

FinDev Canada's Gender Equality Policy

1. Background

FinDev Canada is Canada's bilateral Development Finance Institution (DFI). Its mission is to provide financial solutions to the private sector in developing countries, with an emphasis on reaching businesses that economically empower women, develop local markets, and mitigate climate change.

Gender equality and women's economic empowerment are strategic priorities for FinDev Canada. Reducing the legal, social and economic disparities between women and men is a fundamental human rights issue that is also critical to the reduction of poverty and the achievement of a stable, prosperous future for all. Reducing economic gender gaps also enables access to a previously untapped pool of talent and resources and is synonymous with economic growth. Gender equality is Goal 5 of the 17 United Nations Sustainable Development Goals (SDGs), and one that is integral to all dimensions of inclusive and sustainable development.

2. Goal

The goal of this policy is to promote gender equality and women's economic empowerment through FinDev Canada's investments and operations. It is an integral part of FinDev Canada's overarching policy framework.

3. Policy statement

Women's economic empowerment is FinDev Canada's core impact priority and a central element of its decision-making. Consideration for women's economic empowerment and gender equality will be integrated throughout FinDev Canada's processes and operations, rather than treated as a distinct topic or segment of the portfolio.

FinDev Canada will apply a gender lens to 100% of its transactions. This gender lens will be inclusive and allow FinDev Canada to steer capital towards transactions with higher impact on women's economic empowerment, as well as support clients in enhancing their gender inclusion and diversity practices. FinDev Canada will develop a client-focused, flexible approach focused on enhancing both gender impact and clients' business performance.

FinDev Canada determines the scope of its gender lens and gender-focused interventions based on where its expertise, influence and resources are best positioned to have an impact.

FinDev Canada will seek to lead by example by ensuring that its own institutional and governance practices are aligned with, and drive, international best practices on

gender inclusion and gender-lens investing. It will strive to be an employer and workplace of choice for both women and men and to act as an agent of change in the investment community for gender lens investing.

To refine and iterate on its approach, FinDev Canada will seek to capture new learnings and evidence on gender equality and women's economic empowerment. It will seek to be transparent with clients and stakeholders as to its impact and own performance in this area.

4. Adoption and implementation

This policy is adopted by FinDev Canada's Board of Directors and takes effect on June 1st, 2019. More details on the operationalization and implementation of this policy are available in FinDev Canada's gender strategy.

Appendix - Definitions

Women's economic empowerment: A woman is economically empowered when she has both the ability to succeed and advance economically and the power to make and act on economic decisions. To succeed and advance economically, women need the skills and resources to compete in markets, as well as fair and equal access to economic institutions. To have the power and agency to benefit from economic activities, women need to have the ability to make and act on decisions and control resources and profits¹.

Gender equality: The use of the word 'gender' in this document refers to the socially constructed roles and relationships, personality traits, attitudes, behaviors, values, relative power and influence that society considers appropriate for men and women on a differential basis. Gender equality refers to the equal rights, responsibilities and opportunities of women and men and girls and boys². Whereas FinDev Canada's approach aims to be inclusive of all genders, this policy focuses on the inequalities faced by women in private sector operations and investment decisions. FinDev Canada recognizes that women do not form a homogenous group, and that the inequalities they face may differ or be compounded by factors such as ethnicity, poverty, disability, age, religion, sexual orientation or gender identity.

¹ International Center for Research on Women (ICRW), *Understanding and Measuring Women's Economic Empowerment*, 2018.

² Adapted from: Mennonite Economic Development Associates (MEDA), *Gender Equality Mainstreaming (GEM) Framework* and UN Women Training Center, *Gender Equality Glossary*.