

# Cultivating a supportive work environment

**Our tireless efforts towards strategic human resource management have significantly fortified the organisation. We have intricately woven our people strategy into our overarching objective of proving ourselves as a global technology leader in the automotive sector. Our relentless pursuit involves building a resilient human resources department that drives our Company towards enduring and responsible expansion and cultivates a supportive work environment – a secure space that empowers our employees and fosters sustained success.**



## Adapting to changing scenarios

Our commitment to sustainability requires us to focus on nurturing our workforce's potential and maintaining an open dialogue with our employees to shape our strategic direction. Our Company's operational excellence relies on attracting, nurturing, and retaining talent. Adapting to changing social, economic, and technological scenarios is crucial. We use KPIs and data analysis in our HR and employee planning guidelines. Our succession planning policy ensures smooth transitions for crucial leadership roles and aligns talent management with business objectives to minimise risks.

## Recognising the value of diversity

At Sona Comstar, we are uncompromising in our dedication to fostering an inclusive environment and championing diversity within our workforce. We prioritise individuals from diverse genders, religions, racial backgrounds, ethnicities, and educational backgrounds. This commitment is deeply ingrained in our code of conduct, as we recognise the immense value of diversity in driving creativity, innovation, and effective decision-making. We are resolutely committed to achieving gender balance in our workforce and leadership positions. Our unwavering investment in the professional development of our employees is supported by our Remuneration Policy for Directors, Key Managerial Personnel, and Other Employees, which sets transparent and equitable criteria for compensation and aligns our human resources' aspirations with our Company's overarching goals.



Recertified as Great Place to Work with a higher score than the previous year

6%

Share of women employees in the workforce

and engaging work environment by organising various activities such as Fun Fridays, games, tournaments, and festive celebrations. These initiatives have strengthened the bonds among our colleagues and contributed to a more cohesive department and organisation. In addition, we honour our dedicated employees who have reached service milestones of 5, 10, 15, 20, 25, or more years with awards and heartfelt gratitude extended to their families. We also emphasise maintaining a stimulating work environment through regular events and monthly employee engagement activities. Our programmes, such as 'On the Spot Awards, Star of the Month, Star of the Year, and a Suggestion Scheme', recognise outstanding contributions and foster a sense of ownership and continuous improvement. Lastly, our 'ROWE Star' programme reflects our commitment to teamwork and a result-oriented work environment to recognise and support our top-performing teams, reinforcing the collaborative spirit embedded in our work ethos.

## Fostering continuous improvement in safety

We place the utmost importance on creating a secure working environment for our employees and workers. This commitment extends to our facilities and to creating a healthy and safe workplace for our employees and contractors, business partners, site visitors, and the communities impacted by our operations. We have established a robust security system based on well-designed processes, real-time data, and shared responsibility principles to achieve our zero-harm vision. From a corporate governance perspective, our senior management and crucial facility personnel play a key role in implementing comprehensive safety policies, procedures, and measures. Our facilities and premises uphold high occupational safety standards, surpassing compliance norms. We regularly assess health and safety standards and working conditions across all our facilities. Our Company's health and safety policy applies to all employees, officers, subcontractors, and other third-party service providers. We strive for zero occupational incidents by adhering to the safety management system, which includes hazard mitigation and a focus on process refinement and improvement. All our facilities comply with ISO 45001, the Occupational Health and Safety Management System.

## Commitment to collective bargaining

We deeply value workers' and employees' rights to come together and negotiate for their collective interests. Labour unions are essential in fostering a harmonious work environment by providing valuable guidance to managers, supervisors, and employees on various human resources matters. They also help resolve industrial relations, unfair labour practices, and complaints. We are pleased to report that during the reporting period, we did not encounter any instances where employees' rights to freedom of association or collective bargaining were compromised.

## Elevating performance and productivity

The well-being of our employees is our top priority at our Company. A comprehensive workplace health programme meets our employees' immediate health needs and lays the groundwork for their long-term wellness. A healthy workplace supports our employees' physical and mental well-being, which we value as our most important asset. Investing in their health can enhance employee satisfaction, increase retention, boost morale, reduce sick leave, improve engagement and resilience, and ultimately elevate overall performance and productivity, leading to a brighter future for our Company.

## Reinforcing a collaborative spirit

To keep our workforce engaged and ensure the overall development of our workforce as part of our ongoing efforts to facilitate meaningful connections, we have introduced an employee magazine that features articles spotlighting our employees and their families. We have created a vibrant