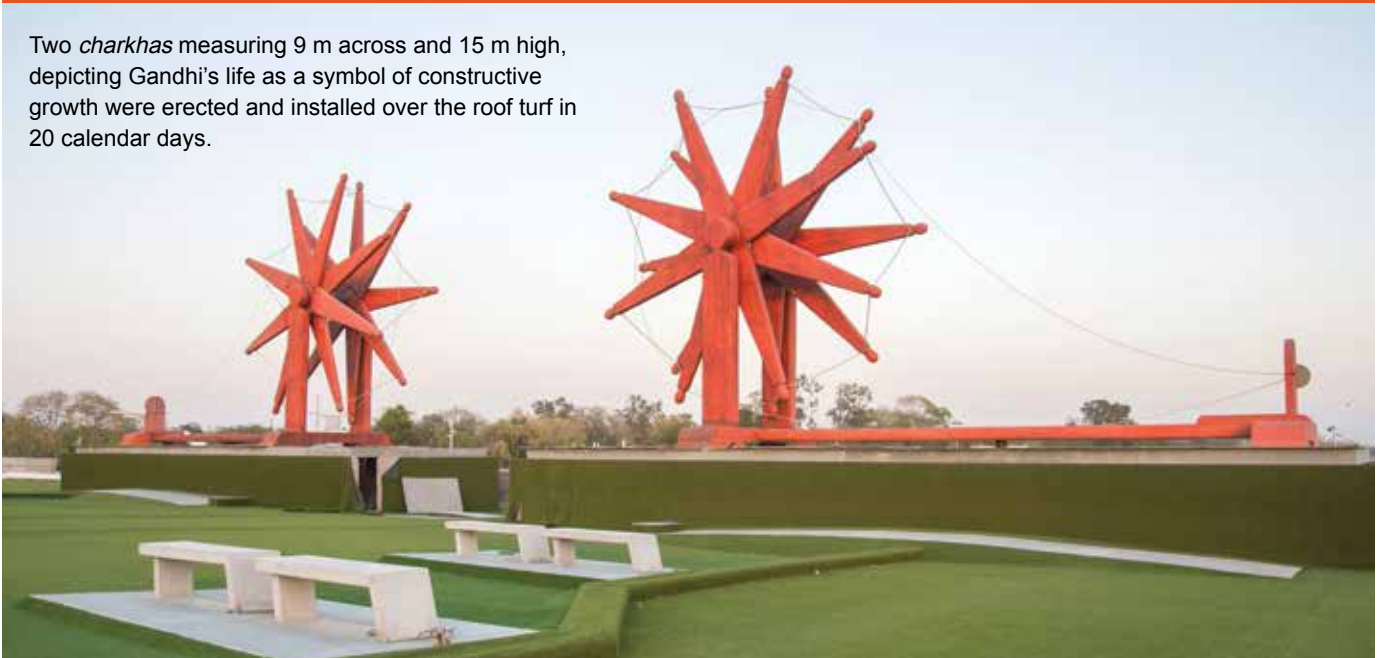
One of India's largest convention and exhibition centres, Mahatma Mandir now has the unique distinction of having the world's largest artificial turf installation on a rooftop. The area covered is over five lakh square feet (11.5 acres) in one contiguous area. The turf (from FieldTurf, USA) was custom-produced in Spain.

Due to the roof sloping to the ground over a span of $\frac{1}{2}$ KM, various challenges in execution were faced, apart from the extremely tough deadline of 40 days for the turf installation itself. Artificial turf systems look and feel like natural grass. They don't require constant costly maintenance and are 100% recyclable.



Installation of Charkha over Convention Centre Roof:

Two *charkhas* measuring 9 m across and 15 m high, depicting Gandhi's life as a symbol of constructive growth were erected and installed over the roof turf in 20 calendar days.



—BANSI KHAJURIA, Pune

Glass: Safety while handling, storage and post installation

Glass is widely being used nowadays and is a key ingredient in almost all modern buildings.

Use of glass in buildings offers many advantages like improved daylight, vision, attractive look with glossy finish, faster construction, lower maintenance, etc.

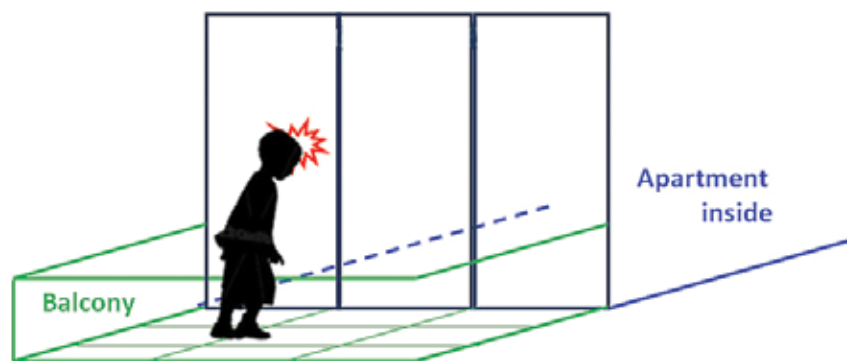
However, use of glass is not without risks. Glass is a potentially dangerous material and there are various engineering and safety requirements that need to be observed for its use and handling. It is hazardous not only during handling and storage but also afterwards. Here are two untoward incidents related to glass that have occurred during and after construction.

Incident 1: Injury while Unloading Glass Sheets.

At a construction site, a group of ten workmen were manually unloading laminated glass panes (measuring 1649 mm X 3045 mm and weighing 200 kg approximately) from a tempo truck. Five workmen were engaged in unloading the glass panes from the truck and five workmen were deployed at the ground to shift them further. At one point, after shifting four glass panes from one side of the vehicle, the glass panes on other side tilted due to imbalance of load on the vehicle. The workmen holding the glass panes were unable to hold on to the load and jumped out of the vehicle. The supervisor (the victim) who was standing between the panes to supervise the activity could not escape and got caught between the falling glass panes which caused severe crush injury to his chest, leading to fatality.

Incident 2: Injury Sustained After Banging into Glass Door

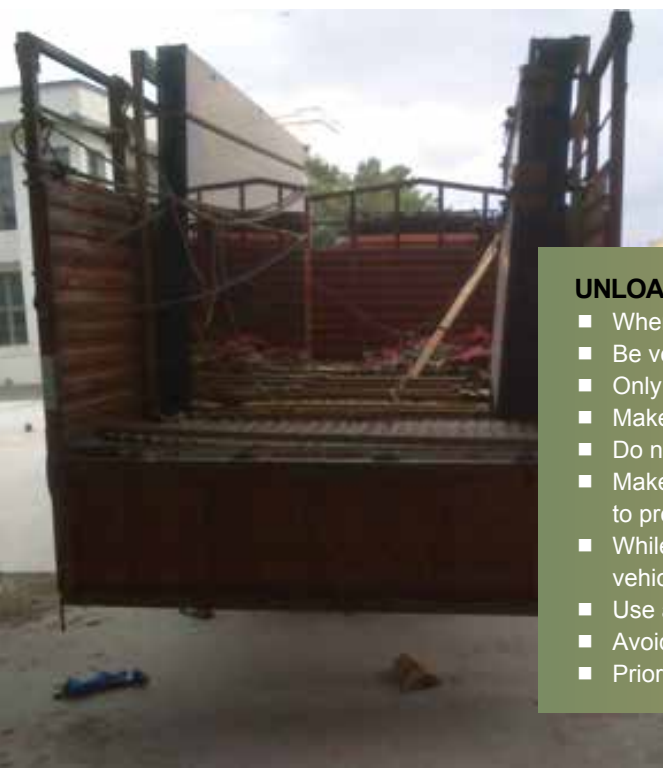
In another incident, an eleven year old child lost his life when he banged into a full-length sliding glass window pane. The victim, a Class VI student, was visiting his father's friend's family in a newly constructed apartment. The flat had a full-length glass pane. While playing with other children, the victim made a dash from the balcony into the flat, thinking there was nothing in between and smashed into the glass pane. The glass shattered under the impact and he received cuts all over his face and a deep gash on his neck. He started bleeding profusely and was rushed to hospital, where the doctors declared him brought dead.



The above two cases illustrate the dangers posed by glass, especially if not handled or used correctly. Glass shatters easily and it can shatter the lives of employees and users alike, as we have just seen. We need to spread awareness about the hazards associated with handling glass and the precautionary measures that need to be adopted. The following is a list of precautions which will ensure safe use of glass at our projects and offices, at various stages of handling and use.

UNLOADING GLASS FROM A VEHICLE

- Wherever possible, adopt mechanical means for handling glass
- Be very careful and alert while loading and unloading glass panes from vehicles
- Only experienced and skilled workmen should be allowed to handle glass
- Make sure the vehicle is standing on a leveled and even ground
- Do not stand between glass panes loaded on the vehicle
- Make sure that the loaded glass panes on the vehicle are secured/tied with a rope to prevent tilting
- While unloading, unload from alternate sides of the vehicle to prevent tilting of the vehicle due to uneven load
- Use appropriate PPEs like hand gloves, etc., while handling/installing glass panes
- Avoid jerky movements and be patient with glass panes while handling
- Prior to lifting, clean the glass surface for effective use of suction cups, if any



Decide the number of handlers, depending upon the size, type and weight of the glass. Plan the route in advance and clear obstacles, if any. Inspect the glass along the edges and ensure that the storage area is always dry. It is very important that if glass breaks while handling, it should be allowed to fall and no attempt should be made to intercept it.

Use correct hand protection and other required personal protective equipment (PPEs) like harness, etc. while working at heights. Training must be given to employees who will handle the glass, to ensure their own safety and that of others working with them, or in the vicinity of their work. They should learn how to detect flawed glass, the correct way of lifting and setting them down and the procedures of using various lifting and carrying aids. Loads must be kept within the manageable capacity of those handling them. PVC/leather straps or slings, webbing lifts, suction cups and glass carriers should be used. There are a wide range of cranes, conveyors and powered mobile trucks that can be used as mechanical handling equipment.

