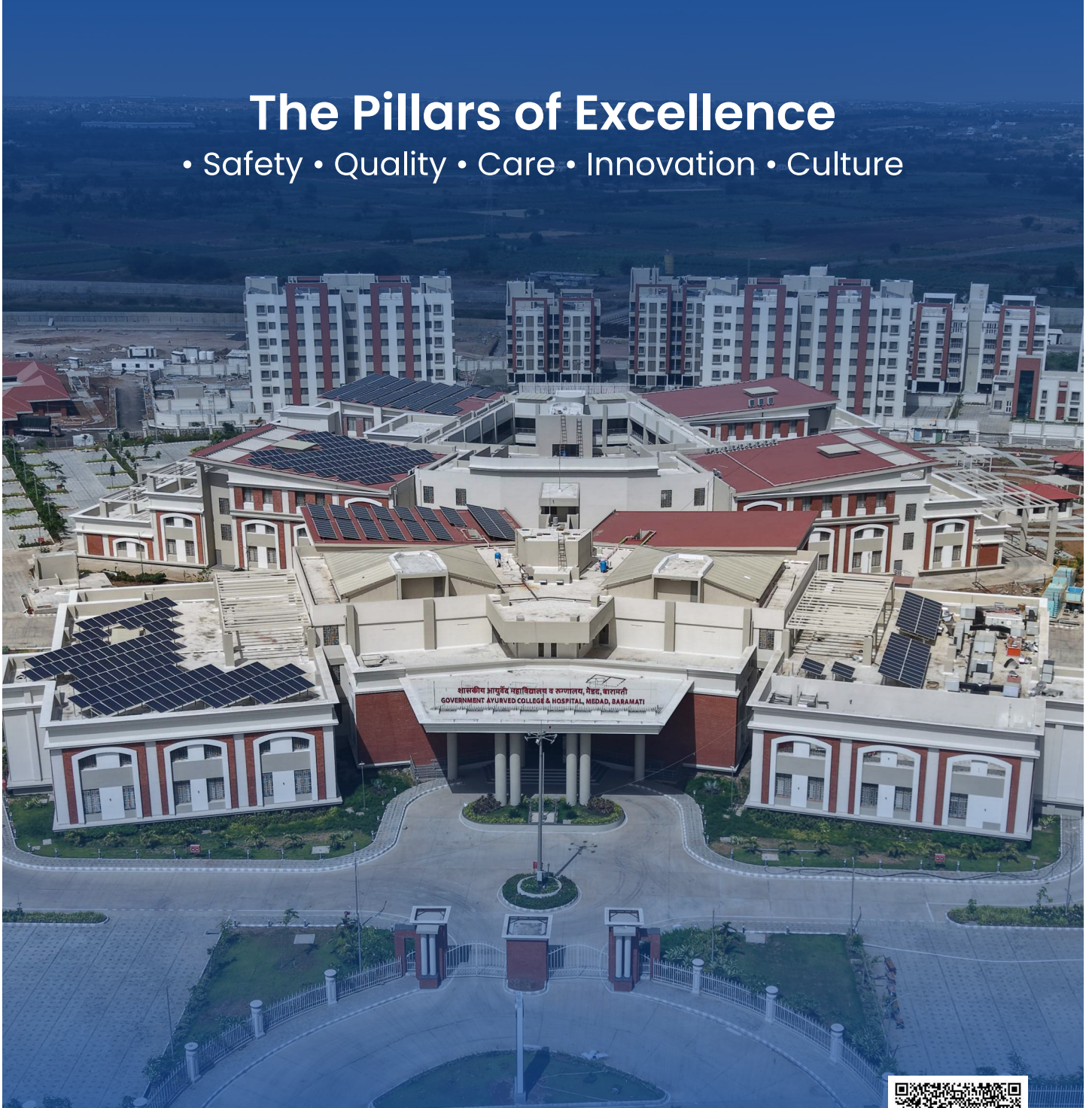


Capturing this quarter's achievements, project updates, and people-driven initiatives.

## The Pillars of Excellence

• Safety • Quality • Care • Innovation • Culture



### THE EDITORIAL

Building Strong Foundations  
for New Possibilities

From the Director's Desk



Actual Image

Government Ayurvedic College  
& Hospital, Baramati



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# The Editorial

## Building Strong Foundations for New Possibilities

### From the Director's Desk

Dear Friends,

A new financial year always brings **Fresh Energy, New Dreams and Renewed Hope**. As we step into **FY 2026 - 27**, I look ahead with optimism and confidence, knowing that we have a strong foundation and an even stronger team to build on it.

This edition marks the **13th issue of SITE INSIGHT**. Over the last three years, this **newsletter** has become more than just a quarterly publication. It has evolved into a platform that **captures our journey, celebrates our milestones, and keeps us connected as one Shubham EPC family**. It serves as a **reflection of where we have been, what we have achieved, and where we aspire to go**.

Over the years, I have seen **Shubham EPC** evolve from a growing organization into a **brand** that is increasingly recognized for its **professionalism, values and commitment to excellence**. Reputation is built through consistency, and every project, every customer interaction and every team member contributes to shaping who we are. Today, Shubham EPC is steadily emerging as a brand synonymous with **reliability, innovation, safety and responsible execution**. Every project delivered, every relationship nurtured and every milestone achieved **strengthens the trust associated with our name**. As we move forward, our endeavor is not merely to scale our business, but to build an enduring institution and a lasting legacy, one that is respected for the trust it inspires, the value it creates for all stakeholders and its commitment to excellence.

