

## From the **Director's** Desk



**Saurabh Jangle**  
Managing Director

“The last three months of FY 2019-20 saw a 25% increase in the current order book, and thus, finishing the year on a high before the global lockdown hit all of us. Through the year, we also received several prestigious awards—awards that reinforced our commitment towards quality, timeliness, and safety in execution.

However, with logistical obstacles due to the lockdown, the last two months have been quite unique for all of us. Besides our immediate SJCPL family of 1200, almost 4000 of our labour force has faced an even more challenging time. We have provided for groceries and other basic necessities to all of them across our 15 projects. This help and support to this indispensable force of ours has been possible because of our very own colleagues from the Safety, Admin and Execution teams who stay in site guest houses or in close vicinity of various projects. They have ventured out and helped delivery and distribution of rations at many project sites. I salute and thank all these members of the SJCPL team who have contributed towards this exceptional effort!

Getting out of this downturn will be the most challenging part now, but I am confident that the SJCPL family will come out stronger. Our core values of Commitment, Adaptability, Respect and Enjoyment will continue to be our guiding light, and we are more resolved in thought as well as action to face the future.”

### Work completed Q4: 2019-2020



**2,839,791**  
**SQ FT**

Built up Area of Slab casted



**1,33,972**  
**CUM**

Concrete Poured



**13,199**  
**MT**

Rebar Placed



**7,45,644**  
**SQM**

Formwork

### Achievement

## BAI Well Built Structure Competition 2019

Our project Malpani Agile has, for the second year in a row, been honoured with yet another award—this time in the category of ‘Outstanding Bare Shell Work’ by the Builders Association of India, Pune Centre, thus once again highlighting our expertise in RCC works. Kudos to the entire project team!!



## Achievement

### Greentech Safety Awards

Being recognised and honoured for our work is always special—awards motivate us to do better, establish our credibility with our customers and stakeholders, and provide us with an opportunity to celebrate our work. In December 2019, we were delighted to receive the 18th Annual Greentech Safety Award from Greentech Foundation, a California (USA) and New Delhi (India) based organisation. The award was conferred upon one of our projects being undertaken for Godrej Properties. It recognised the ethos of outstanding performance in Safety by SJ Contracts. Only concerted effort from the entire team made this possible and we are very proud of the entire team from Godrej Elements project. Indeed, a superb demonstration of commitment towards safety and wellbeing of all.



## Initiative



### Children's activity at labour camp Creche

*"Children want the same things we want. To laugh, to be challenged, to be entertained, and delighted."*

- Dr Seuss.

'Camp Diaries' is a platform that identifies and nurtures hidden talents and interests of children and makes them proficient enough to pursue these passions on their own. The NGO organised a fun drawing activity for our labourers' children to brighten up their festivities in Diwali 2019. The success of this initiative was evident in the excitement and smiles of the children, which ultimately made our Diwali more special as well.

[www.campdiaries.org](http://www.campdiaries.org)



### British Safety Council Award

In mid-April, amidst the lockdown, we were delighted to hear from the British Safety Council on being selected as one of the elite organisations for the British Safety Council 2020 International Safety Award for two of our Projects - Godrej Elements and Amar Pristine 81. This happens to be one of the top internationally recognised awards in Safety. It recognises and celebrates organisations from around the world that show true dedication to keeping their workers and workplaces healthy and safe. The International Safety Awards are an appreciation of those who have made outstanding achievements in health and safety across the world, and we are beyond humbled to receive it!

*Initiative*

## Inculcating Mindfulness Across the organisation

Our journey of employee wellbeing using the practice of mindfulness began last year when we introduced about 100 mid and senior management colleagues to the concept of mindfulness through workshops. It was great to witness a high level of acceptance and adoption of the mindfulness practice by most participants. This in itself was testament of its apparent and potential benefits. At the same time, research has shown several benefits of mindfulness on the mental health of employees. Reduction in stress, enhanced work productivity, increased resilience, conflict resolution, better interpersonal communication, relationship management and self-care are few worth mentioning. We, thus, decided to introduce the concept of mindfulness across the organisation. Through the months of January and February, we have managed to conduct close to 40 half day workshops and we have trained almost 900 team members in the concepts of mindfulness and they have also been taught tools and techniques to practice it on a daily basis. Many project teams have since even started practicing in groups at a specified time in the day. The good reception of these teachings and subsequent implementation stories have given us good hope and confidence in working more towards making ourselves a more mindful organisation. We owe a great deal of thanks to the good folks from Artshpere - Pune who conducted the workshops for us.