Storage of Glass

Ensure that the condition of the ground/slab/platform is capable of taking the load of the stored glass. Decide the storage facility depending upon the type, size and quantity of glass to be stored and the location and accessibility of the storage facility.

Wall Racks are the simplest method of holding glass stock. Make sure that the wall/structure is capable of withstanding the load and ensure that the angle at which the glass panes are stored is correct. Provide wooden cushions at the bottom and on the resting edge on the wall/structure. Where large quantities of glass are to be stored, it is recommended that single-sided freestanding racks be used—so as to avoid any imposed loading on the wall. Also, at the storage facility, care should be taken against strong draughts or sudden gusts.

Other glass storing options—depending upon the size, type and storage space—include Toast or Bin Racks, Glass Supporting Frames, 'A' Frame Racks, Pallets, etc

Manifestation of Glass

The other equally important safety factor for use of glass is 'manifestation'. Transparency, the very reason which makes the use of glass so irresistible, proved fatal in the second incident illustrated above. Post construction, transparency of glass poses a hazard that needs to be addressed at project sites and office premises. This hazard can be very well addressed by 'manifestation'.

Manifestation of glass means any technique for enhancing a person's awareness of the presence of it. It is done by marking transparent doors/windows/partitions/walls to make them visible, so that people

are well aware of them.

Manifestation should be permanent, durable and not easily removed. The marking should be in the form of an opaque band, not less than 20 mm in height, and located in a way so that the vertical distance from the floor level to the position of the manifestation is:

- Not less than 700 mm for the upper edge of the band; and
- Not more than 1200 mm from the lower edge of the band.

At construction sites, all transparent glass doors/windows/partitions/walls should be appropriately marked to avoid accidental collision with them.

In conclusion, it can be said that given today's fast-changing aesthetic sense and and tremendous jump in use of glass, we need to make ourselves aware of the latest engineering practices and train and develop teams to deal with glass in a safe and efficient manner.

For further details, please refer IS 16231(Part 4):2014 Use of Glass in Buildings – Code of Practice, Part 4, Safety Related to Human Impact.



Consult only Responsible person before unloading!

Consider Ground/Wind condition



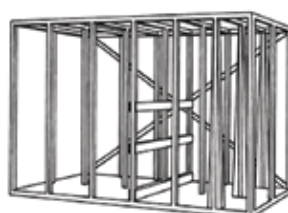
Ensure Vehicle on Even ground

Glass carrier



Rope/Tie pallets

Training is important



TOAST TYPE BIN

GLASS STORAGE



RIGHT



WRONG



'A' FRAME RACKS



GLASS SUPPORTING FRAMES

Creating Milestones

SPCPL Bags Two Safety Awards in the 50th Year of NSCI



Two of our projects, it may be recalled, had been awarded at the Safety Awards 2014 (for the construction sector) constituted by the National Safety Council of India (NSCI). One was the 'Shreshtha Suraksha Puraskar' (Silver Trophy) and the other was the 'Suraksha Puraskar' (Bronze Trophy).

The projects were Hospira Healthcare, Vizag (Silver Trophy) and DLF Horizon, Gurgaon (Bronze Trophy), which were under the Hyderabad and Delhi regions respectively.

The award distribution ceremony was held at the SCOPE Complex, New Delhi on March 12, 2015. Mr. Bandaru Dattatreya, Minister of State (Independent Charge) for Labour and Employment, Government of India, gave away the awards. The Golden Jubilee celebration of the National Safety Council of India was also launched by the honourable minister at the occasion.

Our executive director, Mr. S.C Dixit and the regional teams of Hyderabad and Delhi (represented by Mr. Sridhar Vishwanathan, Mr. Gautam Das and Mr. Jose Kumar; and Mr. Dilip Solanki, Mr. Devraj Varun and Mr. Rajiv Ranjan respectively) received the awards. The Corporate HSE department was represented by Mr. Alok Shrivastava. Representatives of both the clients, M/s Hospira Healthcare and M/s DLF, also received similar trophies.

The fact that the news of these awards was broken on the first day of 2015 which incidentally marks the start of the 150th year celebrations of the company and also the 50th year of the NSCI, multiplied the joy and pride.

Our HSE performance has consistently earned recognition in the form of awards during the past few years; but coincidentally, this year has proved special with the HSE department bringing home three prominent awards: the Golden Peacock Award, the NSCI Silver Trophy and the NSCI Bronze Trophy. With further endeavors on, there are chances of more HSE awards coming to the organisation in the near future.

The credit for these achievements goes to the dedication and hard work of respective sites and regional teams and the commitment of the top management towards the HSE movement.

Let us celebrate these achievements and take a vow to improve HSE standards further to enable the organisation win many more awards in the future.

— CORPORATE HSE DEPARTMENT, SP HO

Safe  ace

The Habitat of HSE Performers

The following have earned their place here by achieving milestones in HSE performance:

Milestones – Two

A. NSCI Safety Award

Achievers – 2

1. Hospira Healthcare, Vizag, Hyderabad Region – Silver Trophy
2. DLF Horizon, Gurgaon, Delhi Region – Bronze Trophy

B. Remaining Injury Free from Start to Finish.

Achievers - 15

Note : Safe Space has been created to acknowledge exemplary HSE performance and will remain a permanent part of We@SP. Names of regions, sites and individuals with achievements in the fields of Health, Safety and Environment will appear here in each issue.

Source – Regional HSE Reports

The following 15 sites did not report any injury throughout the project duration (only those sites that wound-up between January 2014 and March 2015):

Region	Name of the Site
Hyderabad	British Paints
	IRL (Indian Rotorcraft Ltd.)
	SEAP (Seaward Package)
	HRCP (Hyderabad Real Con Project)
	BITS Pilani, Hyderabad
Kolkata	TATA Motors, Jamshedpur
	Hindalco
	Premashraya
Gujarat	Nazrul Tirtha
	Tata Motors, Sanand
	IDC, Reliance, Jamnagar
Chennai	FORD India Pvt. Ltd.
Delhi Zone 2	Shriram Gateway
Pune	Tata Housing Project (THDC)
	Apollo Hospital, Nasik

150 Years Celebration @SP



The year 2015 will go down as a memorable year for all of us. After all, not many companies or individuals get to be a part of the 150th year celebrations of an organisation. Our glorious 150th anniversary began with the launch of our intranet portal www.shapoorjipallonji150years.com on January 1, this year. The website has been designed to host video-based addresses of senior leaders across the group and provide updates on various events that have been planned over the year. The first in the series was an inspiring and encouraging speech by our chairman, Mr. Shapoor P. Mistry, where he lauded our past achievements and urged us to look forward to the next 150 years.

The 150th year celebrations is all about knowing more about our group companies, bonding together as employees and at the same time creating meaningful insights for business. Towards this, three key launch events marked the period January–March 2015. They are:

1. 'In Focus' – Our dynamic 150th year E-Magazine
2. SP Unity Cup – Inter-company Mini-Olympics
3. Rising Star – Academic Excellence Awards

'In Focus'

Our 150th year intranet portal hosts 'In Focus', our dynamic e-magazine. 'In Focus' is intended at showcasing one group company in every issue. The first issue featured speeches and salutations from group centre heads and CEO's, which was followed by features on SP Real Estate. Based on these, the first quiz in 'In Focus' saw overwhelming participation and we would like to congratulate its winners. Further, we





would like to wish everyone the very best for all future 'In Focus' quizzes that are to follow through the year. To know more, visit www.shapoorjipallonji150years.com

SP Unity Cup

Energy, boosted with unity, can do wonders! The SP Unity Cup started with a bang on March 14, with more than 2,500 participants from across the SP family registering for the sports series. The event covers games like football, athletics, tug-of-war, etc. The fixtures have been planned till June and registrations are still open and can be done through the 150-year anniversary portal. The very first tournament saw eight football teams from the West Zone competing for the zonal title, at the University Grounds in Mumbai. The zonal winners (football) were as follows:

Amongst all the excited viewers was our SP Unity Cup mascot, SPOIEE, cheering the players. The pictures are available on our anniversary portal. With the next event around the corner, registrations are pouring in from all over. We hope the best teams win.

Rising Star (Academic Excellence Awards)

Shapoorji Pallonji takes pride in being the first company to institute the 'Rising Star Award' for the one-year 'Executive Management Programme' at four of the IIMs. Awards have accordingly been presented at IIM-Ahmedabad, IIM-Indore and IIM-Calcutta this year, during their respective convocation ceremonies to the topper of the batch for outstanding academic excellence.

On March 14, we also had 'The Shapoorji Pallonji Gambhar'. A 'gambhar' is a charitable event where the entire Zoroastrian community sits and eats together. Mr. Pallonji Mistry, Mr. Shapoor Mistry and Mr. Cyrus Mistry, along with their families and friends, were present for the function. We had an enthusiastic team of volunteers from across all group companies, who helped tremendously in making the event a success.

The 150th year celebrations is all about knowing more about our group companies, bonding together as employees and at the same time creating meaningful insights for business.

Apart from these, as we step into the future, we look forward to introducing 'Celebrating Ideas', a recognition programme of ideas from all individuals across all group companies, from all regions. Till date, innovation awareness and warm-up workshops have been held to cover the senior teams of our group companies. Over 120 individuals have been covered between February and March 2015. There will be a formal launch across all group companies. Watch out for more on 'Celebrating Ideas' at www.shapoorjipallonji150years.com

Do look forward to fun-filled months ahead with exciting events where you can participate and make the year memorable for yourself and your teams.

— FARZEEN PATEL, 150 YEARS TEAM, SP GC

West Zone

Gold: Forbes Facility
Silver: SD Corporation
Bronze: SP E&C and Forbes & Company Limited

North Zone

Gold: Eureka Forbes Limited
Silver: Sterling & Wilson Limited
Bronze: SP E&C and Afcons Infrastructure Limited

East Zone

Gold: SP E&C
Silver: Sterling & Wilson Limited
Bronze: SP EPC and SP Real Estate

South Zone

Gold: Eureka Forbes Limited
Silver: Sterling & Wilson Limited
Bronze: SP E&C and SP Real Estate

SPINT In Kuwait

SP International has recently been awarded a contract to build, operate and maintain the Colleges of Social Science, Law and Sharia & Islamic Studies, as well as the prayer area and the 'Faculty Club' for Kuwait University.