As we stepped into FY 2026–27, we took the opportunity to **reflect on our progress in FY 2025–26 and chart a clear roadmap for the journey ahead**. With clear **business plan and AOP**, defined goals, structured reviews and a strong execution framework, we have **entered the new year with purpose and alignment**. Our **SITE@C values** continue to guide us, while the **Scaling-Up methodology and KPI-driven approach** have become an integral part of our working culture. Together, these have strengthened **accountability, collaboration**, and a spirit of **continuous improvement** across the organization.

Technology and digital transformation remain key enablers of our future growth. Along with strengthening our ERP ecosystem, we are **increasingly leveraging AI and developing in-house digital mechanisms to monitor performance and build functional dashboards**. These initiatives are helping us improve transparency, make informed decisions, and drive operational excellence with greater speed and efficiency.

This quarter also brought a proud moment for all of us. Shubham EPC was honoured with the prestigious **CIDC Vishwakarma Award 2026** in the **Construction Health, Safety & Environment** category for our exemplary EHS practices at the ST Telemedia Global Data Center 2 & 3, Navi Mumbai, and Casa Venero, Emaar India, Alibaug projects. This recognition belongs to every team member who lives our **"Safety First"** philosophy every day. It reinforces our belief that



**Ms. Archana Badera**  
Director, Shubham EPC Pvt. Ltd.

excellence in execution must always go hand in hand with care for people and the environment.

Our **commitment to sustainability** was equally visible through the quarter. On Earth Day and World Environment Day, teams across projects actively participated in **tree plantation drives** and environmental awareness initiatives. The use of sustainable construction practices and responsible resource utilization reflects our commitment to building not just structures, but a greener and better future.

In today's digital world, awareness and preparedness are equally important. The **Cyber Security and Cybercrime Prevention Awareness Session** conducted during the quarter was a timely initiative that equipped our employees with practical knowledge to identify and safeguard themselves against emerging cyber threats. **Creating a safe and secure workplace** extends beyond physical safety, it includes digital safety as well.

As we move ahead, the journey will demand more sharper execution and technology adoption. Let us continue to collaborate, challenge conventional thinking, and pursue excellence in everything we do. As we embark on another year of opportunities, **Let us begin this new journey with optimism, determination and the belief that our best is yet to come**.

Warm regards,  
**Ms. Archana Badera**  
Director | Shubham EPC Pvt. Ltd.

## Building Operational Excellence Through Reliable Plant & Machinery

At Shubham EPC, the strength of our execution is built not only on engineering expertise but also on the reliability of the machinery and equipment that support every project. The **Plant, Equipments & Machinery Department** plays a vital role in ensuring that our construction activities continue seamlessly, safely, and efficiently across all project sites.

Over the years, we have consistently **strengthened our fleet** by adding modern **construction machinery and equipment** to meet the growing demands of our projects. These investments have **enhanced our execution capabilities** and enabled us to support **larger, more complex operations** with greater efficiency. Our machinery has been instrumental in achieving **record concrete pours** across projects, demonstrating the importance of **dependable equipment** in delivering project milestones.

Behind every successful operation is a **dedicated team**. Our machine **operators, technicians, and support staff** continue to demonstrate **exceptional commitment, discipline and teamwork**. Their hard work and willingness to support project requirements at every stage have been **key contributors to our operational success**. As an organization, we are continuously investing in **developing their capabilities, strengthening technical skills**, and creating a **more professional and structured work environment**.

**Operational reliability** is built on **proactive planning** rather than reactive actions. To maximize **machine availability** and minimize **unexpected downtime**, we have adopted a **disciplined preventive maintenance system**. **Regular servicing schedules, timely inspections and systematic monitoring** ensure that our equipment remains in **optimal operating condition**. In addition, **detailed breakdown logs** are maintained and analysed to identify **recurring issues**, improve **maintenance practices**, and enhance **equipment performance** across the fleet.

We have also strengthened our **internal operational controls** through **systematic monitoring of monthly internal equipment billing** for every project. This enables **greater transparency, accurate cost allocation, and improved utilization of resources** while supporting **better financial discipline** across project operations.



**Mr. Dnyaneshwar Thorat**  
General Manager - Project Support

As we move into the **new financial year**, our focus is shifting towards becoming a **more data-driven function**. Capturing **operational data** at every stage will enable us to make **informed decisions**, improve **asset utilization**, monitor **equipment performance**, and enhance **planning efficiency**. The **Business Plan** developed for the **Plant, Equipments & Machinery Department** provides a **structured roadmap** for this transformation. During this year, we will continue implementing these initiatives with a focus on **standardization, digital tracking, process improvement, and operational excellence**.

The journey ahead is one of **continuous improvement**. With a **modern fleet, committed people, robust maintenance practices** and a **clear execution roadmap**, the **Plant, Equipments & Machinery Department** remains committed to supporting every project with **reliability, efficiency, and professionalism**. Together, we will continue building **stronger capabilities** that contribute to **Shubham EPC's growth and long-term success**.



# GROWTH REFLECTION

## Setting the Direction for FY 2026–27



The beginning of FY 2026–27 marked an important milestone as Shubham EPC successfully conducted its **Annual Review Meeting 2026** in April. The session provided an opportunity to reflect on the **achievements and learnings** of the previous financial year while defining a clear roadmap for the journey ahead.

