

Fynsa Gender Policy

1. Background

Gender equality constitutes an international commitment and a fundamental right of human beings. Therefore, FYNSA recognizes that assuming the responsibility to make its best efforts to respect and promote said right is relevant.

The purpose of this policy is to provide FYNSA with an action framework that guides its efforts to reach this commitment on issues such as recruitment and selection, talent retention, and work environment. This policy also applies to entities or persons related to GCF projects, from now on “Counterparts”, who are the Project Originator, the Project Developer, and the entities in charge of executing the project.

Investment Banking and the GCF Project Investment Committee will ensure and monitor that Counterparts comply with this policy.

2. Definitions

Gender: the concept of gender refers to a classification of persons or things, in which they can be ordered according to their particular features or characteristics that identify them. In social sciences, the term “gender” acquires another definition: “set of elements determined by societies concerning the sexuality of persons”, that is, people are classified as male and female.

Gender equality: it implies that both men and women are equal under the law, which means that all people, without distinction, have the same rights and duties with the State and society.

Gender equity: gender equity includes identical or differentiated treatment between men and women without any discrimination against women, as regards the enjoyment and exercise of all their human rights.

Sensitivity to gender issues: in FYNSA, the best efforts will be made to periodically review and analyze the policies and manuals related to this issue, to create plans and action guides.

FYNSA: a business group of FYNSA holding.

GCF: Green Climate Fund.

3. Principles

At FYNSA, we work based on principles, which contain the foundations of this gender policy. Thus, we hope to facilitate understanding for all personnel of our company, from now on “Collaborators,” and Counterparts, to achieve gender equality.

3.1 Commitment to gender equality and equity

In FYNSA, we support and respect the promotion of a gender equality culture, free from discrimination and sexual harassment. We will implement activities for both Collaborators and Counterparts, including equity in capacity building processes, social welfare, and competitiveness, creating equal conditions and opportunities among all.

For the recruitment process, the Human Resources department (“HR”) receives curricula and evaluates candidates through their skills, competencies and previous experience, making a comparative chart. Finally, the decision is taken based on all this information.

FYNSA will make its best efforts to promote respect and promotion of gender equality within the holding. The access to job opportunities in FYNSA and Counterparts depend exclusively on the skills and abilities that best meet the labor requirements. For this reason, the content of this Gender Policy will be assessed and updated every three years.

3.2 Amplitude, in scope and coverage

Our commitment has public nature and declared in the company policies and objectives; for this, we will inform our Collaborators, the changes or updates in the documents that include this policy.

3.3 Responsibility

The HR department is responsible regarding changes or updates to this Policy; while the Marketing and Communications department is responsible for publishing on FYNSA website and sending the updated Policy to Collaborators e-mails.

The HR department will provide updating reports highlighting changes made and their implications in both FYNSA and GCF projects. The updating reports will be communicated and available through internal web channels, to all our Collaborators. For the other hand, the updating reports regarding GCF projects will be published on FYNSA website.

3.4 Identification with country commitments

In 2010, the bill to create the Women and Gender Equity Ministry was sent to the Chilean National Congress. This project was approved and promulgated on January 28 and March 8, 2015, respectively; finally, this law was published in the Official Gazette on March 20, 2015.

The main objective of the Law N° 20,820, is to create a Ministry in charge of collaborating with the President of Chile, designing, coordinating and assessing policies, plans, and programs destined to support gender equity, equal rights, and eliminating discrimination against the woman.

The purposes of the Woman and Gender Equity Ministry are:

- Promote and safeguard women's rights and gender equality.
- Work so that all women - regardless of their age, physical condition, place of residence, economic income, sexual orientation, nationality or ethnicity - are treated with respect and without discrimination at work, in places of study or on the streets.
- Work for the eradication of violence against women in all its forms and places where it occurs.
- Encourage the participation of women in political, economic, and social decision-making spaces.
- Promote the co-responsibility of men and women in the upbringing and care of daughters and sons.
- Publish reports and studies on the situation of women and gender equity to improve public policies.
- Ensure the respect and fulfillment of women's human rights, following international treaties and conventions that Chile has signed.

Just as the country assumes commitments in gender equity, FYNSA assumes the commitment to make its best efforts in promoting and respecting equal opportunities and benefits for all gender, which are manifested in this Policy.

3.5 Competences

In FYNSA, we will make a constant effort to achieve gender balance through all our Collaborators, informing changes and updates in the Gender Policy to keep all staff informed about our commitment, aware of the duty apply and respect this Policy following number 3.3 of this document.

The Human Resources Manager is responsible for the above, maintaining the skills and competencies required.

3.6 Resource allocation

We will make our best efforts regarding the allocation of resources to promote gender equity within both FYNSA and Counterparts.

4. Framework for gender policy application

FYNSA will adopt a Gender Manual including a Gender Equity Action Plan to implement the Gender Policy. The plan will have the following six priority areas:

- Governance and institutional structure.
- Operational guidelines.
- Capacity improvement.
- Products, results, and impact indicators.
- Resource allocation and budget.
- Knowledge and communications generation.

5. Fynsa gender action plan

5.1 Governance and institutional structure

The Human Resources Manager will be responsible for ensuring this Policy within FYNSA. Both the Human Resources Manager and the Ethics Committee will be able to propose new initiatives and activities to the FYNSA Board of Directors. New initiatives and activities will seek the improvement of the practices destined to ensure and promote gender equality and equity.

FYNSA Investment Banking and the GCF Project Investment Committee will oversee that Counterparts have and comply with this Policy, as well as informing them of the changes and updates of this Policy.

