Gender Action Plan

FP326: Catalytic SMA (G) ("CSG")

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GREEN CLIMATE FUND

Part II: Gender and Social Inclusion Action Plan

Introduction

This Gender and Social Inclusion Action Plan ("GAP") sets out the actions, indicators, targets, responsibilities and monitoring arrangements through which CSG will integrate gender and social inclusion considerations into the investment lifecycle. The GAP is intended to function within CSG's investment, impact management and environmental and social management processes rather than operate as a standalone workstream. The approach is consistent with the Green Climate Fund ("GCF") template for project/program-level gender and social inclusion action plans, which provides that a GAP should include gender-responsive activities, performance indicators and targets, timelines, responsibilities and approximate budget allocations. The GAP is aligned with the Funding Proposal logical framework, particularly Activity Set 1 on origination, screening and deployment, and Activity Set 2 on active ownership, impact delivery, portfolio monitoring and sustainability integration.

The GAP reflects the fund-level structure of CSG. As individual investments will be identified and developed over time, the indicators focus on systematic screening, baseline establishment, monitoring and integration of material findings into due diligence, post-close engagement and asset management processes. Investment-specific indicators and targets may be refined during due diligence and implementation, where appropriate and within CSG's influence.

As investments are made, the programme-level GAP will be reviewed and updated, as relevant, to incorporate applicable investment-specific sex-disaggregated and relevant demographic baselines and targets established through investment-level assessment. Following full deployment of the Fund, the GAP will be updated to reflect the aggregated programme-level targets and results, based on the underlying investment-level data.

The GAP also establishes the process for investment-level gender screening and follow-up. Where material gender risks, opportunities, community impacts or sector-specific issues are identified during due diligence, CSG will prepare or require proportionate investment-level gender assessment and/or GAP measures, which may be reflected in Investment Committee materials and incorporated into ESMPs, Sustainability Integration Plans, stakeholder engagement plans, portfolio monitoring or other investment-level management tools, as applicable.

Implementation of the GAP will be overseen by CSG's Sustainability Team, working in collaboration with the Investment Team, Asset Management Team and relevant portfolio companies. Where required, CSG will draw on appropriately qualified internal or external gender expertise to support investment screening, investment-level gender assessments, preparation of investment-level GAP, monitoring and reporting.

Implementation of the activities set out in this GAP—including outputs, outcomes and relevant indicators from investment-level gender assessments and GAP implementation will be consolidated, synthesized and reported through the annual reporting process, subject to data availability, confidentiality and CSG's level of influence—will be funded through existing sustainability, environmental and social due diligence, stakeholder engagement, and portfolio management budgets. Where investment-level gender assessments, Gender Action Plans or associated implementation measures require additional resources, these costs will be incorporated into investment transaction budgets or portfolio company operating budgets during due diligence, post-close integration or implementation, as appropriate.

Impact Statement:

CSG seeks to support a low-carbon transition that considers gender and social inclusion issues across investment decision-making, portfolio monitoring, stakeholder engagement and post-acquisition asset management processes. Through its investment themes — including clean energy, business transformation and sustainable solutions — CSG aims to support investments that generate measurable decarbonization impact while considering how different groups may participate in and benefit from transition-related opportunities.

Outcome Statement:

Gender and social inclusion considerations are integrated into CSG's investment, impact management and environmental and social management processes, including screening, due diligence, investment approval, post-close integration, portfolio monitoring and stakeholder engagement, so that material considerations identified, during the investment lifecycle may be assessed, monitored and addressed where relevant and within CSG's influence.

The following outputs provide the structure for the GAP and reflect the key points in CSG's investment lifecycle where gender and social inclusion considerations can be integrated and monitored:

Output 1: Gender and social inclusion considerations are incorporated into CSG's investment screening, due diligence and approval processes, where material.

Output 2: Relevant workforce and leadership participation data is collected and monitored at the fund manager and portfolio company level, where appropriate and feasible.

Output 3: Material gender and social inclusion considerations identified through due diligence, monitoring or stakeholder engagement are reflected in ESMPs, portfolio management and reporting processes, where material and within CSG's influence.

Output 4: Investment-level gender assessments and/or GAP measures are prepared where screening identifies material gender risks, opportunities, community impacts or sector-specific issues.