A key outcome of the meeting was the alignment of organizational priorities with individual accountability. Department heads and team members collaboratively established their **Key Performance Indicators (KPIs)**, ensuring that **personal goals contribute directly to the Company's strategic objectives**. In addition, a comprehensive organizational strategic plan was developed to guide execution throughout the year.

To create a unified direction, a quarterly theme was introduced and communicated across the organization. With a common goal in place, responsibilities were clearly defined, enabling **every team to work with purpose, alignment, and ownership**.

Execution remains at the heart of our approach. Quarterly performance reviews are being conducted to monitor progress against defined KPIs, identify improvement opportunities, and implement timely corrective actions. This structured review mechanism reinforces our **commitment to disciplined execution, continuous improvement, and sustainable growth**.



# GROWTH REFLECTION

## Exploring Concrete Excellence & Advanced Construction Solutions



**Quality** is not merely an outcome—it is embedded in **every decision we make**. Reinforcing this commitment, the **Quality Team at Shubham EPC** visited one of our **Ready-Mix Concrete (RMC) vendors plant** to gain deeper insights into **concrete production processes** and **quality assurance practices**.

The visit focused on understanding critical aspects of **concrete manufacturing**, including **batching plant operations**, **raw material quality**, **mix design consistency**, **concrete loading practices** and the **quality control checkpoints** that ensure **reliable and consistent concrete** at every stage of production. These learnings strengthen our ability to maintain the **highest quality standards** across our project sites.

The team also explored the **latest developments in construction chemicals and waterproofing solutions**. Discussions covered **material selection**, **chemical compositions**, **application techniques**, and identifying the **most suitable products** for varying construction requirements. These insights will support **improved durability**, **enhanced structural protection**, and **long-term project performance**.

Led by **Mr. Mayur Hadwale** and **Mr. Nilesh Halde**, the initiative reflects our belief that **continuous learning and collaboration with industry partners** are essential to delivering **excellence**. By expanding **technical knowledge** and strengthening **quality practices**, the team continues to uphold our commitment to building projects that **stand the test of time**.

At Shubham EPC, **quality is not just a process—it is the foundation of everything we build**.



# GROWTH REFLECTION

## Cyber Awareness Begins with You



In today's digital world, awareness is the first line of defence against cybercrime. As part of our commitment to creating a safe and informed workplace, Shubham EPC organized an engaging Cyber Security & Cybercrime Prevention Awareness Session for employees.

The session was conducted by Ms. Swapnali Shinde, Senior Police Inspector, Cyber Police Station, Pune, along with Mr. Sachin Shinde. Drawing from extensive experience in cybercrime investigation and law enforcement, the speakers shared practical guidance on identifying, preventing, and responding to evolving cyber threats.

Employees gained valuable insights into several common cyber frauds, including:

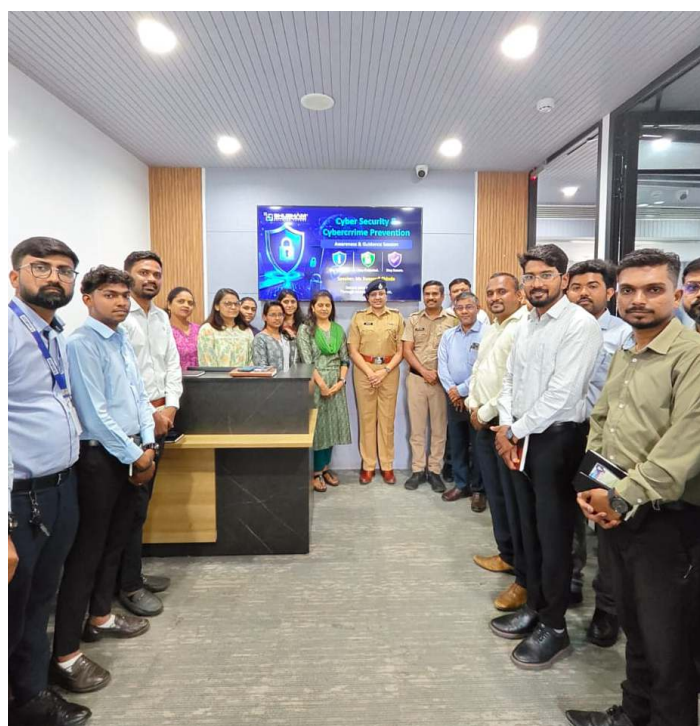
- Digital Arrest Scams
- TRAI Photo Scams
- Parcel & Customs Scams
- Sextortion
- Investment & Trading Frauds
- Loan App Frauds
- Electricity Bill Frauds

The session reinforced a simple but powerful message:  
**STOP. THINK. TAKE ACTION.**

Employees were also encouraged to report cyber fraud immediately, as timely reporting significantly improves the chances of preventing financial loss.

Cyber Crime Helpline: 1930  
Online Reporting: [cybercrime.gov.in](https://cybercrime.gov.in)

By building awareness and encouraging responsible digital behaviour, we continue to strengthen our cyber resilience. Together, we can create a safer and more secure digital workplace.



