



DIVERSITY POLICY

Our Diversity Vision

ReNu Energy's vision is to become an employer of choice by creating a culture that embraces and encourages all employees offering them opportunities to excel and make a meaningful contribution to company and community.

We aspire to create a workforce profile which reflects the talent available in the many communities in which we work.

By achieving our aim of embracing a variety of perspectives – both gender and culture driven – we will be better positioned to stimulate, recognise and reward productivity, creativity, innovation and merit and importantly, maintain our competitive edge.

Principles

The achievement of our diversity vision at ReNu Energy will be underpinned by four key principals:

- **Fairness:** Every person will have the opportunity to work and succeed at ReNu Energy - regardless of their gender, nationality, background, age, physical ability or sexual orientation.
- **Support:** We will support the varying needs of our diverse workforce by providing flexible working conditions and ensuring programs are in place to enable every ReNu Energy employee to reach their career potential.
- **Respect:** We will treat every ReNu Energy employee with dignity and respect, recognising that our success depends upon the commitment, capabilities and diversity of our employees.
- **Leadership:** Our Board and senior leaders will be ultimately responsible for instilling a culture that embraces and values diversity amongst our workforce.

Strategy

The strategy to achieve our diversity vision is defined below:

- We will attract, recruit, support and retain the best people from diverse backgrounds into ReNu Energy irrespective of gender, nationality, background, age, physical ability or sexual orientation.
- We will clearly communicate our goals and expectations around diversity, to achieve buy in from all employees, and we will communicate and celebrate our diversity achievements.
- Every ReNu Energy employee will be held accountable for ensuring our diversity principles are reflected in their everyday attitudes and behaviours. Diversity intolerance of any kind, particularly discrimination or harassment, is unacceptable
- We will focus on increasing the participation of females in our workforce by providing support and tools, such as parental leave and flexible working practices. We will help all caregivers balance career and family responsibilities using such tools.



- We will provide support to all our senior leaders through networking and support groups, career development programs and mentoring. Through this process we will ensure gender diversity needs are recognised.

A handwritten signature in black ink, appearing to read "Chris Murray". The signature is fluid and cursive, with the first name "Chris" and last name "Murray" clearly distinguishable.

Chris Murray
Chief Executive Officer & Managing Director
January 2017