*Initiative*

### Women's Day Celebration and Workshop

Although a small representation in absolute numbers, the women members of SJ Contracts definitely make up in spirit and vigour that they bring to work everyday. We take immense pride in all the women staff at SJ Contracts whom we look at as the real trailblazers of the construction sector. This year on the occasion of International Women's Day, a self-defence training was organised for all women at SJ Contracts. Self-defence is much more than just the ability to physically protect oneself - it's also about building the presence of mind and being aware of the prevailing laws for protecting one's dignity and life. A well rounded learning and activity session made for a great confidence booster for all. We even made the whole event more inclusive by inviting women members from our stakeholder organisations like clients and vendors.

*Initiative*

### Labour Welfare Initiatives during the Lockdown

The SJCP team had been taking extraordinary care of our 4000-workforce who were stuck at our labour camps during the lockdown by providing weekly rations, carrying out regular health check-ups, ensuring all camps' services such as drinking water, kitchens and washing areas, toilets, illumination, waste collection and disposal continued to function as usual. Now that work has restarted, we have taken all precautions such as providing touch-free wash basins, face masks, daily temperature checks, sanitisation of working areas, and enforcing social distancing norms on site.



## New projects undertaken

- **Amanora Mall MLCP & Expansion Works**  
**5,00,000 sqft**  
 Commercial Project for City Corporation Ltd
- **Baner Eleven West**  
**4,80,000 sqft**  
 Commercial Project for Panchshil Group
- **ABIL Boulevard**  
**5,50,000 sqft**  
 Commercial Project for ABIL Group
- **Gokhale Business Bay**  
**4,60,000 sqft**  
 Commercial Project for Gokhale Constructions
- **Pune Airport Multi-Level Car Park**  
**4,50,000 sqft**  
 Commercial Project for Pebbles Infra Tech Pvt. Ltd.

## Learning and Sharing

### Case Study presentation by SJCPL at CemCon 2019



Cemcon is a national level conference organised by the Indian Concrete Institute, Pune Centre (ICI-PC). Conceptualised to address the needs of rapid developments in Housing, Infrastructure, and Smart Cities by inviting eminent speakers, the conference aims to share their knowledge. Adaptability for us at SJ Contracts means constantly improving ourselves through innovation and technology, positively contributing towards the Construction sector.



Our Director, Saurabh Jangle, was invited as one of the speakers at the event in December 2019. He presented a paper on 'Optimising Productivity in Concrete Construction using Advanced Formwork Systems' through two comparative case studies demonstrating the remarkable benefits of using specialised formwork. Lesser material consumption, better inventory management, reduction in labourers, and optimised formwork cost are some examples of the same. Mr Saurabh Jangle quoted "I believe, the key to sustainability is Innovation and Continuous Improvement".

Employees who attended the conference were elated to learn from industry stalwarts and considered this as a fantastic learning opportunity!

### Utkarsh – A Skill Upgradation Program for Jr Engineers

One of our core values at SJ Contracts is Adaptability, which connotes "I am willing and able to improve myself constantly." As such, Learning & Development assumes great importance for us. "Utkarsh" is one of our L&D programs where we help Jr. Engineers enhance their skills of Effective Communication, Personal Leadership and Execution Excellence. Classroom training on the said topics were conducted for almost 100 Jr. Engineers over a period of 2 months. Following this an opportunity was provided to all for implementation of the learnings in groups at the project sites and the groups later presented their implementation stories to a mid management team. The groups with the best ideas and success stories were later given an opportunity to present before the Board of Directors as well. The Utkarsh program provided a good opportunity to the junior engineering team to kickstart or speed up their personal development journey. And it was refreshing to see the involvement and initiative to learn from everyone. We have decided to identify Utkarsh as a flagship Learning & Development program watch we will run every year. A big thanks to Ms. Meeta Kanhere from Meraki Leadership Solutions for conceptualising and implementing Utkarsh for us.



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