



## DIVERSITY AND INCLUSION POLICY

HR Policy:	Diversity and Inclusion Policy
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## 1. Purpose

ReNew Power believes in being an organization that is diverse and provides an inclusive environment that allows employees to achieve their highest potential. The company strives to promote and support a diverse workforce at all levels of the company. We value and celebrate the uniqueness of every individual by fostering an environment of inclusion and empowerment.

## 2. Scope

Diversity and Inclusion policy applies to all individuals in the company roll, under contract and on assignment basis. The policy will also apply to job applicants of the company.

## 3. Diversity and Inclusion

Diversity represents the full spectrum of human demographic differences but not limited to - race, ethnicity, religion, gender, sexual orientation, age, socio-economic status, national origin, physical ability.

Inclusion is involvement and empowerment, where the inherent worth and dignity of all people are recognized. An inclusive workplace promotes and sustains a sense of belonging; it values and practices respect for the talents, beliefs and backgrounds of individuals. It can be assessed as the extent to which employees are valued, respected, accepted, their individuality recognized and encouraged to participate in the organization.

## 4. Policy Statement and Framework

Company embraces and supports our employees' differences in age, ethnicity, gender, gender identity or expression, language differences, nationality or national origin<sup>1</sup>, family or marital status, physical, mental and development abilities, race, religion or belief, sexual orientation, skin color, social or economic class, education, work and behavioral styles, political affiliation, military service, caste, etc. that make our employees unique.

The Policy and practices followed by the organization will be reviewed on an annual basis to modify or incorporate any changes required to ensure a diverse and inclusive culture is created.

### 4.1 Our Beliefs

We believe a diverse workforce breeds creativity and innovation, fostering a better inclusive environment to work in, and leads to better business results. Diversity and Inclusion are supported at the highest levels in the company and initiatives are applicable but not limited to our practices and policies on selection, compensation and benefits, professional development, promotions, transfers, social programs and any ongoing development of the work environment. We believe:

- Diversity and Inclusion is recognized as a business interest, with every level of the organization holding responsibility towards creating an inclusive work environment.



- All of us should accept and support an employee's individuality by encouraging to bring their true self to work.
- That our employees should not be alienated or excluded because they don't fit into a set of cultural norms and their insights are sought and welcomed.
- That every employee is entitled to a working environment which promotes dignity and respect to all.

In respecting and valuing the diversity among our employees, and all those with whom we do business, managers and employees are expected to ensure that there is a work environment free from all forms of discrimination and harassment, and promotes inclusivity.

## 4.2 Managers Responsibilities

Managers should strive to:

- Implement this Policy as part of their day-to-day work and in applying the policies and practices in a fair and equitable way towards all employees.
- Actively seek feedback from their team members about the team's culture.
- Recognize any unacceptable behavior and take immediate appropriate action.
- Encourage a diverse and inclusive mindset for themselves and within their teams.

## 4.3 Diversity & Inclusion Committee

A cross-sectional committee comprising of 5 members will be set up within a month of the launch of this policy. The objective of the committee includes (but is not limited to):

- Encouraging a mindset amongst our employees through sensitization/training sessions about biases that prevent a diverse and inclusive work environment.
- Integrating Diversity and Inclusion strategies in recruitment, performance management, compensation & benefits management, leadership assessment and training.

The committee will review the policy and related procedures on a quarterly basis and suggest any correction, if required.