5.2 Operational guidelines

FYNSA will publish this Policy in a shared file to which all FYNSA Collaborators have access. This Policy and its changes and updates will be remitted to all Counterparts, where gender sensitivity criteria will be applied, aiming to maintain updated information about Gender.

Our Collaborators and Counterparts will be informed about the number of people by Gender, by nationality, by age range and by seniority.

From the creation and publication of this Policy, FYNSA will ensure that Counterparts are informed about our Gender Policy, emphasizing that complying with this Policy is fundamental. For those Counterparts already financed with GCF resources, we will maintain a constant oversee of possible changes or updates in Gender Policy.

We will assess our Counterparts and their gender information will be available for the public.

Also, before submitting a Funding Request to the GCF, FYNSA will verify the following:

1. That both the Concept Note and the Funding Proposal presented to the GCF comply with the GCF requirements and guidelines on Gender.
 - a. FYNSA will require its Counterparts to submit as part of the financing proposal: (i) a Gender and Environmental & Social assessments (according to the level of risks and impacts); (ii) a project- action plan at the gender level.
 - b. The gender assessment will analyze the main sociocultural circumstances and factors that underlie gender inequality exacerbated by climate change. The assessment will optimize the potential contributions of women and men building individual and collective resilience to climate change. This evaluation will be used to inform the pre-feasibility analysis, preparation, implementation, supervision and monitoring, and project closure.
 - c. GCF projects will have a gender action plan based on gender analysis. The gender action plan will include gender-related activities; baseline, KPIs and objectives by sex; roles and responsibilities; and financial and human resources.
2. The existence of approaches with a gender perspective in discussion with Interested Parties. The exchange of information in an equitable manner with women and men will be a minimum standard, in which the information will be available and presented in formats accessible to all Interested Parties. The approach also includes opportunities for stakeholders to share information in a two-way exchange, to provide periodic feedback during the implementation of a GCF project and to ensure that their views and priorities were incorporated into the design and implementation.
3. That men and women be involved in the development of measures to mitigate project risks regarding the increase of gender inequality. And finally, ensuring the promotion of gender equality and non-discrimination through the optimization of the benefits for women and men from vulnerable communities.

After a GCF project has been implemented, in the monitoring and reporting stage, FYNSA will require its Counterparts the following:

1. Take the necessary measures to implement the gender action plan presented as part of the financing proposal approved by GCF.
2. If it is required, update or change the baseline, indicators, and gender-related goals.
3. Take the necessary measures to guarantee periodical updates in gender assessments. Counterparts must notify FYNSA regarding any essential change in the design and execution of projects, or other circumstances that may affect the implementation of the gender action plan. The Counterparts must also notify FYNSA of any change in the gender action plan at the project level.
4. Gather relevant data to demonstrate the implementation of the gender action plan at the project level.
5. Measure the result of the project activities on the adaptation and mitigation of women and men to climate change through data organized by sex and gender analysis (qualitative and quantitative).
6. Monitor and address on the progress made in the implementation of the gender action plan at the project level.

Counterparts should hire a gender expert/consultant to design, carry out, implement and monitor gender assessment studies and gender action plans, and deliver related releases.

FYNSA will ensure that the Counterpart follows the guidelines proposed by the GCF in the publication: “Mainstreaming Gender in Green Climate Fund Projects: a practical manual to support the integration of gender equality in climate change interventions and climate finance.”

5.3 Improvement of capabilities

To introduce improvements in this Policy and the Gender Manual, the HR Manager will report annually to the FYNSA Board of Directors, the following information:

- Number and proportion of managers, employees, and partners who have received gender-related training.
- Report to the board on the progress of the implementation of the Gender Policy and its application.

5.4 Products, results and impact indicators for monitoring and reporting

For the analysis and the delivery of the information, FYNSA will address:

- Number of people by gender.
- Number of people by nationality.
- Number of people by age range.
- Number of people by seniority.
- Number of submit projects.
- Number of approved projects.
- Number of approved gender projects.
- Total amount of budget approved.
- Amount (or %) of budget approved by gender.

FYNSA will develop KPIs to measure the positive impacts associated with the implementation of gender considerations within FYNSA operations.

5.5 Generation of Knowledge and Communications

We will maintain an internal file with the following information of the GCF projects:

1. The number of projects that have asked FYNSA the possibility to obtain resources from GCF.
2. The number of projects assessed by both the FYNSA Investment Banking Department and the GCF Project Investment Committee.
3. The number of projects financed by GCF resources.

Within FYNSA, we will inform our Collaborators if any of our projects are financed with GCF funds. Also, the Gender Policy and their changes and updates will be available to our Collaborators.

5.6 Monitoring

FYNSA will monitor the GCF projects with on-site visits or constant communication with Counterparts. We will pursue to periodically assess the scope, changes, modifications, implications, among others.

Within FYNSA, will be the Human Resources Manager, the one responsible for asses and follow new initiatives or activities regarding gender equity.

The FYNSA HR Department, base their hiring and decisions on the following fundamental principles:

1. Continuing education.
2. Motivation.
3. Construction of an excellent working environment adapting family and personal life with labor.

These elements constitute critical factors regarding productivity improving, attracting and retaining qualified Collaborators. These elements also represent opportunities for improvement obtained from this gender equity.

These opportunities can be summarized in:

- Compliance with national regulations: by incorporating gender equality measures, companies undertake through action plans to mitigate initial inequalities (if any)
- Reduction of selection and training costs: by retaining qualified Collaborators, turnover is reduced, improve quality jobs and establish both bonding and commitment with our Collaborators, motivating them to achieve the objectives of the organization.
- Projection of a new public image: by incorporating gender equality as a value in the corporate image, a modern public image is projected, following international standards, which can bring benefits with effects on profitability.