The contract was officially signed during a ceremony on January 26, 2015, in the presence of the Minister of Education and Higher Education, Dr. Bader Al-Essa and the President of Kuwait University, Dr. Abdulatif Al-Bader.

Speaking on behalf of the company at the occasion, our managing director and CEO, Mr. M.D. Saini said, "At Shapoorji Pallonji, we consider education to be one of the most important foundations of any society. So it is with great honour that we are able to contribute towards Kuwait's national higher education through the construction of this university."

The contract is valued at just under 150 million Kuwaiti Dinars (USD 525 million approx.) and has to be completed within 42 months. It has a built-up area of 2,60,942 Sq m and parking for 860 cars.

– ROHIT CHOURASIA, SPINT



Mr. Saini at the contract signing event



Mr. Saini announcing the "Lucky Draws"

SPML Celebrates its Annual Day and 150th Year of the SP Group

SPML (UAE) celebrated its Annual Day and 150th Year of the SP Group on January 29, 2015 at Intercontinental Dubai. The occasion was graced by our chairman, Mr. Shapoor Mistry and our MD and CEO, Mr. M.D. Saini. During the event, Mr. Shapoor Mistry shared the rich history and growth story of our group and remarked that SP was not 150 years old but 150 years young. Mr. Saini also recounted his experience of 29 years in the group and expressed his feelings (of pride) on being a part of SP Group.

During the event, various performances including the LED Light Dance (performed by a Russian troupe), Martini Dance and live singing were organised. Apart from these, there were 'Lucky Draws' for the employees.

– ROHIT CHOURASIA, SPINT



SPCS: Shapoorji Pallonji Consulting Services

'ENABLING CONSTRUCTION INDUSTRY; MAKING AN IMPACT'

The Shapoorji Pallonji Group, one of India's most valuable private enterprises, instituted the Shapoorji Pallonji Consulting Services to help customers deliver projects 'On Time' and 'On Budget' by offering them world-class and affordable productivity solutions. These solutions include enhancing and realising human potential through training and skill development.

Challenges for the Construction Sector

The construction industry has for many years been afflicted by low productivity. Construction companies are under constant pressure to improve margins, reduce costs and improve productivity. The use of state-of-the-art technologies and deployment of project management strategies has made it possible for companies to undertake several high value projects. However, the industry is still faced with some major challenges. Often the construction industry suffers because of the lack of clearly defined processes and management systems.

Manpower Challenges and Employment Potential

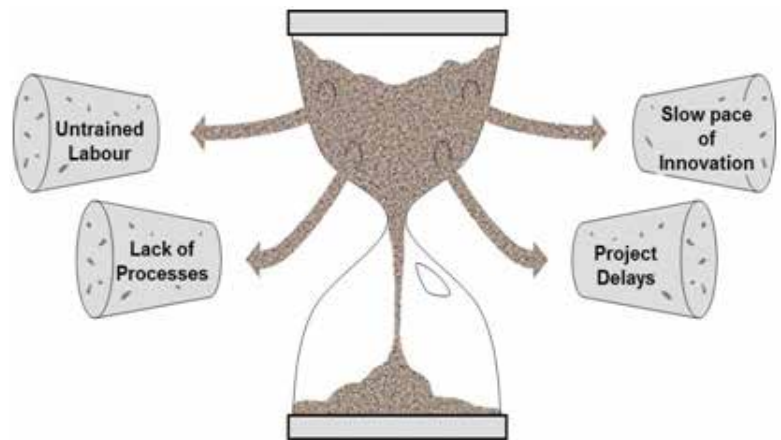
The growing construction market is currently facing issues of delays and poor quality output for the following reasons:

- The manpower employed is undertrained;
- Most workers lack the skills for the tasks they execute;
- Unskilled talent pool makes it hard for project teams to stick to budgets and ensure there are no cost and time overruns;
- Foremen and managers lack job-site related management skills, resulting in adverse impact on the site's productivity.

SPCS' Proposed Solutions

SPCS has been established as a consulting and training services organisation, with a view to usher improved productivity and talent and process optimisation in the construction industry. The organisation offers all-encompassing training solutions with a view to help organisations address the skill development gaps in their teams.

SPCS is the only end-to-end solution provider that works with clients across the 'advisory to implementation to capacity building' value chain. The SPCS team started operations with the opening of their office in Dubai in October 2014. They currently provide both short-term and long-term training solutions to customers, helping them improve productivity of personnel—with a view to reduce wastage and shorten project lifecycles through provision of highly skilled manpower.

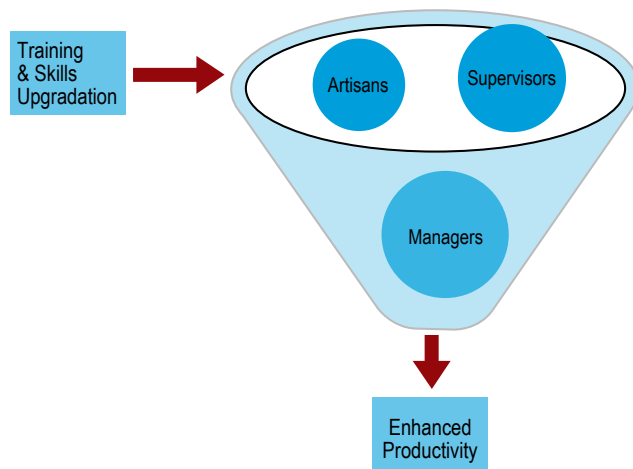


SPCS has two unique models of training delivery. The first model involves training candidates at a training yard, where they are given a controlled environment to practice and learn. The training yard also has a structured course duration and methodology. This programme is ideally suited for candidates who are new to the industry or the site. The programme is expected to be completed by all new workers before deployment at the site. Here, the candidate is assessed before commencement of training and then again after training, so as to measure the improvement in skill levels.

The second model of training is a highly customised onsite training model. In this model, our skilled trainers/coaches go to a construction site and do an assessment of current skill levels and productivity. Our assessment framework is based on industry-defined occupational standards for each job. Once the assessment is completed, they customise the course content and the curriculum according to the needs of the site. They then deliver the training at the site to the identified workers and foreman. Post-training, workers' assessment is done and productivity measured. All initial trainings have shown a significant improvement in productivity after the SPCS team has intervened.

SPCS has many key differentiators. These include:

- Unique Skill Assessment Scorecard
- Unique training model that combines both on-site and the training yard model



The key services that are being offered by SPCS include:

- **Advisory Services:** This includes Productivity, Process and Process Reengineering Consulting
- **Productivity Center of Excellence:** An exclusive knowledge sharing platform that will be open to select members of the construction industry.
- **Lean Project Management Office:** The lean PMO propositions to help with implementation and project management of engagements through lean and agile principles.
- **Capability & Capacity Building Services:** Training solutions focused on addressing skill gaps amongst supervisors and skilled and unskilled workers.

Reductions in:

- Defects
- Lead Time
- Delays
- Wastage

Improvement in:

- Productivity
- Quality
- Profit
- Customer Satisfaction

- Customisation of content according to the needs of each site
 - Focus on improving construction site outcomes and not just skill development
 - Focus on creating long-term industry champions
- SPCS brings value as a focused training provider and with competitive training costs for the training and enhancement of the skills of a large workforce, thereby ensuring progress in the construction industry. SPCS, through its capacity and capability services, focuses on creating champions for the construction industry. It stands out from other training vendors because all its trainers are experts with strong training skills.

SPCS Training Approach

SPCS uses a unique current skill assessment scorecard to rate candidates on their current skill levels, before they undergo training. Each candidate is then trained on the relevant skills required to do their jobs. The focus of the training is on improving construction site outcomes and not just skill development. Post training, the candidates are assessed again, and given a score before being deployed on site.

Skill assessment of every candidate at the construction site



Increased productivity and project lead time

Designed to improve construction site outcomes



Provide assessment and certification on completion of the course



Tailor-made courses to train and enhance the skills of the workforce

Our assessment framework requires the candidate to undergo both a theoretical exam and practical test. The theoretical exam is aimed at understanding if a candidate has awareness and understanding of the basic concepts required to perform an assigned task. The practical exam evaluates the candidate's ability to execute a given task at an expected productivity. These results are used to compute a score and then grade the candidate as A/B/C/D. SPCS is building a technology solution that will track the candidate throughout the life cycle of the candidate and give the employer a single window view of a candidate.

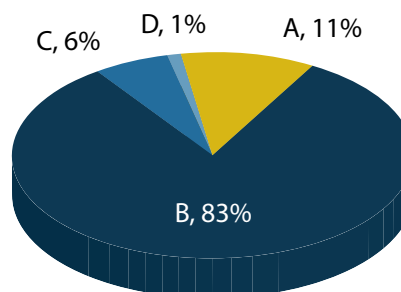
Since SPCS has started operations, close to 1,000 workers have been trained. The workers have been trained in five key

areas, including scaffolding, steel fixing, masonry, tile masonry and carpentry.

Before the start of the training, most candidates had scored a C (Average Knowledge & Skill Level) or D grade (Below Average Knowledge & Skill Level) in SPCS' initial skills assessment. Post-training, assessment of the same candidates revealed that 83% of them had improved their skill levels to B grade. A and B grades in our assessment indicate the 'Good Knowledge and Skill' level (in the task they are required to perform). About 11% of the candidates assessed had excellent knowledge and skill levels.

Improved knowledge and skill levels of the staff has had a significant impact on the productivity of sites, wherever these workers have been

Trainees Grade



deployed. Productivity improvement measurements have also shown an average productivity increase of between 50–100%, once trained staff have been deployed at a site.

The journey of the SPCS' skill transformation programme has just begun, and one hopes to see greater impact in the year ahead.

