

ESG approach

Doing business, responsibly

Our strategic business goals align with our environmental, social, and governance (ESG) strategy, which aids in expressing our vision, guiding our strategy and establishing management's responsibility to investors and external stakeholders.



This year we published our first sustainability report wherein we talked about our ambitious ESG goals.

Our Sustainability Report FY 2021-22 [+](#)

Our ESG Goals

Environment

Energy Consumption

Driveline Business: Reduce specific energy consumption, by promoting energy efficiency, by 4% by 2025 and 8% by 2030 over a baseline of 2019

Motor Business: Reduce specific energy consumption, by promoting energy efficiency, by 4% by 2025 and 8% by 2030 over a baseline of 2021

Waste management

Company level: Reduce waste to landfill by 8% by 2025 and 10% by 2030 over the 2022 baseline



Water Consumption

Driveline Business: Reduce specific water consumption by 10% by 2025 and 15% by 2030 over a baseline of 2019

Motor Business: Reduce specific water consumption by 20% by 2025 and 30% by 2030 over a baseline of 2021

Non-recyclable Material Consumption

Driveline Business: Reduce the use of non-recyclable materials by 10% by 2025 and 20% by 2030 over a baseline of 2020

Scope 1 Emissions

Driveline Business: Reduce Scope 1 emissions by 5% by 2025 and 10% by 2030 over a baseline of 2019

Motor Business: Reduce Scope 1 emissions by 5% by 2025 and 10% by 2030 over a baseline of 2021

Scope 2 Emissions

Driveline Business: Reduce Scope 2 emissions by 15% by 2025 and 30% by 2030 over a baseline of 2019

Motor Business: Reduce Scope 2 emissions by 20% by 2025 and 40% by 2030 over a baseline of 2021

Social

Employee health and safety

Company level: Maintain a zero-accident environment, and zero fatality and ensure 100% of employees are trained on QHSE by 2024

Driveline Business: Provide 4 hours of QHSE Training per person per quarter

Motor Business: Provide 3 hours of QHSE Training per person per quarter by 2024



Women empowerment

Company level: Ensure equal Gender pay for equal work at all levels and ensure 100% of employees are trained on aspects of "respect towards Individuals"

Driveline Business: Ensure 6% women employees by 2024 over a baseline of 2018 across operations

Motor Business: Ensure 5% women employees by 2024 over a baseline of 2018 across operations

Community development

- Impact 6,000 school students by 2025 by improving sanitation facilities at local schools surrounding our operational areas
- Focus on environmentally sound innovation (e-mobility/eco-innovation) by enabling the skill development of 500 young adults/youth by 2025
- Promote entrepreneurship among youth by supporting 3 startups per annum
- Partner with leading public research institutions to advance research, for public consumption, in the field of curbing air pollution

Governance

Train all employees on anti-corruption policies and other ethical policies



Ensure all Tier 1 and Tier 2 vendors are sensitised on anti-corruption and bribery by December 2023.

Ensure that Sona Comstar is 100% compliant with local and national regulations.