Gender Action Plan

FP307: Mekong Earth Regeneration Fund (MERF)

Lao PDR, Viet Nam | Deutsche Bank AktienGesellschaft AG | B.45/02/Add.08

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GREEN CLIMATE FUND

MERF'S GENDER ACTION PLAN

IMPACT STATEMENT: IF investments and support are provided to MERF's companies involved in regenerative agricultural practices and sustainable land-use sectors, THEN these companies will be able to integrate gender-mainstreaming practices, including increasing women's participation in the workforce and across commodity value chains, thereby contributing to longer-term women's economic empowerment and socially inclusive production systems, BECAUSE such investments will incentive companies to embed gender outcomes into their business models, align with global gender equality commitments and deliver measurable gender co-benefits.

OUTCOME STATEMENT: Capital deployed with a gender lens leads to increased capacity of MERF's portfolio companies to engage women beneficiaries meaningfully, to hire and retain women employees at all levels, to support women in leadership roles, and to create gender inclusive and safe and enabling workplaces where women can thrive.

Co-benefits of the programme: The MERF will lead to increased financial and social inclusion for women and vulnerable groups.

MERF Gender Objectives:

- Reach women beneficiaries through increasing women's participation at all levels of the workforce and in agricultural commodity value chains
- Ensure high E&S standards and compliance, including SEAH and GBVH risk identification and mitigation
- Support portfolio companies to align with industry standards and influence portfolio to adopt gender inclusive business practices
- Align with 2X Challenge and reach 50% of the MERF portfolio to be 2X aligned by the end of the Fund's time
- Generate and disseminate knowledge about best practices for women's engagement in the sustainable land use sectors in the Lower Mekong River Basin

Gender-related Activities	Indicators and targets	Timeline	Responsibilities	Costs
1. Gender-mainstreaming in MERF's strategy				
1.1 MERF has developed a gender lens investing strategy at MERF level aligned with GCF Gender Policy, to promote gender equality and women's empowerment at MERF level and activities funded by MERF and to integrate gender considerations including GBVH/SEAH risk assessment, mitigation, and management into the investment process, from sourcing to portfolio engagement and exit.	MERF gender lens investing strategy deployed	1st year after MERF operationalization and ongoing afterwards	E&S Person-in-charge of MERF	Staff time (included in management costs)
1.2 MERF conducts gender awareness arising and training activities for MERF's individuals, especially those involved in sourcing and pipeline development activities, decision making, investment execution, and portfolio management.	Percentage of MERF's members attending gender-awareness training **Target**: 100% of MERF's members attending gender-awareness training activities	1st year after MERF operationalization and ongoing upon staff recruitment	E&S Person-in-charge of MERF	USD 10,000 for the first year and staff time for ongoing training activities later on
1.3 MERF develops and continuously strengthen a monitoring and evaluation (M&E) system to collect and monitor gender mainstreamed data at the fund level and at the activities funded by it, as well as enable reporting on gender-mainstreamed outcomes to relevant stakeholders	A M&E system integrating gender indicators, gender-disaggregated data at fund level and portfolio level. **Target**: Completion of a M&E system integrating gender indicators, gender-disaggregated data	1st year after MERF operationalization and ongoing during the program duration	E&S Person-in-charge of MERF	No cost required, part of MERF's impact measurement and evaluation
2. Gender consideration in the investment decision-making				
2.1 For any potential investments, a	Percentage of investments	Year 1-5 (i.e.,	E&S Person-in-	USD 10,000 for

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thorough due diligence assessment process is carried out, including gender assessment, covering gender analysis, GBVH/SEAH risks assessment to inform Gender Action Plan (GAP) to address gender issues, mitigate gender-related risks, as well as promote gender mainstreaming within the context of the investment, in alignment with MERF's Gender Policy, ESMS, IMM, GCF Gender Policy and good international frameworks, such as 2X Challenge criteria	undergo due diligence that incorporates gender considerations. **Target**: 100% of investments undergo due diligence that incorporates gender considerations	investment period), during the pre-investment assessment phase of each investment	charge of MERF	each gender-related due diligence, as a part of the due diligence process. Part of management costs.
2.2 All portfolio companies are required to commit to the MERF's E&S Requirements, agree on a tailored E&S Action Plan (ESAP), which includes GAP, and implement the respective ESAP and GAP during the investment holding period. The ESAP is incorporated into legal agreement between MERF and the respective portfolio companies. MERF will monitor the compliance and performance at portfolio level annually during the investment holding period.	Number of ESAPs including GAP developed **Target**: 100% of investments made by MERF have an ESAP including GAP Number of portfolio companies undergo annual reviews by MERF that include monitoring of GAP **Target**: 100% of portfolio companies undergo annual monitoring audits by MERF that include monitoring of GAP	Year 1 – 12 (pre-investment assessment phase and on-going post-investment portfolio monitoring and management) Year 1 – 12 (post-investment portfolio monitoring and management)	MERF & Portfolio Companies Gender-related monitoring review will be conducted as part of the annual E&S review by either MERF's E&S Person-in-charge or an external consultant.	No additional cost required, as part of the due diligence process Implementation of the GAP is funded by the portfolio Company with support from MERF (MERF staff time).
2.3 MERF to positively screen and then support portfolio companies that	Number of the portfolio companies that are 2X	Year 1 – 12 (post-investment portfolio	MERF & Portfolio Companies	MERF staff time and Company's budget

Gender-related Activities	Indicators and targets	Timeline	Responsibilities	Costs
promote gender-mainstreaming practices and deliver gender outcomes. Post-investment support will include: • Supporting the implementation of investees' GAPs • Supporting the development and/ or improvement of gender-related policies, procedures • Supporting diversity effort to enhance women in leadership roles • Support diversity effort to enhance inclusive workplace • Strengthening quality job opportunities in the workplace • Strengthening gender inclusion across the value chain • Building capacity in GBVH/SEAH prevention and response • Supporting on-going thematic capacity building on gender-related topics, GBVH/SEAH prevention and response • Strengthening gender data collection and analysis systems	Criteria-aligned at the end of the Fund's life **Target**: 50% of the portfolio companies is 2X Criteria-aligned at the end of the Fund's life	monitoring and management)		
2.4 MERF requires portfolio companies to report on gender disaggregated data on a regular basis	Percentage of the portfolio companies report on gender disaggregated data **Target**: 100% of the portfolio companies report on gender disaggregated data	Year 1 – 12 (post-investment portfolio monitoring and management)	MERF & Portfolio Companies	MERF Staff time, Company's budget

Gender-related Activities	Indicators and targets	Timeline	Responsibilities	Costs
Capture of lessons learned and best practices				
1.2.4 MERF to establish inter-portfolio partnerships and convene portfolio companies to share lessons learned and results achieved with regard to gender-mainstreaming practices and outcomes.	# of convening organised for the portfolio (virtual or in-person) Target: 2	Year 2-12	MERF	Staff time
1.2.5 MERF to develop knowledge products or case studies on gender-lens investing and share lessons with the wider ecosystem investors and companies based on an analysis of portfolio data on impact created on women's engagement and empowerment	# of knowledge products developed and shared (publications or webinars) **Target**: 1 knowledge product for the whole Fund life	Year 5-12	MERF (with support of Technical Assistance Facility, as appropriate)[1]	Estimated cost: USD 10,000
			Total budget for GAP implementation	**USD 120,000**

[1] Ibid