– MUNISH KUMAR, SPCS



STC: Graduation of Batch 8A



NAMES OF MERIT AWARDEES

A. FIRST PLACE

1. Formwork – Suprovat Mondal
2. Steel Fixing – Biswajit Das
3. Finishes – Asim Kumar Kamley

B. SECOND PLACE

1. Formwork – Prithwis Nandy
2. Steel Fixing – Partha Sakha Gayen
3. Finishes – Chinmoy Makhhal

The junior supervisors of Batch 8A completed their 16-week training programme in 'Construction Supervision' on February 27, this year. A total of 28 trainees from four regions – Delhi, Hyderabad, Kolkata and Mumbai—had enrolled for the programme which commenced on November 12, 2014, at the Supervisor Training Centre, Kolkata. They were divided in three streams: Formwork, Steel Fixing and Finishes. After a vigorous session involving classroom study, practical demonstrations and exercises, project work and soft skills, all 28 passed the course.

A function was held at the premises of the training centre to celebrate their graduation, where Mukesh Rao (Asst. Vice-President - Technical Training and Development, E&C) gave away cheques of ₹3,000 each to the toppers from each stream. Col. (Retd) Debasis Basu, the head of the institute, similarly gave away cheques of ₹1,500 each to the runner-up in each stream. Satish Mishra (DGM - HR and Admin) and Kamal Majumdar (Regional Quality Head) presented the institute's handbook to the boys.

The trainees, on their part, sang Rabindra Sangeet motivational songs, and put up a hilarious skit. The function concluded with lunch.

With this, so far 425 junior supervisor trainees have graduated from the centre. Batch 8B, which also has 28 trainees, but from six regions, commenced their training soon after on March 11. Their training will conclude on June 26, this year.

– EDITOR



SP's UDAAN Initiative Gathers Steam



The Shapoorji Pallonji UDAAN initiative was launched on June 21, 2013 with the aim of developing an indigenous stock of 'Next Generation Leaders' to support the growth of the group in existing as well future businesses. At UDAAN, participants receive inputs from multiple sources such as SP Jain Institute, Disha

Workshops and Pearson English Programmes. Disha Workshops focus on development of behavioral aspects. In November 2014, we had conducted the third Disha workshop, on the theme 'Managing People and Team'.

As part of the workshop, we had Ajay Singh (Chief Executive Officer, Forbes Technosys Limited) deliver

an eloquent and inspiring talk on the theme of the workshop. In his talk, he succinctly articulated the 10 key skills of managing others, interspersed with examples and personal experiences. He closed with an insightful '5P model' of stakeholders/people management

The design of the workshop was experiential in nature. Each

activity conducted was followed by a debriefing on what had been learnt from the activity, which then was connected to the topic in focus. The programme was designed, facilitated and led by Mr. Vasant Sanzgiri and Ms. Daya Sajjani from Group Centre Human Resources.

– ANKIT KOTHARI, SP GC



Facet5 Accreditation Workshop for HR Heads Held

A two-day accreditation programme, Facet5, was held from February 20–21, 2015, in Mumbai. Facet5 is a premier psychometric tool used by HR professionals across the world to make informed decisions on recruitment and selection, team development and leadership development. The programme was conducted by senior coaches from Approach International.

The aim of the workshop was to develop participants' ability to understand and then interpret the

results of Facet5 psychometric evaluation and provide feedback based on the Facet5 report.

The event saw participation from the HR heads of Group Centre, SP E&C, AFCONS, SP EPC, SP Infra, SP Real Estate, Eureka Forbes, Sterling & Wilson and SD Corp. The programme was a part of the SP Group's initiative to increase HR capability.

– UTKARSH KARKARE, SP GC



Shapoorji Pallonji SHIKHAR: The Journey Continues



inspirational leadership, teamwork and collaboration. He explained the human effort behind 'The Imperial Towers', the tallest residential towers in India. Mr. Kekoo Colah spoke about the importance of teamwork and collective leadership, citing the example of Tenzing Norgay and Edmund Hillary's successful 1953 Everest expedition. He highlighted the importance of right attitude, the ability to work in teams and recognising the skills and abilities of others.

As part of their developmental journey, SHIKHAR participants work together on live business cases. These 'Action Learning Projects' (ALPs) are sponsored by group CEOs and allow participants to bring their unique skills, talents and experiences to the table—so as to deliver out-of-the-box solutions to real-time organisational/group challenges.

Some of the projects being worked upon by the participants include SP-E&C, SP Real Estate and Eureka Forbes.

— UTKARSH KARKARE, SP GC

As part of the Shapoorji Pallonji SHIKHAR journey, the second round of 'Learning Labs' (structured learning sessions) were held from December 16–18, 2014 (for Batch 1) and February 17–19, 2015 (for Batch 2) at Lonavala.

The event saw participation from 44 senior employees (in two batches) of SP Group companies such as SP E&C, AFCONS, SP EPC, SP Infra, SP Real Estate, Eureka Forbes, Forbes & Co., Sterling & Wilson Ltd. and SP Fabricators.

The theme of the Learning Lab programme was 'Leading People', and its objectives included understanding the building blocks

and levers of a high performing team, practicing key skills of effective feedback, performance conversations, conflict management and learning influencing strategies. The session was a blend of case studies, discussions, structured activities as well as management-related videos.

In a session titled 'Learning from Leaders', the participants of Batch 1 were addressed by Amit Thacker (Managing Director, SD Corp), while the participants of Batch 2 were addressed by Kekoo Colah (CEO, SP Real Estate).

Mr. Thacker talked about his experiences on leading people, highlighting the importance of

Training of MEP Supervisors, Kolkata

Plumbing and sanitary infrastructure has always been given low priority in the country's human resource development policies. However, in the wake of accordance of unprecedented priority to MEP functions recently, there has been a huge spurt in demand for trained MEP

supervisors in the company—a rare skill in the market. As a part of organisation's restructuring initiative—aimed at having multi-skilled supervisors with expertise in MEP functions—technical experts and the HR department of the Eastern Region, with the support of the Institution of Public

Health Engineers India and the Centre for Innovation & Excellence of Vinayaka Missions, Sikkim University, have developed a module to train civil supervisors in MEP functions. Accordingly, 19 supervisors from the eastern region have been trained through a five-week 'Certification Programme

on 'Plumbing and Sanitation Infrastructures for Field Level Professionals' with the following objectives:

1. To operate and maintain plumbing and sanitation installations of high-rise buildings, housing estates and other work sites, according to the interpretations of plumbing and sanitation drawings.
2. To operate and maintain safety of electrical and mechanical assets related to pumps, air conditioning systems and troubleshooting in general.
3. To operate and maintain water supply and waste water treatment plants.
4. To operate and maintain ventilation utilities, along with air conditioning plants and firefighting installations.
5. To operate water treatment plants and sewage treatment plants to obtain desired results for raw water storage and use.

On November 10, 2014, the programme was inaugurated by Mr. Aloke Mookherjee, former president of the Confederation of Indian Industries and the chairman

of FLAKT India. The presidential address was delivered by Prof. K.J. Nath (President, Institution of Public Health Engineers, India).

The supervisors have not only been trained at the classroom level, but have also visited various sites to acquire practical knowledge of MEP functions. At the end of the programme, the supervisors were deployed at the MEP departments of various sites of the eastern region, and, as of now, are successfully discharging the responsibilities as per the objectives of the training.

– MOLAY GHOSH, Kolkata

H1N1 Awareness Programme, Ahmedabad

A swine flu and H1N1 virus awareness programme had been organised with the help of the Gujarat Government Urban Health Centre, Vadnagar, for the staff and contractors of our GMERS site in Vadnagar. The programme was intended at providing knowledge and offering guidelines and thereby enable company staff and workers to anticipate, recognise, evaluate and control possible infection by the dreaded virus.

Swine flu is a respiratory illness that affects pigs. Caused by the Swine Influenza "A" Virus (SIV), it also can affect humans and is dangerous for both.

Among pigs, it is a serious illness. Its initial symptoms include runny nose, cough, decreased appetite and lethargy. The virus spreads from pig to pig. However, it can also be directly transmitted to humans by direct contact with an infected pig. An infected person can similarly transmit the virus to another person by just sneezing, coughing or coming in direct contact with the infected person.

Swine flu is contagious and dangerous and often fatal for human beings.

Symptoms in humans

H1N1 causes fever, headache, body ache, cold, cough, sore throat, runny nose, vomiting, diarrhea, etc. It is recommended that a person showing these symptoms should consult a doctor as soon as possible.

The Government of India has been providing with 'Tamiflu' (an antiviral drug) for the prevention and treatment of the disease. The drug is available at 10,000 medical stores across the nation.

Tamiflu (oseltamivir) is an antiviral medication that blocks the actions of the influenza virus (of both types A and B) in the human body.

Five effective steps you should take to keep swine flu away:

1. The best way to prevent yourself from contracting swine flu is to get flu vaccination or flu shots on

annual basis. This protects your body from getting infected by the virus.

2. Wash your hands properly using soap or sanitizer. This prevents the virus from entering the body and infecting you. It is especially important to wash hands before intake of any meal.
3. One of the most important preventive measures is to avoid contact with people suffering from swine flu, as that can lead to infection.
4. Although, swine flu does not spread through food, it is important to have properly handled and well-cooked food. Raw foods must be properly washed and cooked.
5. People who are prone to diseases should wear masks or cover their mouths and noses so that they do not inhale the virus from the environment. They should also avoid crowded places where chances of infection are higher.

– VIVEK SHRIMALI, Ahmedabad



Women's Safety Programme Held at SP Centre

To celebrate International Women's Day, a special training session on women's safety was held at SP Centre, Mumbai, on March 12, this year.

The training was conducted by physical security specialists-with expertise in Krav Maga (Israeli martial arts) and Tae-Kwon-Do (Korean martial arts)-from Mahindra SSG. The trainers had army backgrounds and extensive experience and specialisation as trainers in the fields of close combat and protection.

Some of the topics covered were: Types of crime against women; the rights of working women against sexual harassment in workplaces; laws to protect women; travel safety; cyber crimes; and self-defence techniques (with focus on practice sessions). Going by the adage 'Prevention is better than cure', the participants were advised on how to take precautions and anticipate dangerous situations.