Activities	Indicators and Targets	Timeline	Responsibilities	Costs
As the underlying investments have not yet been identified, portfolio-company employment, technical-role and leadership baselines are not currently available. Accordingly, evidence-based numerical participation targets cannot be established at programme level at this stage. CSG will establish sex-disaggregated and relevant demographic baselines at the investment level and, where material gender gaps are identified and within CSG's influence, establish investment-specific targets for women's participation based on the relevant baseline and investment context. These targets and progress against them will be aggregated and reported through the programme-level GAP.				
1. Screen investments entering full due diligence for gender and social inclusion considerations and determine whether proportionate investment-level gender assessment and/or gender-related GAP / ESMP measures are required.	Indicator 1.1: % of investments entering full due diligence screened for gender and social inclusion considerations using CSG's investment screening and sustainability due diligence processes. Screening will consider, where relevant to the investment: • available baseline data • workforce composition and leadership participation • equal opportunity, recruitment and employment practices • access to technical, operational and leadership roles • labor conditions and contractor management; community interface and stakeholder engagement needs • Indigenous Peoples and other potentially vulnerable groups • land use and supply-chain considerations • accessibility of worker and community grievance mechanisms; and • potential GBV, SEA and SH risks. Screening findings will be reflected in due diligence materials and, where material, in Investment Committee materials (i.e., the relevant due diligence and investment approval materials submitted to the Investment Committee). Where material gender and social inclusion findings are identified, these materials will summarize the findings and proposed follow-up actions for consideration as part of the investment approval process.	Year 1–5; during investment screening and full due diligence, with refinement during post-close integration where relevant.	Investment Team, Sustainability Team, Impact / IMM Team, Asset Management Team, external E&S or gender specialists where relevant, and Portfolio Company management where applicable.	Included in investment and sustainability due diligence budgets. Incremental costs to be budgeted at investment or portfolio company level where required.

Activities	Indicators and Targets	Timeline	Responsibilities	Costs
	Target: 100% of investments entering full due diligence screened. Indicator 1.2: # and % of investments for which proportionate investment-level gender assessment and/or gender-related GAP / ESMP measures are prepared where material issues are identified. Target: 100% where material. Indicator 1.3: % of relevant Investment Committee materials summarizing any material gender and social inclusion findings identified through investment screening and sustainability due diligence, together with any proposed follow-up actions. Where material findings are identified, the Investment Committee materials will summarize the principal issues, explain how they are expected to be managed through existing investment management processes (such as investment-level GAP measures, ESMPs, Sustainability Integration Plans, stakeholder engagement plans or other agreed management actions, as appropriate), and identify any material matters requiring Investment Committee consideration as part of the investment approval process. Target: 100% where material.			
2. Establish and monitor fund manager gender baseline using gender metrics.	Indicator 2.1: Fund manager workforce and leadership participation data collected and maintained, including employees, investment staff, partners and Investment Committee members, disaggregated by gender where available, to establish a baseline for monitoring participation trends and informing proportionate actions where material gender gaps or opportunities, and informing proportionate actions where relevant. Such actions may include reviewing recruitment, retention, promotion, training, mentoring or leadership development practices, where	Year 1 baseline; annual update thereafter.	Fund Manager, Sustainability Team, HR / People Team, Investor Relations / Reporting Team.	Included in existing fund reporting and internal data collection processes.

Activities	Indicators and Targets	Timeline	Responsibilities	Costs
	material and within CSG's influence. Target: Baseline established in Year 1 and updated annually. Where material gender gaps are identified and within CSG's influence, appropriate actions will be considered and, where appropriate, investment-specific targets may be established based on the available baseline.			
3. Establish and monitor portfolio company gender baseline using identified metrics.	Indicator 3.1: Portfolio company workforce and leadership participation data collected at entry or within 12 months post-close and monitored annually thereafter, including employees, C-suite, ownership and CEO / Managing Director gender where available. Target: 100% of relevant portfolio companies to report available sex-disaggregated and relevant demographic workforce, technical/operational and leadership participation data annually from Year 2, where data is available and within CSG's influence. Indicator 3.2: # and % of women and men employed across relevant CSG portfolio companies, where data is available and within CSG's influence. Target: Baseline established at entry or within 12 months post-close and reported annually thereafter. Indicator 3.3: # and % of women and men in technical and operational roles across relevant portfolio companies, where applicable and data is available. Target: Baseline established at entry or within 12 months post-close and reported annually thereafter where applicable. Indicator 3.4: # and % of women and men in leadership positions across relevant CSG portfolio companies. Target: Baseline established at entry or within 12 months post-	At entry or within 12 months post-close; annual update thereafter.	Portfolio Company management, Asset Management Team, Sustainability Team.	Included in existing portfolio monitoring and reporting processes.

Activities	Indicators and Targets	Timeline	Responsibilities	Costs
	close and reported annually thereafter. Indicator 3.5: Material gender gaps or opportunities assigned appropriate follow-up actions through post-close engagement and portfolio management, and where a material gap is identified and within CSG's influence, a sex-disaggregated investment-specific target for women and men is established based on the relevant baseline. Target: 100% where material and within CSG's influence.			
4. Within CSG's influence, support implementation of proportionate investment-level gender and social inclusion measures, were material, using the entry points identified in the programme-level gender assessment and existing investment management processes.	Indicator 4.1: % of relevant portfolio companies for which material gender findings are reviewed as part of post-close engagement and portfolio management. Target: 100% where material and within CSG's influence. Indicator 4.2: Material findings assigned an appropriate next step, where relevant. Target: 100% of material findings. Evidence that material gender findings have been considered in ESMPs, stakeholder engagement, training, grievance access, workplace safeguards or portfolio engagement, as applicable. Indicator 4.3: Where material gender gaps or opportunities are identified, portfolio companies will establish proportionate measures to improve women's participation in employment, technical / operational roles and leadership, where relevant to the investment and within CSG's influence. Where appropriate and supported by available baseline information, investment-specific numerical targets will be established for women and men and monitored through post-close engagement and portfolio management. Measures may include, as appropriate, review of recruitment, retention and	Within 12 months post-close and annually thereafter where relevant; earlier where material findings are identified during due diligence, project development or construction.	Asset Management Team, Sustainability Team, Portfolio Company management.	Included in existing budgets; incremental costs determined at portfolio company level where actions are agreed.

