

Position Statement on Gender

FMO (the Netherlands Development Finance Company) is the Dutch development bank. Since 1970 we have been a driving force behind investments empowering entrepreneurs in emerging markets. It is our role and mandate to create local prosperity in some of the world's most challenging economies.

This Position Statement is an integral part of the [FMO Sustainability Policy framework](#) that steers FMO's activities. The Position Statements explain FMO's choices in relation to major global sustainability issues and further explain how we select investments, work with clients and other stakeholders, and monitor performance. They reflect our objective to apply the highest possible standard of ethics and integrity to our business activities.

Gender

It is FMO's vision that by 2050 nine billion people live well within the limits of our planet. Currently, women are more affected by poverty and more likely to be deprived of the chance to reach their full potential than men are. At the root are a range of causes, from poor education and limited access to finance, to gendered cultural norms and countries' legal and regulatory frameworks such as discriminatory laws that restrict women's ability to enter into contracts, own property, or receive inheritances. Gender equality¹ is at the very heart of human rights. Additionally, gender equality benefits sustainable economic growth through productivity gains, by magnifying development effects for future generations and through a multiplier effect on other development outcomes such as health and nutrition. Moreover, companies that have a more gender-diverse leadership team tend to perform better.²

FMO's choices

We consider gender equality as both a human right and a means to reach sustainable people-centered growth. We aim to contribute to the achievement of Sustainable Development Goal (SDG) 5 seeking Gender Equality and empowering all women and girls. We aim to assure women's rights³, to understand the gender-specific impacts of our investments where relevant and to ensure women

¹ United Nations (2014), Gender Equality and Sustainable Development: "Equality between women and men (gender equality) refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Gender equality is not a women's issue but should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centered development."

² Credit Suisse, The CS Gender 3000: Women in Senior Management, 2014; McKinsey & Company, Diversity Matters, 2015.

³ See [FMO's Position Statement on Human Rights](#)

and men enjoy equal economic opportunities. We actively seek investment opportunities that positively contribute to the full inclusion of women in economic, social and public life.

Implementation

FMO has committed to gender equality in its [Sustainability Policy](#), which is our leading policy instrument in guiding our positive impacts on environmental, social and governance issues. Our assessment and management of gender impacts and risks are guided by the [IFC Performance Standards](#).⁴ There are three that are particularly relevant. IFC Performance Standard 1 requires that both women's and men's views on project impacts be captured. Performance Standard 2 requires clients to ensure non-discrimination and equal employment opportunities and the occupational health and safety of both women and men. Performance Standard 5 requires women to be involved in resettlement planning and that their interests be protected.

To contribute positively to the inclusion of women as participants in the economy, we proactively seek investments that support women as entrepreneurs, reach women as end-users of goods and services and include women in the labor market. The funds that we manage on behalf of the Dutch State have gender as one of their main focal areas. We believe in the power of gender diversity in business and seek to assist clients in supporting equal opportunities for women and men in the workforce. We set out to obtain gender-disaggregated data on our impacts by monitoring direct jobs for men and women in the businesses we finance. Additionally, we support initiatives and networks for women in leadership positions, such as the Global Banking Alliance for Women, and are actively seeking opportunities to consider female candidates to nominate to the Boards of investee companies. Moreover, we set out to increase awareness of our staff on gender issues, in order to expand and strengthen FMO's ability to generate positive impacts on gender equality.

Within FMO, diversity is promoted in internal recruitment, career management and management development, as supported by FMO's Human Resources policy. FMO has obtained the EDGE Assess certificate in July 2017.⁵

Feedback

We welcome feedback on our Position Statements. Please contact us at consultation@fmo.nl.

Approved by FMO's Management Board on August 29 2017.

⁴ IFC – The International Finance Corporation of the World Bank group

⁵ EDGE (Economic Dividends for Gender Equality) is the global business certification standard for gender equality <http://www.edge-cert.org/>.