# GROWTH REFLECTION

## Driving Digital Construction Forward

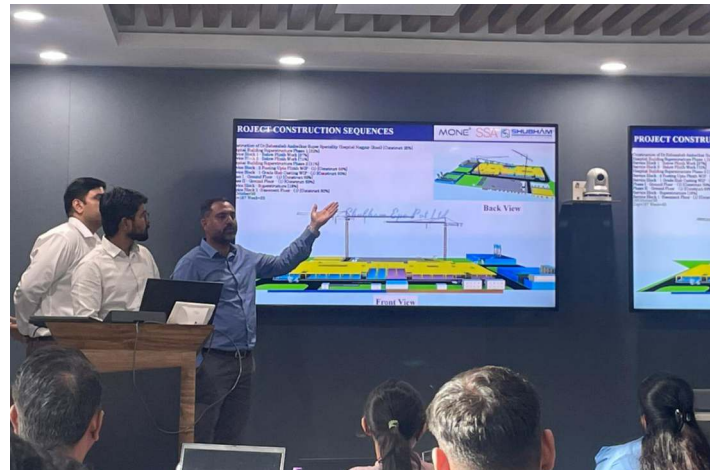


**Innovation** continues to shape the future of construction at **Shubham EPC**. We were proud to participate in the **SYNCHRO 4D Hands-on Workshop** held on **12 June 2026** at **Bentley Systems, Pune**.

The workshop brought together **industry professionals** to explore **advanced digital construction methodologies** using **4D BIM** for improved **planning, scheduling, visualization, and project coordination**.

A special appreciation goes to **Mayur Hadwale** and **Rishikesh Wagh** from **Shubham EPC** for presenting **insightful case studies** on our **Data Center and Mantralaya Building** projects. Their presentations demonstrated how **digital planning tools** are enhancing **construction sequencing, collaboration and execution efficiency** on complex projects.

As we continue our **digital transformation journey**, **Shubham EPC** remains committed to adopting **innovative technologies** that improve **project delivery**, strengthen **collaboration** and build **smarter, safer, and more efficient infrastructure** for the future.



## IVBP Pune Centre – Advancing India's Vaccine Manufacturing Capability



The Institute of Veterinary Biological Products (IVBP), Pune project is rapidly approaching completion, marking a significant milestone in India's healthcare and biotechnology infrastructure. Once operational, the facility will house **India's first 1,000-litre capacity fermenter vaccine plant**, substantially enhancing the country's capability for large-scale veterinary vaccine production.

Executed with precision and dedication by the Shubham EPC team, this one-of-a-kind project incorporates **HVAC-controlled cleanroom environments** that comply with stringent **Biosafety and Biocontainment (BSL)** standards, ensuring world-class manufacturing conditions for vaccine production.



The Institute of Veterinary Biological Products (IVBP), Aundh, Pune, is Maharashtra's only state-run facility dedicated to manufacturing bacterial and viral vaccines, diagnostic antigens, and reagents for domestic animals and poultry. Recognized for producing affordable and indigenous livestock vaccines, the upgraded facility will significantly strengthen India's veterinary healthcare ecosystem and support disease prevention on a much larger scale.

As the project enters its final phase, it stands as a testament to engineering excellence, quality execution, and our commitment to building infrastructure that contributes to National Healthcare Infrastructure development.



# PROJECT DASHBOARD: PROGRESS AT A GLANCE

## Dr. Babasaheb Ambedkar Super Specialty Hospital & Post Graduate Institute for Medical Sciences, Nagpur



Construction activities are progressing steadily at the prestigious **Dr. Babasaheb Ambedkar Super Specialty Hospital & Post Graduate Institute for Medical Sciences in Indora, Nagpur**. Following the receipt of all statutory approvals, the project team successfully completed mobilization and commenced execution without delay.

Key milestones achieved include the completion of excavation activities and the successful casting of foundation footings, establishing a strong foundation for the next phase of construction. With the project now moving into full-scale execution, maintaining high standards of quality, safety and timely delivery remains our highest priority.

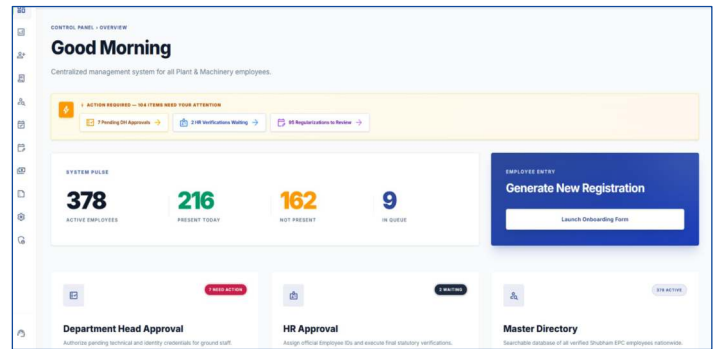
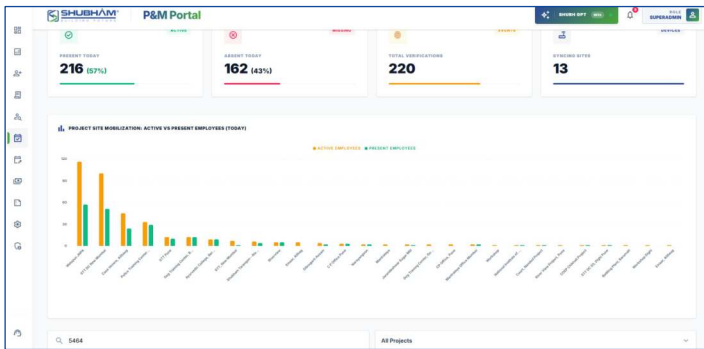
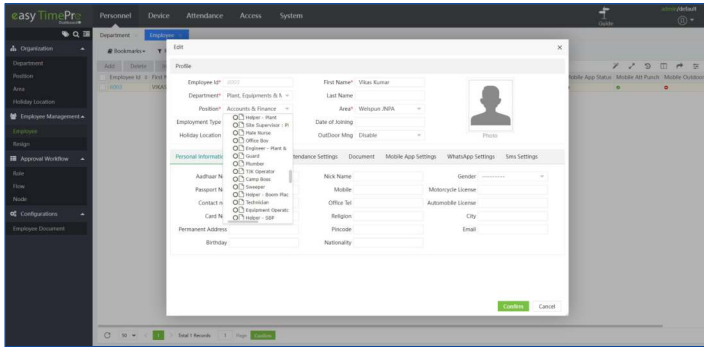


