



SIGNATORY TO UN WOMEN EMPOWERMENT PRINCIPLES

The UN Women Empowerment Principles (WEP) were launched in 2010 by UNGC and UN Women. These principles guide businesses on how to promote gender equality and women empowerment in the workplace, marketplace and community. In April 2020, ReNew adopted the UN Women Empowerment Principles.

As a first step, we undertook a Gender Gap Analysis Survey that assesses the **company's current gender equality performance and identifies the actions that** need to be taken. These principles continue to guide our work in the area of diversity and inclusion.

We believe that we have come a long way in implementing some policies and practices which promote gender equality, however, there are opportunities to further strengthen our practices to become a gender equal workplace and we remain committed to implementing these principles.