Activities	Indicators and Targets	Timeline	Responsibilities	Costs
	promotion practices; training, mentoring or leadership development; access to technical training, internships or apprenticeships; inclusive workplace policies; and other practical measures to address participation barriers. Target: 100% of material gender gaps for which appropriate actions and, where applicable, sex-disaggregated investment-specific targets are established and monitored. Indicator 4.4: # and % of women and men participating in relevant training and skills-development opportunities supported by portfolio companies, where applicable. Target: Baseline and annual reporting where such opportunities are relevant to and supported by the investment; where a material gender participation gap is identified, a sex-disaggregated investment-specific target will be established where appropriate and within CSG's influence. Indicator 4.5: # and % of women and men accessing material investment-level benefits identified through investment-specific gender assessments and/or GAP measures, where applicable. Target: Baseline and annual reporting where such benefits are relevant to the investment; where a material gender gap in access to benefits is identified, an investment-specific sex-disaggregated target will be established where appropriate and within CSG's influence.			
5. Support inclusive workplace practices, community engagement and grievance access where relevant.	Indicator 5.1: Relevant portfolio companies reviewed for workplace policies and processes, including non-discrimination, anti-harassment, worker grievance and non-retaliation safeguards. Target: 100% where relevant and within CSG's influence.	During due diligence and post-close integration; during development, construction or operations where	Sustainability Team, Legal / Compliance, Asset Management Team, Portfolio Company management, external E&S or	Included in sustainability due diligence, post-close integration, project development and stakeholder

Activities	Indicators and Targets	Timeline	Responsibilities	Costs
	Indicator 5.2: Investments with material community interface reviewed for gender-inclusive stakeholder engagement approaches. Target: 100% where material. Where stakeholder participation data is collected, the programme will monitor # and % of women and men participating in relevant stakeholder engagement and consultation activities. Indicator 5.3: Relevant investments screened for GBV, SEA and SH risk factors, including construction, contractor workforce, worker accommodation, transport, land access or community interface. Target: 100% of relevant investments, with proportionate mitigation identified where material. Indicator 5.4: Where material GBV, SEA or SH risks are identified, relevant portfolio companies will consider appropriate training and awareness measures for employees, contractors and other relevant third parties, proportionate to the identified risks and the nature of the investment. Target: Appropriate training and awareness measures considered and implemented where material and within CSG's influence. Indicator 5.5: Relevant portfolio companies reviewed for accessibility of grievance mechanisms to women and other potentially vulnerable groups. Target: 100% where relevant and within CSG's influence.	material community interface, contractor workforce or GBV, SEA and SH risk factors are identified.	gender specialists where relevant.	engagement budgets; incremental costs determined at investment or portfolio company level where actions are agreed.
6. Monitor and report program-level GAP implementation, including aggregation of relevant	Indicator 6.1: GAP implementation status reviewed annually. Target: Annual review completed. Indicator 6.2: Relevant gender and social inclusion indicators, including sex-disaggregated and	Annual review from Year 1; annual reporting from Year 2 and annually thereafter.	Sustainability Team, Impact / IMM Team, Fund Finance & Operations, Investor Relations / Reporting Team,	Included in existing budgets.

Activities	Indicators and Targets	Timeline	Responsibilities	Costs
investment-level outputs.	demographic programme-level indicators for employment, technical / operational roles, leadership, training and stakeholder participation, included in annual reporting to BNDES / GCF, subject to data availability and confidentiality. Target: Annual reporting from Year 2. 100% of relevant portfolio companies to report available applicable gender and social inclusion KPIs, including sex-disaggregated and demographic indicators, where data is available and within CSG's influence. Where material gender gaps or opportunities are identified, relevant investment-specific indicators and sex-disaggregated targets will be aggregated and reported at programme level, where feasible. Indicator 6.3: Material gaps or follow-up actions assigned appropriate next steps where relevant. Target: 100% of material findings identified through annual review.		Asset Management Team and Portfolio Company management.	
7. Review and update the programme-level GAP following investment-level gender assessments and after full deployment of the Fund to incorporate and aggregate investment-specific sex-disaggregated targets and results.	Indicator 7.1: Programme-level GAP reviewed and updated following material investment-level gender assessments and investment deployment, including aggregation of investment-specific sex-disaggregated targets and progress. Target: GAP updated following each relevant investment and following full deployment of the Fund, as applicable.	Following each relevant investment-level gender assessment and/or establishment of investment-specific targets; and following full deployment of the Fund.	Sustainability Team, Impact / IMM Team and Asset Management Team.	Included in existing budgets.