The event saw participation from 78 women employees from various SP Group companies such as SP E&C, AFCONS, SP EPC, SP Infra, SP Real Estate, Eureka Forbes, Forbes & Co., Forbes Technosys Ltd., Sterling & Wilson Ltd., SP Fabricators and SP CMG.

– UTKARSH KARKARE, SP GC



Delhi Wins Outstanding Concrete Structure Award

The 'Outstanding Concrete Structure & Outstanding Concrete Technologist Awards' function, held on November 26, 2014, in Dehradun, saw Shapoorji Pallonji's ONGC Green Building project being selected for the coveted Outstanding Concrete Structure Award, by a jury comprising members from the Indian Concrete Institute, Uttarakhand Centre, Roorkee and UltraTech Cement UP-II. The function was organised by the Indian Concrete Institute (ICI) and Ultratech Cement to mark this year's 'Concrete Day'.

All the technocrats of Dehradun were present at the function. They appreciated the landmark structure by Shapoorji Pallonji & Co. Pvt. Ltd. The award was handed over to Dilip Solanki (Vice President, Delhi) and Rajeev Bansode (Project Manager) by Chief Guest, Prof. S.K. Bhattacharya (Director, CSIR). This was followed by a speech and brief presentation by Mr. Rajeev Bansode on the ONGC Green Building Project. Indeed it was another proud moment for the entire ONGC team and the company!

– RUKHSANA HAQUE, Delhi



Pune Region Bags Awards

At the 7th CIDC Vishwakarma Awards function, the GEMMF Project was honoured in the 'Best Project in India' category. The awards ceremony was held on March 14, 2015 at Stein Auditorium, India Habitat Center, New Delhi. Shri Satyendra Jain, Hon'ble Minister of Health, Power and Public Works Department, Government of NCT of Delhi, gave away the award.

The CIDC Vishwakarma Awards are inspired by the spirit of construction and creation as is patronised by Lord Vishwakarma, the ruling deity of construction practices in India. Each year, the event is hosted by CIDC, the apex body dedicated to promoting best practices within the Indian construction industry.

The project was also honoured by the India Concrete Institute as 'Outstanding Structure in Pune' (in the 'Industrial' category). In the 'Commercial' category, the TCS Project was honoured as 'Outstanding structure in Pune' by the institute.

— SMITA WADKAR, Pune



SPRE Pune Bags Five Awards



SP Infocity employees receiving one of the five awards the company bagged (comprising two first prizes and two second prizes) in different categories under 'Landscape Upkeep & Maintenance'. The competition was conducted by the Pune municipality, in the first week of February 2015.





SP E&C (Eastern Region) Lifts Regional Football Championship Trophy

In the fight for this year's regional football championship trophy (Eastern Region), the SP E&C decisively defeated Forbes Facility (7 -0), SPRE (4 - 3) and Sterling Wilson (1 - 0) to lift the coveted trophy.

The SP E&C team showed amazing grit and determination and displayed some amazing skills and agility, setting high standards for the game. Their hard work culminated with a truly deserved victory that helped them emerge 'Regional Football Champions' of the Eastern Region.

It is pertinent to mention that the team has been trained by Mr. Shankar Lal Chakraborty, the current coach of the renowned Mohan Bagan Football Team and technically advised by Mr. Bhaskar Gangully, former captain of Indian Football Team.

Having conquered the East, the team heads to Mumbai next, where it will fight with the other regional champions (Western, Northern & Southern) for the 'SP Unity Cup' and the 'National Champions' title.

— MOLAY GHOSH, *Kolkata*

The Shapoorji Pallonji 'Gambhar'

To underline the spirit of giving and celebrate 150 years of Shapoorji Pallonji, the Mistry family decided to host a *gambhar* on March 14, 2015. A *gambhar* is a charitable event where the entire Zoroastrian community is invited for a community meal. The event was held at The Turf Club, in Mahalaxmi, Mumbai.

Entry coupons for the evening were distributed by SP volunteers from five designated locations across Mumbai. On the appointed day, 6,500 community members were wined and dined in five 'patras' or sitting timings. Bedecked with flowers and illuminated with decorative lighting, the venue wore a celebratory look with catchy messages highlighting the 150-year celebrations of the SP Group. One section had round tables where people could enjoy a light snack along with a drink and alongside was the dining area, where tables and chairs were laid out in typical Zoroastrian style.

The celebrations commenced on time with euphoric families trickling into the venue. Mr. Pallonji Mistry, Mr. Shapoor Mistry and Mr. Cyrus Mistry were present along with their families and friends. Mr. Shapoor Mistry took time to personally interact with and greet the families present and thanked them for attending. The family also sat down for dinner along with those





present. The sit-down dinner had over 10 dishes on the menu which were served on banana leaf, in traditional Zoroastrian style. There were vegetarian and non-vegetarian menus to cater to individual preferences.

Our team of volunteers displayed efficiency and enthusiasm in tirelessly helping and attending to the guests to make the event a grand success. There were teams assigned at all focus points. Though the numbers were great, there were no complaints, thanks to the exceptional hospitality of the hosts.

As organisers, our greatest reward was receiving the thankful blessings and regards of all those present.

– FARZEEN PATEL, *SP GC*

MAKE IN INDIA: Turning Vision Into Reality

Tata Steel and a team of its senior leaders had organised a conference in late December last year to address the industry's contribution in realising the Prime Minister's vision of turning the 'Make in India' campaign into a reality and its relative impact.

The primary goal of the meet was to bring together industry captains and leading professionals under one roof to discuss the issues facing our nation and develop possible strategies as to how the team can become aware and engage in initiatives taking place in various industry segments.

SPEC was aptly represented by the director of our 'Design and Build' wing, Mr. Barun Pal Chowdhury, who was requested to be a panellist, along with senior TSL executives. Among the other representatives were senior members from the construction, automotive, wire rod and infrastructure industries. The discussions were centred on the 'Make in India' theme, as was applicable to the respective industries. Mr. Chowdhury emphasised the need for conscious attempt in engaging diverse functions and industries to contribute towards providing a sustainable solution. Reiterating the Prime Minister's 'Look East and Link West' catchphrase, Mr. Chowdhury emphasised that a global vision was essential, as it would aid in understanding and adapting global systems, materials and methodologies—by not merely following them blindly but adapting them to provide responses to our developmental needs. Mr. Chowdhury further emphasised the need for regulating bodies to create an enabling environment to meet this challenge.

The dialogue was clearly defined around three segments:

- a 'Make India' before we drive towards 'Make in India': This would involve capturing participants' views on aspects like infrastructure creation and reforms (labour, land, financial sector, FDI, models like PPP, etc.) which are essential for 'Make India'.
- b 'Make in India': Ensuring 'Make in India' happens in each of the represented industries.
- c 'Tata Steel/Industry Participation': Proactively supporting the 'Make in India' mission for industries.



Given the diverse and dynamic nature of the speakers and the panellists, the discussion provided in-depth insight as well as actionable and practical tools of engagement models, methods and mechanisms that have worked in other countries and how they could be utilised in the context of India. Mr. Chowdhury's thought provoking insights were well received and contributed to the success of the panel discussion.

– KEDARNATH PHATARPHOD, *SP DB*



The Chennai RO had organised a workshop on 'Eat Healthy and Live Healthy' on March 8. At the workshop, Mr. Prakash Kannaiyan, the MD of SK Organic Farms briefed the participants and presented an organic sapling to each staff member to nurture in their residence.

Ahmedabad Region Runs to Foster Spirit of Togetherness

On the breezy winter morning of January 5, 2015, a 5-km run was organised for the staff members of SPCPL, Ahmedabad Region to promote team spirit and togetherness.

Donning T-shirts that displayed the SPCPL logo, the team participated wholeheartedly in the event which commenced at 6 am.

At the end of the run, everyone returned home with a feeling of renewed team spirit and togetherness.

– VIVEK SHRIMALI, Ahmedabad



Annual Day @ Delhi

The wait was finally over for us all in the Delhi Region! With spring in the air, the Annual Day Celebrations kicked-off in a grand style at The Umrao, Delhi, on February 28, 2015. And why not! It was a proud moment for all of us, after all, it being the 150th year of the SP Group! That called for added festivity!

The evening saw attendees arriving early, registering themselves by flashing their ID-cards and being handed a 'Lucky Draw Coupon' (there were various prizes including a jackpot).

Over 1,200 personnel with their families enjoyed the cultural extravaganza that followed, with various performances put up by our



Skit by SP School cum crèche

colleagues, their children and even spouses. There was a tea/coffee counter with cookies; there were welcome drinks (mocktails to be precise!); and there were snacks too!

The evening started with the traditional lighting of the lamp. This was followed by the singing of the national anthem with everyone standing in attention, as the tricolour unfurled.

Among our show presenters were the boisterous and vivacious Nitish Kalia (BD Engineer at the RO) and the relatively cooler and calmer Vivek Malviya, our planning engineer from the Kashipur project. Together they set the tone for the things to come.

Our VP, Mr. Dilip Kumar Solanki and the area head, Mr. Shammi Khurana, welcomed everybody and set the ball rolling.

The evening's cultural programme took off with the 'Taaqat Mei Hi Ekta' skit, put up by nine

children from our SP School- cum- Crèche at the Godrej project site. This went well with the evening 's theme: Teamwork.

After this came Sattu Pe Satta's *saat rang* song 'Zindagi Mil Ke Bitayenge', sung by seven employees from our Accounts, Admin, HR and QAQC departments, including Nitish & Anup, Dy MEP Mgr@ Primus.



Amrita dancing

The METs, along with our area planning heads, then presented a medley of Arijit Singh's songs; and after that we had Yash & Aviral strumming their guitars with Piyush lending his voice for the hot flavoured songs of the season.

The highlight of the evening, of course, was Little Jiya singing (*a la* Celine Dion) the all-time favourite 'My Heart will Go On', the superhit from *Titanic*. She was ably supported by her teen sis, Saumya, playing the synthesiser, as the proud father, Rajiv Khanna, DGM, Horizon Project) and his wife watched from the sidelines.