Spread across a **built-up area of 87,553.39 sq. m.**, this landmark healthcare project is envisioned as a world-class medical ecosystem that will significantly strengthen public healthcare infrastructure in the region. The facility incorporates advanced structural engineering along with sophisticated Mechanical, Electrical and Plumbing (MEP) systems to support modern medical technologies and specialized healthcare services.

As one of the flagship projects in our portfolio, this development reflects Shubham EPC's capability to execute complex, large-scale healthcare infrastructure with precision, efficiency and engineering excellence. Upon completion, it will play a pivotal role in enhancing healthcare accessibility and establishing Nagpur as a leading medical hub.

# TECH UPGRADE

## Driving Digital Transformation with AI-Powered Innovation



Digital transformation is no longer just about adopting technology—it is about creating smarter, faster, and more transparent ways of working. Reinforcing this vision, the Plant, Equipments & Machinery (P&M) Department successfully designed and implemented a comprehensive **AI-enabled in-house HR Management System** for managing its contractual workforce, achieving this milestone in just three months.

Developed entirely in-house by leveraging Artificial Intelligence (AI) and modern digital technologies, the platform has transformed traditional HR operations into a centralized, paperless, and data-driven ecosystem. It streamlines the complete employee lifecycle—from onboarding and documentation to attendance management, regularization, transfers, payroll support, and employee records—through a single integrated digital platform.

### A Digital Transformation with Purpose

The objective was not merely to automate HR processes but to build an intelligent solution that enhances operational efficiency, improves transparency, and supports faster, data-driven decision-making. By integrating AI into routine workflows, the system enables seamless digital employee onboarding, automated document management, real-time attendance monitoring, attendance regularization, payroll support, mobile self-service, and live dashboards for Management, Department Heads, and HR teams.

The AI-powered platform minimizes manual intervention, improves process accuracy, reduces administrative effort, and significantly enhances overall operational efficiency.

### Empowering Every Employee

One of the most impactful outcomes of this initiative has been greater employee empowerment. Through mobile access, employees can

now view their attendance in real time, track working hours, monitor leave and attendance status, and access their HR records whenever required.

### Turning Data into Intelligent Decisions

Beyond process automation, the platform serves as a powerful workforce intelligence solution. By capturing, analysing, and interpreting HR data in real time, AI generates meaningful insights into manpower trends and organizational performance.

The system enables analysis of monthly hiring trends, department-wise manpower distribution, designation-wise employee strength, average workforce age, project-wise deployment, transfer movements, state-wise employee allocation, attendance patterns, and workforce productivity. Interactive dashboards equipped with AI-driven analytics provide Management with real-time visibility, enabling faster, evidence-based decisions, improved workforce planning, and proactive resource optimization.

### Built for Tomorrow

Designed with scalability at its core, the platform is ready to evolve alongside the organization's growth. Future enhancements will incorporate advanced AI capabilities, including predictive analytics, intelligent reporting, workforce forecasting, anomaly detection, and strategic manpower planning, further strengthening Shubham EPC's digital HR ecosystem.

This initiative represents far more than a technology upgrade—it reflects Shubham EPC's commitment to innovation, Artificial Intelligence, operational excellence, and building a future-ready organization where intelligent digital solutions empower people, optimize business processes, and drive sustainable growth.

# SITE@C

## CORE VALUE DAY 2026

### Japanese Wisdom for Professional Excellence

Learning Journey inspired by timeless Japanese philosophies that align with Shubham EPC's SITE@C Values.



**KAIZEN**  
Continuous Improvement



**ICHIGO ICHIE**  
Value Every Moment



**SHOKUNIN**  
Take Pride in Your Work



**OSEWA**  
Grow Through Teamwork



**IKIGAI**  
Work with Purpose



**GAMAN**  
Stay strong During Challenges

● Learn ● Reflect ● Grow

# THROUGH LENS OF MD



**Mr. Vinay Badera**  
Managing Director & CEO

## Excellence is Built through Continuous Improvement, Disciplined Execution and Purposeful Innovation

Dear Friends,

Over the years, one belief has guided me consistently that **Excellence is the result of continuous improvement, disciplined execution and collective effort**. As we step into FY 2026–27, I see this new year as an opportunity to raise our standards and strengthen the foundation for sustainable growth. Every beginning brings fresh possibilities, and I am optimistic about the road ahead. With a clear business plan, defined priorities, and a capable team, we are well-positioned to convert opportunities into achievements.

I would like to make note here that no individual succeeds alone, **Organizations grow when people complement each other's strengths and work with mutual respect and trust**. Inclusiveness, collaboration, and a "You win, I win" mindset continue to be among our greatest strengths. When teams align with a shared purpose, challenges become easier to overcome and success becomes collective.

