

GENDER STANDARDS

CHAPTER 1 – GENERAL PROVISIONS

ARTICLE 1 (PURPOSE) The purpose of the Standards is to define gender related matters that SK Securities Co., Ltd. (hereinafter referred to as the “Company”) shall incorporate into its business.

ARTICLE 2 (DEFINITION OF TERMS) The definition of terms used in the Standards in the following Subparagraphs are as follows:

1. Gender: Term referring to the way in which the culture of a society grants a role based on a person's sex and a series of characteristics of that sex.
2. Gender Equality: Term referring to the status where women and men have equal rights, powers, responsibilities and opportunities. It also includes equal consideration of differences that may arise due to sex.
3. Gender Equity: Term referring to the process of fairly treating women and men. This includes measures to compensate or reduce the imbalance between women and men caused both historically and socially.
4. Gender Sensitive: Term referring to the recognition of the inequality between women and men caused by social and cultural backgrounds, and the recognition of existing perceptions in regard to gender.
5. Gender Responsive: Term referring to the recognition of inequalities between women and men, and also taking actions to improve them.
6. Gender Analysis: Term referring to the process of understanding gender differences and gaps that can occur in business through data collection and analysis and understanding impacts and risk factors due to such differences.
7. Gender Mainstreaming: Term referring to the strategy to realize gender equality by closing the gap between women and men in the implementation of business as the concept provided with “Mainstreaming Gender in Green Climate Fund Projects” of the Green Climate Fund.
8. Executing Entity: Term referring to a special purpose corporation executing the business utilizing the funds of SKS, which is the Accredited Entity of the Green Climate Fund.

ARTICLE 3 (PRINCIPLES) SKS shall consider the following Subparagraphs in its business:

1. Gender Sensitivity and Response: SKS and the Executing Entity shall recognize the inequalities

between women and men in the execution of business and make efforts to resolve any inequalities.

2. Consistency and Relevance to SKS's Policies and Practices: SKS shall establish and where necessary, revise or supplement the Gender Standards in accordance with its other policies and practices.

3. Continuous Improvements and Implementation of Best Practices: SKS and the Executing Entity shall continually review and update the Gender Standards to meet the international standards and best practices.

4. Stakeholder Engagement: SKS and the Executing Entity shall consult with stakeholders in establishing the Gender Implementation Plan and interact on this issue throughout the project cycle.

5. Knowledge Sharing: SKS and the Executing Entity shall share their experiences and lessons learned during the Gender Implementation with stakeholders.

6. SKS commits at the minimum to the following principles and requirements that are equivalent to those of the GCF Updated Gender Policy:

- (a) Principle 1: which covers gender equality, equal rights, human rights, labour conventions, intergenerational equity, and the Sustainable Development Goals for gender;
- (b) Principle 2: which covers country ownership and the equal opportunity of all stakeholders during project consultations and decision-making;
- (c) Principle 3: which covers the free, prior and informed consent in projects involving indigenous peoples, as well as gender-sensitive stakeholder engagement; and
- (d) Principle 4: which covers disclosure of information, which should be transparent and provide non-discriminatory access to information and gender-relevant information

ARTICLE 4 (SCOPE) The Standards apply to projects in which SKS participates as an Accredited Entity of the GCF.

ARTICLE 5 (REFERENCED STANDARDS)

1. The Standards shall comply with international norms and standards such as the Gender Policy of the GCF, the Universal Declaration of Human Rights, Special Measures for the Achievement of Gender Equality, the 2030 Sustainable Development Goals, and the Gender Equality Policy Scoring Standards of the OECD Development Assistance Committee.

2. SKS and the Executing Entity shall, when they apply their Gender Policy, comply with the gender related laws and standards of the target country.

