

Renewi plc

Board Diversity Policy

1. PURPOSE

This Board Diversity Policy (the Policy) sets out the approach to diversity on the Board of Directors of Renewi plc (the Board) and its duly appointed committees. This Policy is owned and supported by the Board and forms a key component of our culture of promoting diversity and inclusion.

Renewi plc ('Renewi' or the 'Company') Renewi is committed to offering a rewarding, diverse and inclusive working environment. Our efforts in this area are supported by the Diversity & Inclusion Board, which is chaired by the Chief Financial Officer and comprises a diverse group of Renewi colleagues, who meet regularly to discuss D&I initiatives and plans, and monitors Renewi's progress against targets and objectives.

2. POLICY STATEMENT

As a Board, we strive to ensure the broadest possible range of views, insights, perspectives and opinions are brought to our decision-making processes, which we believe supports the success of the Company and benefits our shareholders and other stakeholders.

The Board supports the aims of the UK Corporate Governance Code in that both Board appointments and succession plans are based on merit and objective criteria and, within this context, promote diversity of a variety of values and attributes, including gender, social and ethnic backgrounds, cognitive and personal strengths.

Through the work of the Nomination Committee, the Board will continue to ensure that an appropriate balance of Board membership is maintained and is consistent with our overall approach to diversity and inclusion as an organisation.

3. OBJECTIVES AND REPORTING

The Board acknowledges and supports the objectives of the FTSE Women Leaders' and Parker reviews. We will continue to make appointments which reflect our strategic aims with due regard for the need for diversity on the Board.

On a comply or explain basis, we will continue to report on the diversity of our Board composition in compliance with legal and regulatory requirements, and as may be applicable to the Company, with reference to the voluntary targets outlined within these reviews in our Annual Report and Accounts.

4. REVIEW

The Policy will be reviewed annually by the Nomination Committee with any proposed changes recommended to the Board.