This quarter provided us with several opportunities to interact with new customers, consultants, and industry stakeholders. These

engagements have opened new avenues and provided fresh perspectives on where the industry is heading. More importantly, they have strengthened the trust that clients place in Shubham EPC. **Trust is earned over time through consistent delivery, transparency and a commitment to quality**, and I am proud that our relationships continue to grow stronger.

**Technology and analytical thinking will play an even bigger role in our future**. ERP implementation, AI-enabled solutions, digital dashboards, and data-driven decision-making are helping us move from intuition-based management to **insight-based management**. In today's dynamic environment, speed and experience alone are not enough; **decisions backed by facts and analytics will differentiate high-performing organizations from the rest**.

While opportunities are expanding, we must also recognize the importance of execution excellence. **Skilled workers are the backbone of our projects, and attracting, developing, and retaining a committed workforce will remain one of our key focus areas**. Managing manpower effectively and creating an ecosystem where workers feel valued, safe, and engaged is essential to delivering projects successfully.

**Growth also brings responsibility**. As we scale our operations, we must sharpen our focus on **cost consciousness**. Every rupee saved through better planning, reduced wastage and optimization of indirect costs contributes directly to strengthening our competitiveness. Cost control is not the responsibility of a few; it is a collective discipline that must become part of our daily way of working.

Personally, I believe that adopting the **Japanese philosophy of continuous improvement offers valuable lessons for all of us**. Excellence is not achieved through one big change, but through countless small improvements made consistently. The spirit of **Kaizen teaches us to challenge ourselves every day**, eliminate inefficiencies, and continuously strive to master our craft. **Learning, improving and evolving must become our habit**.

Challenges will always be part of our journey, but I believe **challenges are opportunities in disguise**. They push us to **think differently, innovate and emerge stronger**. The resilience demonstrated by our teams over the years gives me confidence that together we can overcome any obstacle and create new benchmarks.

As we move ahead, let us remain agile, embrace technology, strengthen teamwork, and continue building a culture where **people, processes and performance complement each other**. Our goal is not merely to execute projects, but to create an institution that stands for trust, excellence, and long-term value creation.

I extend my heartfelt gratitude to every team member, clients and associates who continues to be part of this journey. Your trust and commitment inspire us to do better every day. Let us make FY 2026–27 a year of learning, innovation, disciplined execution and shared success.

**Together, let us continue building not just structures, but a stronger and more enduring Shubham EPC.**

Warm regards,  
**Mr. Vinay Badera**

## Kaizen – Continuous Improvement

Every great achievement begins with a small improvement.

This belief became the foundation of **SITE@C Core Value Day 2026**, where we launched a six-month cultural journey inspired by Japanese management philosophies that closely align with Shubham EPC's core values.

As we explored globally recognized practices for building high-performing organizations, we discovered that many Japanese principles reflected the very behaviours we have always encouraged—discipline, teamwork, respect, ownership, continuous learning, and an unwavering commitment to excellence. Rather than adopting something new, we found a framework that strengthened what we already believe.

The journey began with our first theme—**Kaizen (Continuous Improvement)**.

Across corporate offices and project sites, employees enthusiastically participated by identifying practical improvements in their daily work. From enhancing safety practices and improving quality controls to streamlining workflows, strengthening housekeeping standards, optimizing resources, and encouraging better collaboration, every idea demonstrated that meaningful change begins with individual ownership.

Kaizen is not about making one big change—it is about making small improvements consistently. These seemingly simple improvements, when practiced every day by every employee, create significant gains in productivity, quality, safety, efficiency, and customer satisfaction.

More importantly, the initiative reinforced a powerful message across the organization:

**Continuous improvement is everyone's responsibility.**

SITE@C is more than a framework—it is becoming the way we think, work, and grow together. As we continue this six-month journey, each monthly theme will further strengthen our culture and reinforce the values that define Shubham EPC.

**Building Infrastructure. Building Values. Building Futures.**



## World Environment Day Building Responsibly for a Greener Tomorrow



At Shubham EPC, sustainability is not just an initiative—it is one of the core principles that guides how we build. Every project we execute carries a responsibility to protect the environment, conserve natural resources, and create a positive impact for future generations.

On the occasion of **World Environment Day**, employees across all corporate offices and project sites came together to reaffirm this commitment through awareness programs and a large-scale **Tree Plantation Drive**. Saplings were planted across project locations, symbolizing our collective responsibility towards restoring green cover and promoting a healthier environment.



The celebrations also served as an opportunity to create awareness about sustainable construction practices, environmental conservation, responsible resource utilization, waste reduction, and the importance of preserving biodiversity. Employees were encouraged to adopt environmentally conscious habits—not only at work but also in their everyday lives—recognizing that even small actions can create a lasting positive impact.

The enthusiastic participation from teams across every site reflected our shared belief that sustainability is everyone's responsibility. Every tree planted represents our commitment to building infrastructure that coexists with nature and contributes to a greener future.

As we continue to grow, Shubham EPC remains dedicated to integrating sustainable practices into every aspect of our operations, ensuring that progress is measured not only by the structures we build but also by the positive legacy we leave behind.

**Building Infrastructure. Preserving Nature.  
Creating a Sustainable Future.**

## World Health Day

Good health drives better performance. Employees observed **World Health Day** through initiatives promoting physical and mental well-being, preventive healthcare, and healthy lifestyle practices. The occasion reinforced our commitment to creating a workplace where people can thrive both personally and professionally.



