

FROM PERCEPTION TO POSSIBILITY: BUILDING INCLUSIVE MANUFACTURING LINES

Gender representation in manufacturing has long been constrained by perceptions around physical demands and skill suitability, often limiting opportunities for women in plant operations. At ReNew, we set out to challenge these norms as part of our **ReSTART targets, committing to pilot all-women sections across our manufacturing sites**. In FY 2024-25, we brought this vision to life by **establishing a fully women-led post-lamination line**.

We implemented a targeted hiring and training strategy at our Jaipur module manufacturing plant, selecting women based on relevant skills and experience, and equipping them through hands-on training to manage the complete post-lamination process on one of the 5 assembly lines. By December 2024, the line became fully operational with **77 women successfully running all three shifts**. This initiative has reshaped perceptions of women's roles in solar manufacturing, laying the foundation for replicating this model across other production lines.



Breaking New Ground: Women at ReNew are redefining boundaries and claiming spaces where few have walked before, driving true inclusion in action, solar module manufacturing plant, Jaipur