CHAPTER 2 - OPERATION PROCESSES

ARTICLE 6 (EVALUATION)

1. The Executing Entity shall use the Gender Analysis Questionnaire in <Appendix 1> to conduct a survey on social, economic and political factors related to gender, and submit the findings to SKS.
2. Based on the results of the survey, the Executing Entity shall conduct analysis using the Gender Analysis Framework in <Appendix 2> and submit it to SKS.
3. The evaluation will also apply to Category A and Category B subprojects of GCF-funded programs and investments through medium- to high-level of intermediation.<Appendix 3>
4. Gender Standards require the Executing Entities to:
 - (a) Formulate a gender action plan, including appropriate mitigation measures;
 - (b) Allocate a gender budget at the entity-, fund- and at project/program levels to integrate and implement gender activities;
 - (c) Conduct gender-sensitive and gender-responsive stakeholder consultation, grievance redress, information disclosure and knowledge management;
 - (d) Prepare and appraise projects/programs that integrate gender-relevant activities and gender-sensitive-and-gender-responsive indicators at activity-, output-, outcome- and impact-level and gender-dedicated budget;
 - (e) SKS refers following policies of GCF to develop the all operation process.
 - ① The Gender Analysis policy in “Chapter 3 of Mainstreaming Gender In Green Climate Fund Projects” of GCF
 - ② The Gender-Responsive policy in “Chapter 5 of Mainstreaming Gender In Green Climate Fund Projects” of GCF
 - ③ The Project Implementation and Monitoring policy in “Chapter 6 of Mainstreaming Gender In Green Climate Fund Projects” of GCF

ARTICLE 7 (MANAGEMENT PLANNING) The Executing Entity shall prepare a report following the format of the Gender Management Plan provided in <Appendix 4> and submit it to SKS.

ARTICLE 8 (DUE DILIGENCE) The person in charge of SKS shall review the gender-related impacts of the project based on the documents submitted by the Executing Entity in accordance with Articles 6 and 7.

ARTICLE 9 (MONITORING AND EVALUATION)

1. The Executing Entity shall monitor the implementation of the Gender Management Plan throughout the project, record the results, and report it regularly to SKS.
2. SKS shall review the report submitted by the Executing Entity and request improvements if deemed necessary.
3. In the case of unexpected gender-related effects during the execution of the project, the Executing Entity shall review the impacts, modify the Gender Management Plan reflecting the findings, and report this to SKS. SKS shall review the revised and reinforced Gender Management Plan.

CHAPTER 3 - DISCLOSURE AND PARTICIPATION

ARTICLE 10 (DISCLOSURE)

1. SKS shall request the Executing Entity to prepare a Gender Information Disclosure Agreement provided in <Appendix 5>.
2. SKS may disclose the following information about gender-related impacts on its website:
 - (a) Gender Analysis Framework
 - (b) Gender Management Plan
3. SKS complies the Environmental and Social Policy of GCF as follows
 - (a) The Governing Instrument affirms that SKS will operate in a transparent and accountable manner guided by the principles of efficiency and effectiveness. The SKS Information Disclosure Policy operationalizes this commitment by ensuring transparency, public access to information and stakeholder participation in all its activities. The Information Disclosure Policy requires that relevant information, including with respect to environmental and social issues, is made available to the affected and potentially affected communities and external stakeholders.
 - (b) The information will be made available in accordance with the provisions of the Information Disclosure Policy, allowing the stakeholders time to review, seek further information and provide inputs on a proposed activity, including ways to improve design and implementation of its environmental and social safeguards. The information will be provided through electronic links to the websites of the Executing Entities, as well as in locations convenient to affected peoples. The information will be available in both English and the local language (if not English) to foster adequate understanding by the affected and potentially affected communities, stakeholders and the general public.

