



**GENDER EQUALITY POLICY**  
2018

Gender equality makes economic and business sense.

## **Definition**

According to UN Women, Gender Equality is defined as “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”.

## **Vision**

CIFI acknowledges that Gender Equality is a fundamental element of sustainable development, and a desirable outcome for society. Men and women should enjoy equal rights, opportunities, and access to control resources.

CIFI embraces diversity, rejects any form of discrimination, and promotes women’s empowerment in our workplace and through our clients, contributing to the transformational change needed to achieve gender equality.

## **Objectives**

- To assure that men and women working for CIFI have opportunities for equal representation at different organizational levels, and to be equally valued and rewarded in our organization. We strive for these same values in the projects that we finance.
- To adopt an approach that contributes to the reduction of the gender gap in all its forms: social, economic, and environmental.

## **Scope**

The policy applies to CIFI Group and all its subsidiaries.

## **Roles and Responsibilities**

The Board of Directors, Chief Executive Officer, Management Team, and Human Resources Officials are directly responsible for setting the tone at the top and overseeing the correct implementation of this policy.

Every member of our workforce is responsible for carrying out our vision and principles.

## Main Principles

At CIFI we are aware of the relevance of gender equality and its impact on the global economy. Therefore, our position includes:

- Gender equality as value for the organization;
- Gender equality as a means to strengthening CIFI's overall performance; and
- Gender equality as a contributor to society by: building capacities, promoting empowerment, and improving the quality of life of women and men.

## Our Commitments

We will provide women and men:

- Access to equal opportunities including equal remuneration for work with comparable value, and access to leadership positions.
- Capacity building for career development, voice and influence by ensuring that barriers do not exist for women's equal and full participation.
- A culture that rewards inclusiveness and prizes performance regardless of gender.
- An equitable balance in workloads and economic benefits particularly with relation to family and caring responsibilities for both women and men.
- Equal health and safety measures at the workplace.
- A workplace free of discrimination and harassment. We will not tolerate sexual harassment, physical, verbal or mental abuse at the workplace.
- Mechanisms to receive confidential complaints and provide effective and fair solutions.

## Climate Change and Gender

According to the UNFCCC\*\*, Climate change has a greater impact on those sections of the population, in all countries, that are most reliant on natural resources for their livelihoods and/or who have the least capacity to respond to natural hazards, such as droughts, landslides, floods and hurricanes. Women commonly face higher risks and greater burdens from the impacts of climate change in situations of poverty, and the majority of the world's poor are women. Women's unequal participation in decision-making processes and labor markets compound inequalities often prevent women from fully contributing to climate-related planning, policy-making and implementation.

CIFI, in recognition of the above, is committed to developing an implementation framework that explicitly measures and includes ways to reduce gender inequalities. CIFI will promote best practices in the Infrastructure Sector in Latin America and the Caribbean to reduce climate change impacts in the projects that we finance.

## Strategy

CIFI will develop a diagnosis of the current state and target objectives for gender equality at our workplace and for the projects we finance. We will develop indicators to measure our progress.

The strategy will be implemented over the next three years (2019- 2021), subject to regular revision. We will then continue to improve and update our policies as we learn from experience.

Training to improve general understanding of gender issues will be conducted on a regular basis.

CIFI's Gender Equality Policy shall be communicated to all its employees, and clients.