Next, Amrita, our architect from the RGICS project in Dehradun charmed everyone as she swayed to the beats of 'Mere Dholna' from *Bhool Bhulaiya*. After that, it was time for the stage to be rocked by eight trainee engineers doing the bhangra!

The late Bhupen Hazarika was remembered with his soulful 'Ganga Behti Ho Kyon' playing in the background, as three family members of our accounts manager, Sandip Chattopadhyay, matched it magically with their moves.

The evening then took on a formal note with our chief guest, P. V. Prasanth (Director-Operations), and the VP presenting the Long Service Awards (10 and 15-years) to twelve of our employees.

A live band took over next with crooners Devraj Varun (GM) and Rohit (Admin IC@RGICS Project, Doon) adding melody and emotion which was followed by many enthusiasts grooving away to the orchestra and the DJ's beats.

To round-up the evening's proceedings, the director and the VP, alongwith the HODs, gave away seven prizes to the lucky ones and the coveted jackpot to the luckiest.

The dinner was a lavish spread... it was accompanied by a light drizzle, considered a good omen.

As all good things come to an end, so did our evening of *masti* and magic. So until next year, Ciao!

– RUKHSANA HAQUE, Delhi



Youngsters swinging away



Mr. P. V. Prasanth handing over the prize

Annual Day @ Hyderabad



Long service awardees - left to right Mr PURANAM VIRUPAKSHIAH, Mr Jibi Pullan, Ms Renuka Nalam and Mr Madhu Rao,



Annual Day celebrations is perhaps the most eagerly awaited programme in the Hyderabad region. This year, the programme revolved around theme 'Health is Real Wealth'.

Mr. P. V. Prasanth, Mr. Vithal Nayak and Mr. Dilip Solanki graced the occasion as chief guests.

The evening commenced with a preliminary health check for the wives and daughters of the staff which was in line with this year's theme. A health card was issued to them. Awareness about healthy living and their role in keeping the family fit were enunciated.

The staff, along with the choreographers, worked very hard to put up a great show, as became evident from the results. The most riveting performances were the dance performances by the DRPL site team and the DET + GET team, the latter working together to create a group dance. Both the programmes got standing ovation; even the seniors were enthused

by them and tapped their feet. The DRPL dance was conceptualised by Mr. Venkatesh—to convey the message that "anybody and everybody can dance".

The zing with which the staff walked the ramp, displaying fitness acquired through exercising and eating healthy, had the audience inspired to the extent of wanting to hit the gym the very next day.

Students from the city's blind school were invited to be a part of the programme; they were encouraged to showcase their skills. The social responsibility aspect demonstrated by involving the blind school in the programme and supporting them was well received and appreciated by our chief guests.

The annual day cultural programme ended with distribution of the long service awards and prizes. Among the awardees were Mr. Madhu Rao, Mr. Tripurari Pal, Mr. Virupakshaha, Mr. Jibi Pullan and Ms. Renuka Nalam.

We bring you comments by some of the attendees for whom it was an evening to remember.

"Such a wonderful evening we have had! I kept waiting for the next event and the next and the next... Never seen such an event in my life with the staff and their families making it a great success."

- P. V. Prasanth

"The programme was enjoyable and moving. One could clearly see the team spirit and togetherness in the group. Kudos to the entire team that worked behind the scenes to make sure this function went of exceedingly well."

- Vithal

All through the event, the atmosphere was relaxed and carefree as staff and their families interacted, talked, joked, and played together. Looking forward to the next such session.

- Aziz Tayyaba, Hyderabad RO



Long Service Award Presentation, Eastern Region

The long service awards ceremony of the eastern region was held at the Silver Bloom Banquet in Hotel Senses, Salt Lake, Kolkata. A total of 29 long-serving, dedicated employees were felicitated and honored at the ceremony. Two among them have been associated with the company for more than 20 years, four have completed 15 years of service and 23 of them have more than 10 years of service to their credit.

The long service awards were not merely about award presentation; they also underscored employees' loyalty, commitment, pride and sense of belonging to the company during their tenures with the organisation.

– MOLAY GHOSH, Kolkata



We are pleased to announce that the Hyderabad regional office has shifted from its existing location to '3rd floor, 7-1-21/A, Apdl Estates, Opposite Country Club, Begumpet, Hyderabad' at the onset of the new financial year. The new office has been designed to provide a better working environment and better access to visitors. It is spacious and spread across an entire floor with all departments well laid out, which enables employees to work together and communicate with other departments more easily. Our new office also has a well defined dining area and a pantry to eat and relax together. Car users especially will be happy as there is sufficient parking space.

We invoke your blessings and look forward to seeing you at our new office soon.

– AZIZ TAYYABA, Hyderabad

HYDERABAD

Employee Wellness Programme, Hyderabad



Environment, health and safety have been some of the prime focus areas of our company, and accordingly, we too have chosen to focus on employees' health. To boost employee engagement and productivity by enhancing their physical wellness, the Hyderabad region has organised a health awareness programme at all its sites.

In the first phase, focus was laid on right nutrition. For this, an orientation lecture by a nutritionist/doctor was scheduled on the topic 'Good Health Through Right Food Habits'. It covered causes of and the precautions to be taken against lifestyle diseases like diabetes, high blood pressure and obesity. Basic health parameters like height, weight, BMI, BP, pulse rate, etc., were noted for all staff members to identify those who needed intervention. Counseling was also provided to encourage good health through healthy eating habits.

In the second phase, three workshops at different sites were held. Their scopes were enhanced to cover the subject 'overall health by focusing on the body and mind'. While a dietitian carried out one-to-one discussions with the employees, providing guidance on good nutrition, a doctor conducted one-and-a-half hour workshops everyday for a week on emotional and self-healing. Novel methods were employed by him at these workshops to address stress management and the concept of 'mind-body medicine'. He delved into various human emotions and their respective effects on the body and mind. Techniques for banishing harmful thoughts were taught. One among these was the 'emotion release technique'. Among other techniques were 'positive channelisation of the mind' through breathing exercises, guided meditation and visualisation techniques, etc. They would not only do good to the participants health-wise but also bring success and help them in achieving goals. True enough, with each session, participants felt visibly relaxed, rejuvenated and recharged.

Reviews were conducted after two months and it

The methods taught were simple, straight and can be practiced daily by investing a little time anytime during the day. The feedback from employees was extremely positive and encouraging. We have reproduced a few:

FEEDBACK

"It gave me complete positive thinking and changed my perception of life."

R.V.S. PHANI KUMAR
(Dy. Manager, Stores)

"...releasing bad thoughts, creating positive atmosphere, no bad sensation on others... My family also practices it with me."

ANTARYAMI DASH
(Dy. Manager, Safety)

"I learnt how to control emotions. Meditation and deep breathing exercise was the highlight of the workshop. Felt very good and comfortable after the busy work schedule."

RENUKA
(Manager Commercial)

"It gave complete relaxation of entire body and freshness. Total body relaxation and mental stress relaxation... It was definitely a healthy programme to refresh the mind and body away from regular stress."

P.M. PILLAI
(DGM, Projects)

was heartening to learn that some of the employees who had high sugar levels, or hypertension, or who were overweight, or had high stress levels had benefited. Some of them are either off medication or have reduced their dosages.

Our endeavour is to encourage more staff towards healthy living.

— AZIZ TAYYABA, Hyderabad

Promoting a Holistic Understanding of Affordability in Housing

A talk by Mr. Barun Pal Chowdhury @ Conference on Affordable Housing

Given the ongoing acute shortage of housing units, there is a conscious need to recognise the actual magnitude of 'affordable housing' and understand its key segments—with a view to look to the future and face challenges and opportunities that could arise. This was the principal theme of 'The Conference on Affordable Housing Needs and Requirements: Strategies and Solutions', which was held from December 10-11, 2014 in New Delhi. To share his thoughts and vast expertise on the subject, Barun Pal Chowdhury (Director of SPEC Design Build) was requested to share his views on the subject.

The mission of the conference was to highlight the needs and the potential of affordable housing, discuss the key issues and examine potential strategies and solutions. It also sought to showcase noteworthy projects and innovations in design, construction technology and financing, together with intensive discussions on industry perspectives, finance, regulations, green measures and construction. Mr. Chowdhury urged the audience to develop a comprehensive outlook on the subject through a single point solution.

Between discussions on appropriate materials and success of an efficient design, Mr. Chowdhury consciously emphasised the all-encompassing role of 'Design and Build' in being able to comprehend not only the effects of the Time-Cost-Quality parameters, but also undetected ones such as effects of regulations, finance, ground situation, volatile supply-demand loop, in ensuing project feasibility. Further, he identified the dynamics which can influence the viability of affordable housing like optimisation of design (ARCH/STR/MEP), project duration and scale, project location, appropriate technology, resource availability (labor/material/plant), procurement and planning and costs involved.

The 'Design and Build' model was aptly presented by Mr. Chowdhury as a dependable way of delivering

controlled but tangible results. This was because it allowed for better interaction amongst faculties to address the core issues in providing measures that aim to deliver affordability. SPEC's role was made aware by showcasing its capabilities as a single point solution—by providing in-house expertise in architecture, structure, MEP, project management and coordination—thus directly allowing for simple and effective designing through optimisation, value engineering, efficient material procurement, appropriate construction technology and coordination.

Mr. Chowdhury emphasised the need to look at affordable housing as a sustainable business model. This was showcased with the illustration of the 150-acre mass housing project called 'Sukhobristi' which happens to be a SPEC project, initiated by the West Bengal Housing Infrastructure Development Company Limited (WBHIDCO), as a cross subsidy model. SPEC underlined the contributive effort of 'Design and Build' in adopting appropriate technologies which would be apt for local conditions and project requirements. The suitability of the technology for adoption remains largely with identifying methods that cater to speed, quality and financial feasibility. Not limiting to the existing systems in use such as precasts, shear wall and conventional systems, Mr. Chowdhury stressed the need to consciously explore and adapt innovative and efficient technologies such as prefab, Light Gauge Steel Framing (LGSF), rapid wall building systems, or efficient and innovative use of available materials such as reinforced concrete blocks.