- (c) The SKS Information Disclosure Policy requires the Executing Entities to disclose to the public, the necessary documentation relevant to the environmental and social safeguards of the activities and meeting the required disclosure period. The required disclosure will also apply to Category A and Category B subprojects of GCF-funded programs and investments through medium- to high-level of intermediation.
- (d) SKS will require that all additional environmental and social safeguards documents be disclosed. These documents will include a suite of assessment and management instruments, such as resettlement action plans and policy frameworks, indigenous peoples plan and planning frameworks, gender assessments and gender action plans, and environmental and social due diligence and audit reports. These documents will complement the environmental and social reports or core safeguards instruments required in all cases – ESIA, ESMP and/or operational environmental and social management system or frameworks – and will be disclosed in the same manner and time frame as the core instruments. Such documents shall be sufficiently comprehensive to inform the assessment and decision on the activities proposed for GCF funding.
- (e) The Executing Entities will also disclose, in the same manner, and time frame as the safeguard documents, a summary of the activities, along with the environmental/social information, including the following at a minimum:
- ① The purpose, nature, and scale of the activities, and the intended beneficiaries;
 - ② The duration of proposed activities;
 - ③ A summary of stakeholder consultations and the planned stakeholder engagement process;
 - ④ The available grievance mechanism(s).
- (f) If the Executing Entities are acting in an intermediary function, SKS will require the Executing Entities to undertake all necessary measures to ensure that the executing entities fulfil the information disclosure requirements discussed in this section, and the Executing Entities will conduct the necessary due diligence and oversight to confirm that these requirements are fulfilled.
- (g) SKS will require Executing Entities, including intermediaries, to ensure the effective engagement of communities and individuals, including transboundary, vulnerable and marginalized groups and individuals that affected or potentially affected by the activities proposed for GCF financing. The stakeholder engagement plan will describe the disclosure of information, meaningful consultation and informed participation in a culturally appropriate and gender responsive manner, and, in certain circumstances, free, prior informed consent, as required pursuant to the ESS standards of SKS. The disclosure of information, meaningful

consultation, and informed participation will be designed and undertaken in a manner that takes into consideration the risks and impacts, including where appropriate transboundary impacts as well as opportunities to enhance environmental and social outcomes of the proposed activities, starting from the design and development of activities and will continue throughout the lifecycle of the activities.

- (h) SKS, working with the national designated authorities and focal points of countries, will describe the process and set guidance to assist the Executing Entities to put in place and implement a process for meaningful consultation with people affected or potentially affected by the activities, guided by the principles of transparency, inclusiveness, non-discrimination, “Do No Harm” and accountability and by international best practices.
- (i) SKS will require and ensure that the meaningful consultation will be culturally appropriate, undertaken throughout the life cycle of activities, with information provided and disclosed in a timely manner, in an understandable format, in appropriate local languages, gender inclusive and responsive, free from coercion, and will incorporate the views of stakeholders in the decision-making process. The processes will pay particular attention to vulnerable groups and to conducting consultations in a manner that does not put vulnerable individuals and groups at risk. For activities impacting indigenous peoples, this engagement will be supported by the objectives and requirements of the SKS ESS standards and relevant SKS policies, including but not limited to, the SKS Indigenous Peoples Policy, including with respect to free, prior and informed consent.

ARTICLE 11 (PARTICIPATION OF STAKEHOLDERS) The Executing Entity shall strive to actively engage with gender-affected stakeholders in their project and participate in the project planning process.

1. The approach of SKS is to provide for grievance and redress at activity levels. SKS requires that executing entity informs the communities affected, or likely to be affected, by the GCF-financed activities about the grievance and redress mechanisms at all three levels, at the earliest opportunity of the stakeholder engagement process and in an understandable format and in all relevant languages. The details for sending complaints containing the contact information and the appropriate modes by which these will be received will be provided by the Executing Entities to the communities and disseminated with other involved institutions.
2. The mechanism of project/program of SKS should be scaled to the risks and impacts of the activities. The mechanism will facilitate the resolution of grievances promptly through an accessible,

fair, transparent and constructive process. It will also be culturally appropriate and readily accessible, at no cost to the public, and without retribution to the individuals, groups, or communities that raised the issue or concern. The mechanism will not impede the access to the independent Redress Mechanism of SKS or to judicial or administrative remedies that may be available through the country systems acknowledging that these localized systems may provide more robust information and reflect better the context of the issues on the ground. The mechanism will take into account the “effectiveness criteria” for non-judicial grievance mechanisms outlined in the United Nations Guiding Principles on Business and Human Rights in order to maximize effectiveness.