## Fire Safety Week

Safety is a shared responsibility. Throughout **Fire Safety Week**, awareness sessions and safety initiatives highlighted the importance of fire prevention, emergency preparedness, evacuation procedures, and safe workplace practices, strengthening our culture of vigilance across offices and project sites.



## Quality & Safety Motivational Program

Delivering excellence begins with the right mindset. As part of our ongoing commitment to operational excellence, the **Quality & Safety Motivational Program** was conducted across all project sites to reinforce the importance of quality consciousness, safe work practices, and personal accountability at every stage of project execution.

Through engaging motivational sessions and practical insights, employees were encouraged to uphold the highest standards of workmanship while embracing safety as a shared responsibility. The program emphasized that quality and safety are not just processes—they are values that shape every decision, every task, and every project we deliver.

Together, these initiatives continue to strengthen our culture of excellence, where people, quality, safety, innovation, and responsibility come together to build not only outstanding infrastructure but also a workplace where everyone can grow, contribute, and succeed.



## International Yoga Day



Our teams across projects enthusiastically celebrated **International Yoga Day**, reinforcing our commitment to employee well-being and a healthier workplace. Site teams took the initiative to organize yoga sessions, with workers actively participating and learning about the importance of incorporating simple yoga practices into their daily lives. The sessions highlighted how small, consistent efforts can improve physical health, enhance mental well-being and promote a more balanced and productive lifestyle. The overwhelming participation reflected our collective belief that a healthy workforce is the foundation of sustainable performance and operational excellence.



## Turning Opportunities into Growth



Hello Everyone,

My name is Suyash Hadawale, and I am pleased to share a glimpse of my professional journey with Shubham EPC. Since joining the organization, this journey has been both enriching and transformative. From surveying land on site to handling site billing activities, my journey has been about stepping beyond my comfort zone and growing with every new challenge.

I joined the organization in 2024 as a Surveyor, with my initial posting at the ST Telemedia (STT) Data Center Project in Navi Mumbai. Working on a data center project provided me with immense learning opportunities and laid a strong foundation for my technical skills. It also taught me the importance of precision, teamwork, and adaptability.

A significant turning point in my journey came when I was assigned to the Casa Venero project by Emaar in Alibaug. Like any new beginning, it brought uncertainty. I wondered whether I would be able to handle a newly initiated site and adapt to the new environment. However, when I arrived at Casa Venero in May 2025, those doubts quickly turned into excitement and determination.

Managing survey operations across a vast 25-acre site was both challenging and rewarding. Working in demanding conditions, ranging from extreme heat to heavy rains, tested my endurance and strengthened my resilience. Over time, I not only witnessed the progress of the project but also experienced significant personal and professional growth.

Driven by my eagerness to learn, I expanded my role beyond surveying and gained exposure to the supervision of excavation work. I strongly believe that every new skill we acquire becomes valuable at some point in our careers.

Another defining moment came during one of our meetings when our Managing Director Sir, entrusted me with the responsibility of handling billing despite my having no prior experience. Motivated by the confidence he placed in me, I accepted the challenge. With the support of my colleagues, I learned the ERP system and began managing billing processes, an experience that broadened my perspective and strengthened my capabilities.

The organization has not only supported my professional growth but has also played a vital role in shaping me as an individual. I am especially inspired by our MD, whose leadership and philosophy continue to motivate us. His belief that "Success is the sum of tiny little efforts we put in daily, repeatedly, day in and day out" resonates deeply with me and guides my approach to work.

What began as a job has evolved into a journey filled with challenges, continuous learning, and meaningful relationships. I am truly grateful to my colleagues, mentors, and the leadership team for their constant support and encouragement. I look forward to continuing this journey and contributing further to our collective success.



## Growing Through Opportunities: My Journey at Shubham EPC



Hello Everyone,

My name is Basavaraj Gheji, and I am delighted to share my journey with Shubham EPC.

I joined the organization in 2018 as an “Executive - Purchase”, and over the years, my journey has been one of continuous learning, growth and new responsibilities. With the trust and support of the organization, I progressed from Executive to Senior Executive, then to Assistant Manager, and now I have been serving as Deputy Manager – Purchase. Each milestone has been an opportunity to learn, perform, and contribute more effectively.

Throughout my journey, I have had the privilege of working on a diverse and unique portfolio of responsibilities. My role has extended beyond procurement to include the purchase of Plant & Machinery (P&M) assets, monitoring their operational performance, and managing their operating costs. These experiences have given me a broader understanding of business operations and strengthened my ability to make informed and value-driven decisions.

Working in procurement has also helped me develop strong communication and negotiation skills, build confidence in interacting with stakeholders, and gain valuable technical knowledge of construction materials and equipment. Every project has presented new challenges, allowing me to expand my capabilities and enhance my professional expertise.

One of the most valuable lessons I have learned at Shubham EPC is the importance of maintaining a cost-conscious approach, being proactive in solving problems and ensuring the timely execution of responsibilities. These principles have shaped my work ethic and continue to guide me in delivering meaningful results.

Looking back, I am grateful for the opportunities, trust and encouragement I have received throughout my journey. I sincerely thank my managers, colleagues and the entire team for their continuous support and guidance. Their confidence in my abilities has motivated me to keep learning, growing and taking on new challenges.

I look forward to contributing even more to the organization's success and continuing this rewarding journey with Shubham EPC.