A lot needs to be learned of the potential market for affordable housing, as its intricacies are quite different from those of real estate. A conscious industry-wide approach has only scratched the surface. However, its actual implementation and relevancy in providing affordability in housing so as to meet demands needs to be realised.

—KEDARNATH PHATARPHOD, SP DB

Mr. Chowdhury urged the audience to develop a comprehensive outlook on the subject through a single point solution.



Earth Hour 2015 At SP Sites

'Earth Hour' was observed between 20:30 and 21:30 on March 28 by the Facilities Management section at the SP Infocity sites of Chennai and Pune and the Imperial and Shukhobrishti project sites of Kolkata. The net savings, just in one location—SP Infocity, Chennai—was 667 KWH. A few pictures from the SP Infocity site in Chennai...

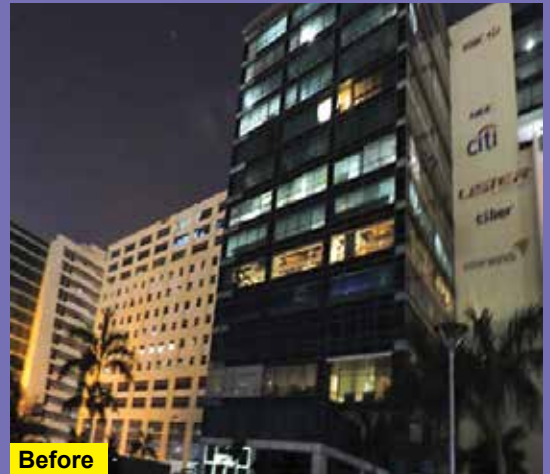
– RAJ GANDHI, *SP RE*



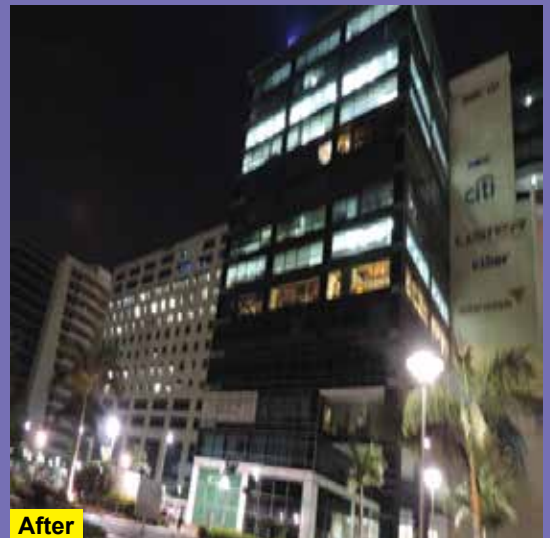
Before



After



Before



After

Reaching Out to Thalassemia Patients

With the objective of spreading awareness about thalassemia, SP E&C, Eastern Region has entered into a collaboration with The Thalassemia Society of India. Thalassemia patients require blood transfusions once/twice every month and chelation frequently. To support thalassemia affected children from the poorer sections of society, the employees of SP E&C, SP EPC and SPRE have donated blood while SP E&C employees have sponsored chelation (medicine) costs of five thalassemia patients in the age group of 5–16 years. The CSR team of SP E&C visited the Thalassemia Society on March 27, 2015 and interacted with patients. They also distributed small gifts among the thalassemia affected children.

– MOLAY GHOSH, *Kolkata*





Hyderabad

Blood Donation

A blood donation camp was organised in the Hyderabad region on November 1, 2014, in association with the Red Cross blood bank. Some 75 employees based in Hyderabad volunteered to donate blood.

The donated blood will be mainly used by the Red Cross for children affected with thalassemia, who need transfusions every 21 days to stay alive. Nearly 1,000 such children are registered with the Red Cross blood bank. Daily 30-40 children are given free blood and transfusions.

Employees were happy to be part of this humanitarian cause and look forward to giving back to society in any way possible.



Chennai

Blood Donation

camp at Metrozone site, Chennai





Ahmedabad

Blood Donation

camp at ALSTOM Bharat Forge site, Ahmedabad



SPEC Pune Hosts Annual Overnight Camp for Children of Construction Workers

In a move that underscored our commitment to uplift children of construction workers, we the staff members of SPEC, Pune, in association with Tara Mobile Creche, had hosted the Overnight Annual Camp of Tara Mobile Creches, at SP Infocity, where children from all their centres in Pune participated. The event included games, exhibitions, competitions and cultural programmes.

– SMITA WADKAR, Pune

Karle Infra Acquires Distinction with Unique Project

KARLE OT-3 PROJECT

The Karle OT-3 project is an iconic 12-storey structure located at Karle Town Centre, Bangaluru that has attempted to give shape to the architect's imagination of an energy efficient, self-shading, wave-shaped modular facade. The project has many unique characteristics to its credit. To begin with, this is a first from Karle as a developer and that the group could come up with a marvellous project like this in their maiden endeavour is laudable. Secondly, the project is an output of thorough solar analysis, where its alternate wave shaped facade provides shade to the facade itself, thereby making the facade energy efficient and unique. This feature alone is expected to save 15–16% energy.

Designing and executing a wave shaped facade is the first of its kind that any facade company has executed so far in India. SP Fab took up this project and had to overcome a lot of challenges in terms of design/ production/ transportation/execution, in order to successfully complete the project.

SP FAB JOURNEY

The Karle project has been a great learning experience for the entire SP Fab team right from date of receiving the LOI. Mr. Shekhar Vaddepally, the structural design head explains: "Structural aspects demanded design of several unique types of connections to support the facade panels, especially in curvature areas, where the panels in two vertical planes, with an acute angle between them, are made to form a single unitised frame. Because of the constraints to access the corner portion of this unitised panel during installation, it was required to design the brackets in two parts. One part was connected to the mullion profile during fabrication itself in the factory, which was then connected to the other part that was anchored to the concrete floor. Because of the complexity in mullion/transom arrangement, making of the structural model for analysis required special care and attention, so that the behaviour of the actual facade framework could be understood more accurately."



It was a tough challenge for the detailed design team to take the architect's concept to the next level. The team, headed by Mr. Jerome Castellino, and designer-in-charge of the Karle project, Mr. Ashutosh Mhatre, had to break the wave shape into three pieces for ease of production, transportation and installation. In order to get better insight of the difficulty of fabrication and installation, prototypes were made and thoroughly examined at the factory and feedback was used to improve the design. Speaking with satisfaction, the duo says, "Designing with software is not a big deal. But our shop floor should be able to produce it. We should be able to transport it to the site without causing damages and cost effectively. And finally, the site team should be able to install it with ease. All these posed real challenge to us. Preparing the prototype actually helped understand the nuances of fabrication and installation. We were able to improve our design through that."

In order to fulfil the architect's requirement of 'no glazing' on the curved panel, the project required non-standard size of aluminium composite panels (ACPs) whose availability had to be traced to a supplier in UAE and material sourced from there. The project also demanded procurement of non-standard size GI sheets, the plan to procure which was done neatly, in order to achieve cost effectiveness and avoid delay in procurement. Developing coating powder to match the shade of the ACPs was another challenge which involved a lot of R&D by SP Coating and the powder supplier.

The toughest part of the Karle project though was the production itself. A new die was developed to roll and bend the transom profiles. Then these rolled profiles were cut and welded to a straight member with precision to achieve the wave shape of the panel. ACP sheets were also rolled to fit into the curved shape of the panel. Another challenging job was manufacturing floor flashings, where aluminium sheets were rolled,

PROJECT DETAILS

PROJECT VALUE: ₹ 12.72 Cr

FACADE SCOPE: 1,34,000 Sq ft

ARCHITECT: Merge Studio, USA

FACADE CONSULTANT: FITI

LOCATION: Karle Town Centre, Nagavara Village, Bangaluru

DATE OF COMPLETION: April 2015

cut and welded to give a curved shape to the flashing. Looking back, the production head, Mr. Dilesh Dhebri and key team mates Mr. Hemant Kannan and Mr. Hitesh Joshi say, "We all were initially sceptical of producing and completing this project successfully. But preparation of the prototype and the successful performance test at the FITI testing lab gave the much desired boost to move ahead."

Fabrication and glazing of the curved panels involved so much activity that the production floor could hardly produce six dispatch-worthy curved panels a day, in spite of 80 labourers working on them! Storing these curved panels on the production floor was another challenge. Each curved panel required storage space equivalent to six straight panels. Hence, the production plan (of these curved panels) had to take into account site requirements, storage space and efficiency of transportation. Also, the QC department's involvement at each and every stage of the production ensured quality work.

The logistics team had to be innovative when it came to transporting the panels to the site, free of damage and cost-efficiently. Many reputed transporters were invited to the factory to propose efficient transportation methods. Insight gained from their opinions was used to prepare the dispatch plan. The team worked proactively to work out a dispatch plan for the entire project for the production team in order to achieve space efficiency. The loading team had carpenters who ensured damage-free (and even scratch-free!) transportation of the panels to site. The team worked very hard to achieve dispatch of five truck loads of material in a single day!

Finally, the site team, headed by Mr. Venkatasubramanian, and team engineer, Mr. Amit Jantre, did a fabulous job in executing the project. Reflecting, Mr. Venkat says, "It was essential to have a team of well experienced supervisors and engineers to execute this unique and critical project, and luckily, I had them in my team. We engaged qualified sub-contractors to execute the work. Site engineers, supervisors and quality personnel worked with passion to overcome every challenge faced and take the project towards successful closure. We started our panel installation on December 13, 2013 and completed it on June 10, 2014. In five months, we installed 1817 panels, with a team of 18 labourers, installing an average 10 panels/day. The curved panels were a real challenge to install. Although at times we achieved as many as 38 panels in a day, still the low installation speed of the curved panels brought down the average speed. Safety was a major concern too during the installation phase and utmost care had to be taken to manage safety at the site."