CHAPTER 4 - ORGANIZATION

ARTICLE 12 (SPECIALIST) 1. SKS shall designate a person for the continuous improvement and development of gender awareness; the main tasks of the person are as follows:

- (a) Review of the Gender Analysis Questionnaire and Framework
- (b) Review of the implementation of the Gender Management Plan and the operation plan report
- (c) Other gender-related tasks

2. SKS may hire an external expert to support and advise this role.

ARTICLE 13 (STRENGTHENING OF COMPETENCY) SKS, with the support of an expert, shall regularly train the internal Gender Specialist and relevant internal stakeholders on gender for capacity building purposes.

ADDENDA

Article 1 (Enforcement Date) This Standards shall enter into force on October 21, 2024.

<APPENDIX 1> GENDER ANALYSIS QUESTIONNAIRE

1. What is the maternal mortality rate, child mortality rate, youth education level, literacy rate (by gender), poverty rate, labor participation rate (by gender), employment rate, unemployment rate, political participation rate and life expectancy in the region/country of project implementation? What is the average life expectancy of businesses?
2. What is the legal status of women in the region/ country?
3. What are the stereotypes, perceptions and beliefs about gender in the region/country?
4. What is the gender division of labor in the region/country?
5. What is the official/informal participation rate of gender in the region/country?
6. What is the gender situation to be mindful of in the implementation and operation of the business?
7. In terms of the proposed project/program, will there be any anticipated differences in men's and women's vulnerability and adaptive capacity to climate change? If so, what the differences?
8. Are there any gender inequalities that could be worsened by climate change in the proposed project/program footprint area?
9. What inequalities exist among the various social groups in the implementation of the project and how do these inequalities affect their capacity to adapt to climate change?
10. What are the anticipated roles, expected effort, and necessary mobility of women and men in the project?
11. What resources (economic, financial, physical assets, natural and other resources) are available to women and men? Who can access and manage these resources?
12. Are the vulnerable/general classes of people fairly informed and given opportunities to benefit from the project?
13. Have women been given equal access to education, technical knowledge and skill development?
14. Are the services and technologies provided by the project available and accessible without gender discrimination?
15. To what extent do women and men from vulnerable communities participate in decision making processes? What types of decisions are made by women? What are the constraints (social, cultural, economic, and political) that limit the active participation of women in decision making at the home and community level?
16. Are there any opportunities to promote women's leadership in local governance and at various institutions? What are the constraints that impede female leadership?
17. What are the different needs of women and men in project implementation and operation, and what are their priorities? Can the project reflect these needs? What are the specific methods and plans?
18. Does the project take into account the needs of specific groups and vulnerable groups such as women, women and youth, children, the disabled, the elderly, and widows?
19. Has the project recognized the distinct vulnerabilities of women and men and developed a specific response strategy for each target group?
20. Are the specific knowledge and skills of women and men and vulnerable groups being utilized in the implementation and operation of the project?
21. Has the project contributed to challenging gender stereotypes and to building positive gender relations? What are the specific intervention opportunities and activities that the project uncovered?

* The above questionnaire is for illustrative purposes only and is subject to change.

