

Gender mainstreaming policy

Introduction

Equal rights between men and women is a fundamental right. Full and equal participation of women in decision-making and leadership in both the public and private sphere is promoted by REPP and is also crucial to addressing the climate change challenge. As reflected in SDG 5 Gender Equality, the achievement of the full potential of one half of humanity is essential to sustainable development.

Purpose

REPP will encourage integrating a gender equality perspective into the design, implementation, monitoring and assessment of all renewable energy initiatives financed by REPP. Gender equality **means creating equal opportunities for women and men** and implies that the interests, needs and priorities of both women and men are taken into consideration. Given the existing gender gaps in employment, salaries, access to productive resources and energy, gender mainstreaming should focus on targeted actions that promote the empowerment of women. REPP supports all gender identities.

Guidance

This is done by encouraging all investee companies to promote gender mainstreaming. When considering, documenting and managing an investment or loan, REPP will work with the investee to:

- 1) **analyse gender equality** in the investee company, country of operation and targeted sector; and
- 2) establish an investee-specific **gender action plan** by identifying gender performance indicators and sex-disaggregated targets, against an established baseline, that can be incorporated into a monitoring plan.

REPP and the REPP Investee have a responsibility to ensure that training on gender mainstreaming is delivered to all relevant parties.

Targets in the Investee gender action plan may, in addition to Investee specific targets, include the beneficiaries of the renewable energy installation. Targets may include, but are not limited to increased female labour work force; increased number of women in management roles; upskilling of female employees; promotion of female entrepreneurship; provision of access to credit and female access to infrastructure. The gender action plan will need to take into consideration cultural sensitives as well as the safety of females. The gender action plan is recommended to be included in the ESMS.

REPP will **incentivise equality** by offering discounted interest rates (or equivalent incentives for equity investments) for companies that have taken sufficient verifiable action to reach their gender action plan targets. The level of discount

will be priced in the risk pricing model based on the achievement of indicative gender targets.