

GENDER EQUALITY



INTRODUCTION

SUSTAINABLE DEVELOPMENT GOALS IN FOCUS THROUGH OUR WORK: ▼ SDG 5.1 ▼ SDG 5.5

Equality is not just about fairness. Companies which have gender equality have higher growth and a more comprehensive approach to sustainability, and countries with gender equality have achieved more in relation to sustainable development.¹

That is why gender equality is an important aspect of Swedfund's work. Increased equality leads to increased fairness and drives progress towards Agenda 2030.

The lack of progress towards gender equality is a contributing factor in why we

have not had more success in sustainable development. If women had access to more productive and decision-taking roles, the effort to achieve sustainable development would probably make faster progress. Poverty is reduced when women participate in the economy and have access to greater resources. Women are also more risk-averse.² They use up to 90 percent of their wages to lift their families out of poverty (the corresponding figure for men is 40 percent) and invest to a greater degree in education for themselves and for their children.³

Women's significance for sustainability, employment and economic activity is, however, often underestimated. Since the majority of women work within the informal

sector, often with low productivity and low incomes, sub-standard working conditions and weak social protection, they become invisible, as does their development potential.

A gender equal society makes the most of every individual's resources and expertise. Gender equality is achieved when women and men, girls and boys have equal rights, equal conditions, equal opportunities and equal power to shape their own lives and influence society. Swedfund's objective is that the proportion of men and women in our portfolio companies will have a positive trend by closing the gap. That is why we measure the level of gender equality in each investment and set concrete targets for a five-year period.

USD 12,000

BILLION COULD BE ADDED TO GLOBAL GROWTH THROUGH INCREASED EQUALITY.⁴

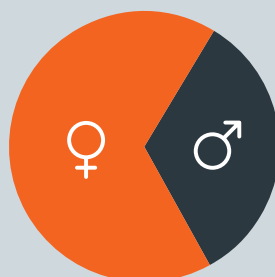


70%

OF THE WORLD'S REFUGEES ARE WOMEN AND CHILDREN.⁸

60%

OF THE CHRONICALLY HUNGRY ARE WOMEN AND CHILDREN.⁶



TWO-THIRDS OF UNPAID WORK IS CARRIED OUT BY WOMEN.⁷

50%

OF THE WORLD'S LABOUR FORCE CONSISTS OF WOMEN, BUT THEY GENERATE ONLY 37% OF GLOBAL GDP.⁵

WHAT SWEDFUND DOES

THROUGH INVESTMENT:

- ▼ We invest in banks which focus on lending to women-owned or women-managed SMEs.
- ▼ In our Due Diligence in preparation for an investment, we analyse the company's approach to equality such as the availability of parental leave, equal pay for equal work and non-discrimination. We start from the ILO's core conventions in our analysis.
- ▼ Through Women4Growth, a talent development programme for women employed in our portfolio companies, we make targeted interventions to strengthen them in a professional role and to further develop them to achieve leading positions. During 2017, we worked with this programme at the Park Inn Newlands Hotel in Cape Town, South Africa, where one third of the employees have impaired hearing or are deaf. The aim is to lay the groundwork to have more women in leading positions in the sector. In Mozambique, we have an investment in the financial institutions sector. As a first stage, we have implemented the programme at the micro-finance institution

Bayport. In this instance, we have brought in the work beyond the women to include the company's management team.

WE MEASURE RESULTS:

- ▼ We set requirements and constantly measure key ratios linked to compliance with the ILO's core conventions and the ILO's fundamental working conditions.

WE MEASURE:

- ▼ 1) Compliance with the ILO's core conventions and the ILO's basic terms and conditions of employment.
- ▼ 2) Equality in the form of proportion of women a) among employees b) in leading positions and c) on the Board of Directors.

GOVERNING POLICY & RESPONSIBILITY:

- ▼ Sustainability policy
- ▼ The investment managers