



GLF

GENDER EQUALITY AND INCLUSION POLICY

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1. PURPOSE

The Galápagos Life Fund (GLF) is committed to fostering a culture where diversity is valued, inclusion is a priority, and all employees and project partners feel a sense of belonging. Consideration of gender is integral in all aspects of our work. This policy outlines our commitment to gender equality and establishes guidelines for implementing practices that promote an inclusive workplace in all our activities as well as in GLF-funded projects.

This Gender Equality and Inclusion Policy aims to address gender-based inequalities, discrimination, and prejudices in our activities as well as within our organization by clearly defining and communicating our commitment to advancing gender equality through equity, inclusivity, and human rights. It is consistent with GLF's Policy for the Prevention of Sexual Exploitation, Abuse, and Harassment (SEAH), which prohibits discrimination on the basis of sex, gender identity, and expression in addition to other protected classifications.

2. SCOPE

All GLF employees and project partners, including GLF's grantees, contractors, suppliers, consultants, and their employees, sub-grantees, and representatives, are required to comply with this policy.

3. DEFINITIONS

- **Diversity:** The presence of differences that include race, gender, age, ethnicity, physical abilities, sexual orientation, gender identity, educational background, socioeconomic status, religion, and other unique characteristics.
- **Equity:** Ensuring fair treatment, opportunities, and advancement for all people, while striving to identify and eliminate barriers that have prevented the full participation of some groups.
- **Inclusion:** Creating an environment in which any individual or group can be and feel welcomed, respected, supported, and valued.
- **Gender Equality:** When women and men have equal access to opportunities and resources to exercise their rights and fulfil their full potential in social, economic, political, and cultural spheres. This is an essential human right and the cornerstone of a resilient, sustainable, and peaceful world where people live peacefully with nature. Gender equality does not imply that men and women become the same; it simply means that one's access to opportunities and changes in life is not limited or dependent on one's gender.

4. POLICY FRAMEWORK

4.1 COMMITMENT TO GENDER EQUALITY AND INCLUSION

The GLF recognizes that gender inequality is a major constraint for growth and development. The abolition of all forms of discrimination against women is a fundamental human right and requires proactive

consideration of women within organizations and society. The GLF is committed to advancing women's empowerment and gender equality. To do this, GLF will make efforts to guarantee that business operations as well as the projects it supports are sensitive to gender issues, that women have equal access to project information and resources, and that women have an equal opportunity to engage in GLF-funded projects.

We recognize the importance of gender equality and its contribution to the United Nations 2030 Agenda for Sustainable Development Goal 5 of Gender Equality, which is necessary to achieve peaceful societies with full human potential and sustainable development.

4.2 OUR PRINCIPLES

- **Gender equality as a human right:** Gender equality is an internationally recognized human right. Internally, this means that all GLF's policies and processes are developed with gender equality in mind to ensure the full integration of gender equality across our business operations and actively look for opportunities to close any identified gender gaps.
- **Local context:** Understanding the local context, gender norms, roles, and dynamics, as well as how gender interacts with other identities and characteristics, is essential to effectively resolving gender inequality. This serves as the basis for GLF's processes and procedures.
- **Diversity, Inclusion, and Equity:** Regardless of gender or intersecting identities, GLF strives to create an enabling environment that is inclusive, respectful, engaged, and heard for all people and groups.
- **Gender-based Violence:** Not only does GLF support the abolition of all forms of gender-based violence, but it also works to avoid and reduce the likelihood of harmful acts motivated by discrimination or gender inequality in relation to its work.

4.3 FOSTERING INCLUSION IN THE WORKPLACE

We strive to ensure that all employees have equal access to opportunities and resources. Our policies and practices aim to eliminate systemic barriers and biases that might affect women's professional growth. We are committed to advancing gender equality through our recruitment and hiring practices; our compensation and benefits are reviewed regularly to ensure fairness and inclusion.

We are committed to creating an inclusive work environment where everyone feels respected and valued. We encourage and facilitate an open dialogue about gender diversity and inclusion within the organization. Employees are supported and encouraged to share their experiences and ideas.

4.4 TRAINING AND EDUCATION

All employees will receive training on gender principles and unconscious bias through Environmental and Social training provided to all GLF employees, the GLF Board, and the Technical Advisory Committee. GLF management will undergo additional training to ensure they are equipped to foster an inclusive culture

and address diversity issues effectively. Diversity and inclusion, education and awareness will be an ongoing process, with regular updates and refreshers.

4.5 COMMUNITY ENGAGEMENT AND SOCIAL RESPONSIBILITY

We will engage with and support communities through partnerships, sponsorships, and volunteer opportunities. Our commitment to gender diversity extends beyond GLF business activities to include responsible business practices that promote equity and inclusion in the societies we operate in.

5. IMPLEMENTATION

- **Leadership and Governance:** The Gender Equality and Inclusion Policy will be led by the Board of Directors, supported by the Executive Director.
- **Employee Involvement:** All GLF employees and project partners are encouraged to participate in gender diversity and inclusion programmes and initiatives. Suggestions and feedback are welcomed to enhance our diversity and inclusion efforts.

6. MONITORING AND COMPLIANCE

We are dedicated to continually assessing and improving our Gender Equality and Inclusion Policy. Regular assessments will be conducted to evaluate the effectiveness of programmes and initiatives related to gender diversity and inclusion and identify areas for improvement. The Executive Director is responsible for monitoring compliance with this policy, including periodic reviews of initiatives, education, and awareness.

7. ACCOUNTABILITY

To ensure accountability, GLF will develop a Gender Mainstreaming Plan (GMP) focused on advancing gender equality within GLF, grantees, subgrantees and other project partners. This plan will be designed in accordance with the seven Women's Empowerment Principles¹ (WEP), a joint initiative of United Nations (UN) Global Compact and UN Women, which assist organizations in recognizing their strengths, identifying gaps, and uncovering opportunities to enhance their performance regarding gender equality. Once established, the GMP will serve as a framework to enhance GLF's implementation of the WEP.

8. REPORTING

- We will track and measure our initiatives and programmes to ensure progress toward gender diversity and inclusion, holding ourselves accountable for achieving tangible results. Any instances of discrimination, sexual exploitation, abuse, harassment, or violations of this policy must be reported to GLF by all employees, grantees and other project partners. Individuals can confidentially (and anonymously, if desired) report concerns to GLF without fear of retaliation through the following channels: GLF's Ethics Hotline

¹ [WEPs GAT Tool - About the Women's Empowerment Principles \(weps-gapanalysis.org\)](https://www.weps-gapanalysis.org/)

- Online Contact Form (found on the GLF website's contact page)
- Accountability and Grievance Mechanism

POLICY REVIEW

This policy will be reviewed annually and updated if necessary, and thereafter endorsed by the GLF Board of Directors.