The project has earned the unique distinction of being featured in the 'New York Architecture' blog (<http://blog.archpaper.com/2015/01/merge-rides-waves-Bangaluru/>). The project is also headed towards achieving LEED Green certification.

— NALINI DHALL, SP Fab

SD Corp Wins Prestigious Awards

At the 'Global HR Excellence Awards, 2015' function, held during the World HRD Congress Conference in Mumbai on February 15, 2015, SD Corporation Pvt. Ltd. bagged prestigious awards in the 'Excellence in HR through Technology (Concierge)' and 'Continuous Innovation in HR Strategy at Work' categories. Kudos to S D Corp!



SD Corp personnel with awards at the Global HR Excellence Awards function

Manjri Wins 'TWO' Prestigious Races

The Manjri Stud Farm bred 'COSTA DEL SOL' has done the farm proud by winning the prestigious The Poonwalla Breeders Multi Million Race, the richest race for juveniles, on February 22, 2015. This was the first time that the company has won the prestigious race in its 26-year racing history. With this dominant performance, 'Costa Del Sol' has enhanced the growing reputation of his sire Phoenix Tower.

The Bangaluru Oaks (Gr 2): Early this year, on January 3, 2015, Manjri Stud Farm bred 'ATHENS' won the prestigious The Bangaluru Oaks Race.



Pallon Mistry and Sarosh Mody leading 'Costa Del Sol'



Sarosh Mody, Dinsha Shroff and Munchi Shroff leading ATHENS

A Peep into the Future

It's 7:30 A.M., Thursday, March 22, 2035. We are standing in front of a water ATM, at Borivali, Mumbai.

There are six of these water ATMs, three on each side of S.V. Road that is adjacent to Borivali Station. Motley crowds are queued up in front of each with 500 ml and one-litre containers. Yes, you have guessed it right: they are patiently waiting for their turns to collect the daily ration of potable water.

Today the queue is longer compared to other days. Reason? It's 22 March, the day that was declared World Water Day (WWD) by the United Nations twenty years ago. It's the only day when the government relaxes restrictions on per capita per day consumption of potable water. On other days the cap is at 750 ml per person per day, while on WWD, one can consume double the quantity! People look forward to this day every year.

Going down memory lane, an old-timer reminisces the origin of these water ATMs. The first one was installed at Sonkh Town in Mathura District, UP in March, 2015, twenty years ago. It was reported in *The Times of India* on March 23, 2015, on page 8. The report, very insignificant then, escaped the notice of most readers. Those who happened to notice were amused at such a news item, hardly realising that the writing was on the wall.

Today we are standing here, in front of our only source of potable water. It now costs ₹450/- a litre. It was first dispensed from Mathura ATM @ ₹1/- per litre.

It's not surprising though. Over the years, the water in all the 275 rivers in India has become alarmingly toxic due to flow of untreated municipal waste water and industrial waste into them for generations. Way back in 2015,

pollution watchdog, Central Pollution Control Board (CPCB) had reported that nearly 37,000 million litres of untreated sewage water was entering India's rivers every day because of inadequate sewage treatment facilities. But then it had been nothing but ammunition for mud-slinging between different parties with each trying to gain political mileage from it instead of doing something concrete to stop the rot.

The consequence is the appalling situation we are in today. River water now has other uses instead of serving as a source of drinking water or for irrigation. Depressed souls now gulp down a mouthful of any river water to commit suicide. And it has replaced insecticides and pesticides which are not available anymore. The manufacturers of such commodities had to close shop in the last decade itself due to the drastic slump in demand. In fact, all the insecticides mindlessly used in farms for decades eventually found their way into the rivers. Now any farmer requiring insecticides simply uses river water instead—and it is free of cost. Also, mopping floors with river water keeps your house totally pest-free.

Ground water too is either depleted because of indiscriminate use, or if available at all, is found to be contaminated with lethal amounts of arsenic. Poor village folks forced to consume such water develop horrific lesions all over their bodies and die a slow painful death.

Rainfall too has become erratic due to the dwindling forest cover which stood at 24.01% (of India's total land area) in 2014-15. It has now shrunk to mere a 7%, thanks to mindless urbanisation and unchecked encroachment into forest land everywhere. The Sanjay Gandhi National Park which once was the pride of Mumbai, has almost totally been replaced now by a huge concrete jungle. A museum has been erected in the remaining 5% area, in memory of the erstwhile national park. It displays preserved samples of various flora and fauna that the park once boasted.

Coming back to our water woes, the government has now installed desalination plants in coastal areas to convert sea water into potable water which is rationed from water ATMs. Black marketing of potable water is a thriving underworld business, the asking rate during the summer months and the festive and wedding seasons shooting up to even three times the official price!



World
Water
Day

22 March

Farming, consequently, has become fully dependent on seasonal rainfall, which again has become unpredictable due to climate change. As a result, prices of farm produce have skyrocketed. A substantial quantum of vegetables have to be imported by the government at exorbitant prices from certain European countries who have been able to preserve their environments thus far. And, of course, inflation is now under nobody's control in India.

Two types of people are to be found in our society today: one is the filthy rich, who can withstand any sort of inflation, and the other is history-sheeters, robbers and fake currency racketeers for whom inflation doesn't mean a thing. The rich always go around with their personal bodyguards.

The middle-class being a perishable commodity with a short shelf-life, died a natural death long ago—sometime around 2025. A few survivors here and there feel something can still be done to save mankind from being totally wiped out from the face of mother earth. But nobody pays any heed to them and they are a marginalised lot.

As we wait for our turn at the water ATM, one such rueful soul goes into a stupor as to what could have prevented this all-round disaster, especially the water management aspect of it. He starts murmuring, "If only... if only... if only..."

We find ourselves wistfully filling-in for him with a series must-have-dones:

"...if only we had not cut trees in the name of urbanisation and stopped encroachments into forest land..."

"if only we had ensured installation of a sewage treatment plant (STP) at each housing society, at each human habitation and ensured they ran efficiently for their full design lives..."

"if only we had restricted concretisation of open spaces in each city, each town, each housing society, allowing more and more rainwater to percolate down and replenish the ground water level, instead of allowing it to run into the sea..."

"if only we had made it mandatory to install

rainwater harvesting systems in all urban establishments..."

"if only we could have a strong and clean administration to ensure that all industrial houses adhered to pollution control norms..."

"if only we could protect our mangroves along our coastlines to prevent salt water ingress into arable lands..."

Our hapless, rueful soul thinks and thinks and starts sobbing, overwhelmed with nostalgia. He reminisces that when he was a kid, he would often visit Water Kingdom with his parents on weekends to splash around and have fun. (Water Kingdom had to be finally closed down in 2022 for want of patrons. The spiraling cost of clean water forced the authorities to enhance its entry fee to ₹7,500/- per person and that drove the final nail in its coffin.)

But lo! His stupor is suddenly broken on feeling scorching heat all around him. He opens his eyes and finds himself squatting against a water ATM. It is 12.30 in the afternoon and the sun is beating down mercilessly. The queues all gone. He feels extremely thirsty, digs deep into his trouser pockets and comes out with an empty water bottle. He feels his chest pocket and fishes out his water ATM card. He staggers up, balances the bottle below the tap, swipes the card at the ATM slot and then presses the buttons. The faucet pours out adorable, sparkling potable water. But alas, only 120 ml of it! Sadly he recalls that it being WWD, he was euphoric in the morning and had consumed most of his double quota of 1500 ml before getting into the trance.

He picks up the bottle and lustily downs two mouthfuls. Suddenly he realises that he has to survive with the less-than-100 ml liquid till the following morning. He sighs and pensively lumbers along the dusty sidewalk and gets lost among the sea of pedestrians.

- SEKHARENDU ROY CHOWDHURY,
MUMBAI RO

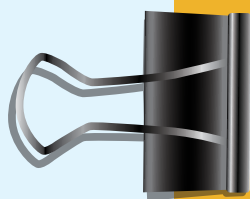
DID YOU KNOW...

Our national anthem *Jana Gana Mana* comprises only the first of the five stanzas of a hymn composed by Nobel laureate, Gurudev Rabindranath Tagore. The complete song was first sung on December 27, 1911 at the Calcutta session of the Indian National Congress and was initially misunderstood to have been composed to praise the visiting British Monarch, George V and Queen Mary on their visit to India in 1911.

Only the first of the five stanzas was designated as the anthem by the Constituent Assembly on January 24, 1950.

Listen to the full version on www.youtube.com/watch?v=fUK0ki0bL80. You will be fascinated for sure!

- RAJ GANDHI, SP RE





The Pune region informs with pride that Ms. Smita Yamgar, Engineer (Planning), Pune RO, who is also an ALDEPER, has won the 'Gold Trophy' in a case study competition organised by the Vedzen Institute and DCCIA Pune, under the name 'Lean Kaizen Mela Gemba Owners 2015' on January 9, this year. The Vedzen Institute constitutes Kaizen practitioners and consultants for lean construction practices. The aim was to

share and learn the best practices in 'Operational Excellence'. More than 30 case studies were presented by manufacturing and construction industries on improving productivity, cost, quality and safety. These were aimed at demonstrating the following:

1. Effective change for better
2. Converting problems into opportunities
3. People, effort and involvement
4. Seeking a new and successful avenue
5. Results in all measures

Smita's presentation was on 'Productivity Improvement and Wastage Reduction in Construction Industry'. Since her GET training period, she has shown keen interest in implementation of lean construction practices in projects and has been striving to make them effective. She has worked at the ground level and hence has good understanding of the practical challenges of implementation of lean practices in construction. Above all, her passion for the field has been commendable.

We are proud to have her in our Pune Regional Team.



We congratulate Jagrut Vasoya, GET, Batch 2014-15, for winning the 'Gold Medal' in 'Construction Planning and Management. Jagrut has graduated from M.S. University, Baroda. The gold medal was presented to him by Honourable Governor of Gujarat, Shri Om Prakash Kohli, at the convocation held at the university on 6th February 2015. Jagrut is presently stationed at our Vadnagar Hospital Project, Gujarat.

We wish him more laurels in the future!

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You can contact the editorial team at we@shapoorji.com in case you are interested in receiving them



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