Min. facilities at all construction sites

To be available within 3 months of 1st associate being deployed on the site:

1. Attendance login system
2. Seating arrangement in AC environment and good lighting for proposed staff on the site as per policy. Workstations can be shared between average of two associates each. All level 0-4 associates to be designated a seating space, even if on sharing basis (no designated seating for level 5). QC lab can be fan cooled.
3. Reliable Internet connectivity
4. Reliable power during standard office hours (9 am – 7 pm), including, if needed by DG backup
5. Male toilet with min. 1 WC, 1 washbasin and hygiene facilities (eg. handwashing soap, dustbin).
6. Female toilet with min 1 WC, 1 washbasin and hygiene facilities (eg. handwashing soap) (For large and very large sites only).
7. Canteen/Lunch facilities (for locations with 100+ associates only, with no direct subsidy from Lodha). Tea coffee service at other locations.
8. Basic facility for keep premises clean (office assistant or 3rd party housekeeping, as per applicable policy) and good standard of housekeeping.
9. Transportation facilities for sites classified as Remote Locations (see Hardship Allowance policy)
10. HRMS associate assigned to the location (full-time/part-time)
11. Potable drinking water facility
12. If site office having aforesaid facilities is more than ~500 metres walking distance from any building in that project, facilities for sitting (chair), potable water and toilet need to be made at multiple locations such that no associate is more than ~500 metres from these basic facilities.
13. Parking area for associates cars/2-wheelers.
14. First-aid box and some associate who is trained in administering first aid.

- The aforesaid guidelines include all parts of Const Mgmt on the site, including associates of Stores, Quality Enhancement and Horticulture.
- Further, while deploying female associates, HRMS needs to ensure following:
    - There are atleast 2 female associates on the location (or will be within 3 months).
    - There is a separate female toilet facility.
- The operationalization of these facilities will be responsibility of Const Mgmt.
- The ongoing maintenance and upkeep of these facilities will be responsibility of HRMS.
- Const Mgmt and HRMS should plan the location of the aforesaid facilities in a manner which mininimizes the need to shift in a sporadic manner, because continuous shifting leads to low-standard facilities and wasted expenses.