## Turning Project Data into Performance



Our Monthly Project **Progress Review Meetings**, conducted under the **PMO** function, continue to strengthen execution excellence through a structured, disciplined and data-driven review process. With consistent participation from the leadership team and project teams, these forums have become a cornerstone of performance management and collaborative decision-making across the organization.

Each project team presents its progress, key achievements, challenges and performance metrics, ensuring complete visibility into project health and ownership of outcomes. Teams demonstrating outstanding performance are recognized and appreciated, fostering a culture of accountability, motivation and continuous improvement.

Beyond project status reviews, the discussions focus on critical business drivers, including:

- **Project cost monitoring** and cost optimization opportunities.
- **Indirect cost savings** through collective brainstorming and knowledge sharing.

- **Monthly billing and revenue generation** to improve cash flow and commercial performance.
- **Proactive planning** to anticipate risks and avoid execution delays.
- **Effective and efficient utilization of inventory, materials and resources** to minimize waste and maximize productivity.
- **Cross-project learning**, where best practices and successful approaches are shared for organization-wide benefit.

A significant outcome of this initiative is that every project team is now well-informed about its cost position and key financial indicators. This increased awareness has empowered teams to make better operational decisions, plan more effectively and drive greater accountability at every stage of project execution.

Through consistency, leadership engagement and collective intelligence, these monthly PMO reviews continue to strengthen our execution capabilities and reinforce our commitment to operational excellence.

# P&M UPGRADES STRENGTHENING OUR SITE EFFICIENCY



\*Image Used for Representation Only

As part of our continued focus on adopting advanced equipment and improving operational efficiency, **Shubham EPC** has added the **JCB S4046E EDRV Electric Drive Scissor Lift** to its P&M fleet.

With a **working height of 14 metres**, this modern access platform enables safer and more efficient execution of elevated work while supporting enhanced productivity on site. Its **electric drive technology** ensures quiet, emission-free operation, making it well-suited for indoor environments and projects with stringent environmental and safety requirements.

#### Key Specifications:

- **Working Height:** 14 m
- **Make:** JCB
- **Model:** S4046E EDRV
- **Type:** Electric Drive Scissor Lift
- **Platform Size (L × W × H):** 2.25 × 1.15 × 1.1 m

This addition reinforces our commitment to leveraging modern technology, strengthening workplace safety and delivering high-quality project execution through continuous equipment upgrades.





At Shubham EPC, care is at the heart of everything we do. Whether it is protecting our people, preparing for emergencies, or contributing to the well-being of our communities, every initiative reflects our commitment to creating a safe, healthy, and responsible workplace.

## High-Risk Mock Drill at WOLP II JNPA Warehouse Project

### Preparedness Saves Lives.

Safety is built through preparation and practice. Reinforcing our commitment to a zero-harm workplace, the **WOLP II JNPA Warehouse Project** successfully conducted a **High-Risk Emergency Mock Drill** to evaluate emergency preparedness and response capabilities.

The drill simulated critical high-risk scenarios, enabling employees and emergency response teams to practice evacuation procedures, communication protocols, hazard identification, and coordinated response actions. The exercise enhanced awareness, strengthened teamwork, and reinforced the importance of staying prepared to respond effectively during emergencies.

At Shubham EPC, we believe that regular mock drills are an essential part of building a proactive safety culture where preparedness becomes second nature.





In celebration of **World Blood Donor Day**, Shubham EPC organized a **Blood Donation Camp** at the **STT Data Center Project, Navi Mumbai**, encouraging employees and project teams to contribute towards saving lives.

The initiative witnessed enthusiastic participation from employees and partners who came forward to donate blood, demonstrating compassion, social responsibility, and the spirit of giving back to society. Every donation has the potential to save multiple lives, making this initiative a meaningful contribution to the healthcare needs of the community.

Beyond project execution, Shubham EPC remains committed to creating a positive social impact by encouraging employees to actively participate in initiatives that support the well-being of society.

Through initiatives that promote safety, preparedness, health, and community service, **CARE@CORE** reflects our belief that responsible organizations build not only exceptional infrastructure but also stronger communities and a safer future for everyone.



# WHAT'S NEW & NOTABLE

## Shubham EPC Wins CIDC Vishwakarma Awards 2026

We are proud to share another significant milestone in our journey towards excellence.

Shubham EPC has been honored with the **CIDC Vishwakarma Awards 2026** in recognition of its outstanding **Environment, Health & Safety (EHS)** practices across the following projects:

- **ST Telemedia Global Data Center 2 & 3, Navi Mumbai**
- **Casa Venero, Emaar India, Alibaug**

This prestigious recognition is a testament to our unwavering **Safety First** culture and reflects the dedication of our project teams, safety professionals, and every employee who consistently upholds the highest standards of health, safety, and environmental excellence.

At Shubham EPC, safety is more than a compliance requirement—it is a core value embedded in every stage of project execution. This achievement reinforces our commitment to protecting lives, promoting safe work practices, and delivering projects responsibly without compromising on quality or performance.

As we continue to raise the benchmark for excellence, recognitions like the **CIDC Vishwakarma Awards** inspire us to strengthen our EHS culture and create safer workplaces across every project we undertake.

**Congratulations to all the teams whose dedication and commitment made this achievement possible.**



### ST Telemedia Global Data Centres 2 & 3, Navi Mumbai



### Casa Venero – Villa, Emaar India, Alibag

