Gender Action Plan

FP319: Matanataki Pacific Fund 1

Fiji, Tonga and Vanuatu | Enyorra Private Equity Pte. Ltd. | GCF/B.46/02/Add.12

28 September 2026

GREEN CLIMATE FUND

9. Gender Action Plan

Implementation of the quantified line items in the Gender Action Plan below is contingent upon agreement by the donor.

Action	Indicators	Targets	Timeline	Responsibility	Budget (USD)
Gender implementation, specialist support, capacity building and technical assistance. Includes appointing a dedicated, part time Gender Equity Specialist (GES)[114] during the investment period	Specialist recruited; ToR approved	Specialist in place	Year 1	Fund Management	Up to 250,000 (aggregated amount)
Integrate gender oversight into ESG Committee (incl. Portfolio Advisor governance)	ESG Committee ToR updated; review minutes	Gender standing agenda item; quarterly reviews	Year 1, ongoing	Fund Governance / ESG Committee	1,500
Train fund staff (incl. investment managers IM)) and portfolio company teams on gender and SEA/SH and "Gender Smart" Executive Training	% staff trained; evaluation results	100% staff trained	Year 1–2; refreshers ongoing	Gender Equity Specialist and external specialists	87,000
Apply gender lens in all investment decisions	Gender analysis in IC papers	100% of IC submissions	Ongoing	Investment Team + Gender Specialist	Included in IM and GES salaries
Monitor Portfolio Advisor governance, staffing, and gender accountability	Annual internal review	Review completed annually	Annual	ESG Committee	Included in ESG Committee salaries
Conduct gender and SEA/SH due diligence for each investment	Gender DD reports	100% of investments	Pre-investment	Investment Team + Gender Specialist	Included in IM, GES, and ESGI team salaries

[114] The Gender Equity Specialist will be appointed for the duration of the Fund's investment period in a part time capacity.

Action	Indicators	Targets	Timeline	Responsibility	Budget (USD)
Co-develop company Gender Action Plans	GAP approved and integrated	GAP in place for all investees	Within 6 months of investment	Gender Specialist + Company	Included in IM and GES salaries
Establish/strengthen workplace gender policies and grievance mechanisms	Policies adopted; staff awareness	100% companies; ≥90% staff awareness	Year 1–2	Company Management	15,000
Provide hands-on TA to implement gender systems	TA delivered; milestones met	Minimum TA per company delivered	Ongoing	IMs + TA Specialists	As required
Increase women's representation in leadership	% women in management/board	≥30% women in management and/or board roles, where feasible and context-appropriate	Year 1–3	Company + Fund	No separate cost as it will be part of required business practice
Promote equitable employment opportunities for women within portfolio companies	% women employees; recruitment and retention data reported	Employment opportunities for women actively promoted and tracked in 100% portfolio companies, proportionate to sector and operational context	Ongoing	Company Management + Gender Specialist	No separate cost as it will be part of required business practice
Support skills development, training and career progression opportunities for women and men	Number of women and men participating in training (men and women), and mentoring or leadership development (women) via an internship programme activities	Skills development opportunities provided for women and men in 100% portfolio companies, proportionate to company size and operational context	Ongoing	Company Management + Gender Specialist	Included within TA budget

Action	Indicators	Targets	Timeline	Responsibility	Budget (USD)
Implement SEA/SH prevention and survivor-centred response	Functional grievance mechanisms	Mechanisms functional in 100% companies	Ongoing	Company + Fund (via ESMS)	15,000
Promote gender-responsive products/services	Products/services identified	≥1 per company (where relevant)	Ongoing	Company + Fund	No separate cost as it will be part of required business practice
Collect and review gender performance data	Monitoring reports	100% reporting compliance	Quarterly	Associate (ESG & I) + Gender Specialist	Included in Associate (ESG & I) and GES salaries
ESG Committee review and adaptive management	Review notes	Quarterly reviews held	Quarterly	ESG Committee	Included in ESG Committee salaries
Annual gender reporting to Donors	Gender section in reports	Reports submitted	Annually	Associate (ESG & I) + Gender Specialist	Included in Associate (ESG & I) and GES salaries
Conduct mid-term and end-of-programme gender evaluation	Evaluation reports	Evaluations completed	Mid-term / End	Independent Evaluator	60,000
				TOTAL (USD)	428,500[115]

[115] Amount reflects an indicative programme-level allocation to support policy development templates, training materials and grievance system setup; company-specific implementation costs may be co-financed through TA where required.

CHANGE HISTORY LOG

Revision	Effective Date	Description of Changes
0	26-Feb-26	Approved by MPL and formally adopted
1	10-Jul-26	