

Social – People

Always prioritising our human capital



We place utmost importance on the safety and well-being of our employees and undertake many initiatives in this regard. Within Sona Comstar, we are creating safe, fair, equitable and inclusive working environments where our people can develop and achieve their full potential. It is our priority to promote a diverse and inclusive workplace.



Talent management

We recognise the importance of focusing on employee development and being an attractive employer. Attracting, developing, and retaining top talent is a key component of our operational excellence.

We understand the need to adapt to evolving circumstances and prepare our employees for future challenges arising from social, economic, and technological advancements. Therefore, we consistently invest in projects that enhance and diversify the required skills, offering our staff various training and education opportunities.

Additionally, we have implemented a succession planning policy to identify and fill key leadership roles, ensuring alignment with our business objectives and mitigating risks associated with vacancies, project readiness, and transitions.



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Diversity and inclusion

We are committed to being an equal-opportunity employer and promoting diversity in our workforce, encompassing individuals of various genders, religions, races, ethnicities, and educational backgrounds. This commitment is reflected in our code of conduct, as we recognise the significance of diversity in enhancing performance, fostering creativity, encouraging innovation, and improving decision-making.

We have made concerted efforts to improve the gender ratio in both our office and management positions. Additionally, we strategically invest in the professional development of our employees and workers. Our Remuneration Policy ensures equitable compensation and aligns the aspirations of our human resources with the Company's objectives.



Employee engagement

We prioritise employee communication and engagement through various initiatives. These include an employee magazine, online engagement programmes for employees and their families, and in-office activities like Fun Fridays and festivals. These efforts foster better departmental and organisational cohesion.

We also recognise employees with long tenures and involve their families in appreciation. Additionally, we organise regular events, meetings with leaders, and employee engagement activities to maintain a stimulating work environment.

Our initiatives, such as On the Spot Awards, Star of the Month, and Suggestion Scheme, encourage ownership and improvement. Furthermore, we have introduced the 'ROWE Star' programme to reward and support exceptional teamwork within our organisation.



Employee well-being

We prioritise our employees' physical and mental wellness as it is essential for fostering workplace resilience. By promoting and enhancing well-being, we champion better work and working lives, benefitting individuals, organisations, economies, and communities.

Creating a healthy workplace environment enables employees to thrive and reach their full potential, resulting in increased resilience, higher engagement, reduced sick leave, and improved performance and productivity. We believe investing in employee health and well-being yields significant positive outcomes for individuals and us.



Health and safety

Ensuring a safe working environment is of paramount importance to us. We are committed to the health and safety of our employees, contractors, partners, visitors, and communities.

Our comprehensive security system relies on real-time data and shared responsibility. Senior management and facility workers implement robust safety policies and measures. We maintain high occupational safety standards, comply with regulations, and conduct regular assessments. Training programmes on health and safety are provided to all employees and workers.



Learning and development

Employee training and development are crucial for our business success as they enhance productivity and contribute to a positive Company culture. Despite the pandemic, we leveraged virtual platforms like THORS and Future Prime Skill portals, as well as industry forums, such as ACMA, CII, AIFIA, ASM, FICCI, ITMA, GLEASON, ISQ to provide learning opportunities.

We prioritise individual and organisational learning, offering capacity-building initiatives to all employees, including the Board of Directors and Key Managerial Personnel. Our focus is on targeted development aligned with core competencies, covering technical skills, behavioural abilities, and compliance culture. We offer a range of internal and external programmes and provide training on various topics, including SEBI regulations, core tools, safety, and industry standards.

Additionally, we ensure that workers receive comprehensive training, including safety, 5S, process operations, and maintenance modules.

Skill upgradation

Skill upgradation is a priority for us, and we conducted various skill training sessions in the current fiscal year, empowering 90% of the employees across technical, compliance, and behavioural skill sets.

Performance review

We conduct regular performance and career development reviews for all employees, recommending annual increments and incentives to the Nomination and Remuneration Committee. Permanent employees receive promotions and increments based on business and individual performance, including variable pay. For the permanent workers under the collective bargaining scheme, which is negotiated every 4 years, the salaries and enhanced as per the negotiated norms.

90%

of total employees participated in these training sessions in FY 2022-23



GREAT PLACE TO WORK

As a result of our proactive employee-centric initiatives and culture, we have been awarded the certification of 'Great Place to Work' in 2022.