<Appendix 2> Gender Analysis Framework Form and Example

ROOT CAUSE	<i>Insecure land and resource tenure due to statutory and cultural barriers/women's exclusion from access and control</i>	<i>Gender-blind climate change and water resource management policies / discriminatory social and cultural norms</i>	<i>Gender gap in skills and information</i>	<i>Gender gap in terms of women's and girls' disproportionate burden of unpaid care and domestic work</i>
CAUSE	<i>Inadequate adaptation to climate change and insufficient resilience measures</i>	<i>Women's low participation and limited decision-making in water user groups and resilience activities</i>	<i>Lack of knowledge about sustainable groundwater management and energy alternatives to expensive diesel pump water</i>	<i>No time to engage or invest in climate-resilience water management technologies</i>
PROBLEM: <i>Water Security Problems Faced by Local Women in the X area.</i>				
IMMEDIATE EFFECTS	<i>Land and resource degradation</i>	<i>Compromised agricultural yields</i>	<i>Heightened exposure to water tank contamination</i>	<i>Greater demands on women to fetch and access water</i>
EFFECTS	<i>Low productivity and incomes</i>	<i>Food insecurities exacerbated</i>	<i>Health problems for women as primary users</i>	<i>Women's unpaid domestic and care work increases with even less time for activities to build climate resilience</i>

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<Appendix 3> Gender Standard of Project-Level Requirements

At the project preparation stage, the SKS will require Executing Entities to:

- (a) Ensure that concept notes and funding proposals submitted for GCF financing meet the principles and requirements of the Gender Policy;
- (b) Submit as a part of the funding proposal (i) a gender assessment, along with appropriate environmental and social assessments (as may be required according to the level of risks and impacts), and (ii) a project-level gender action plan; and
- (c) Integrate analysis of context and sociocultural factors underlying climate change-exacerbated gender inequality and optimize the potential contributions of women and men of all ages to build both individual and collective resilience to climate change.

At the project implementation, monitoring and reporting stage:

- (a) SKS will ensure that Executing Entities takes necessary measures to implement the project-level gender action plan submitted as part of the funding proposal approved by SKS;
- (b) SKS will require that in implementing the project-level gender action plan, Executing Entities will refine, as may be necessary, the gender-related baseline, indicators and targets;
- (c) SKS will require that Executing Entities take the necessary measures to ensure periodic updates on the gender assessments and notify SKS when there are major changes in the design and execution of projects, or other circumstances that may affect the implementation of the gender action plan. Executing Entities will also notify SKS of any changes in the project-level gender action plan; and
- (d) SKS will require Executing Entities to monitor and report on the progress made in implementing the project-level gender action plan.

<APPENDIX 4> Gender Management Plan and Drafting Guidelines

1. **Impact Statement:** Write the project/program impact statement here. Note: an impact statement briefly summarizes, in lay terms, the difference the project/program will make over time. It also states the long – term gender, social, economic, environmental impacts to which the project/program will contribute.

(Example of impact statement in a climate change/energy efficiency project/program: increased resilience of vulnerable communities, including women and girls, to the negative impacts of climate change; improved access to affordable, year – round clean energy services for all households, including poor and female – headed households).

2. **Outcome Statement:** Write the project/program outcome statement here. Note: the outcome statement should be specific, measurable and let project managers know when project goals are achieved. An outcome statement describes specific changes in knowledge, attitude, skills, and behaviors that will occur due to actions undertaken by the project/program.

(Example of an outcome statement in a gender responsive energy efficiency project of a small/medium sized project/program: improved business opportunities for an estimated X No./percentage of women – led/owned energy efficiency enterprises).

3. **Output(s) Statement:** Write the output statement here. In many cases, there will be more than one output for a project or program; therefore, for each output statement a separate row should be created followed by associated activities, gender – performance indicators, sex – disaggregated targets, timeline and responsibilities. Note: an output statement highlights what the project/program intends to achieve in the short term due to project/program activities.

(Example of an output statement in, say, an energy efficiency project/program is: installed meters, new and subsidized service connections and improved supply quality)

Activities	Indicators and Targets	Timeline	Responsibilities	Costs
<p><i>This is where the project/program team inserts a brief list of activities. Activities are those that tell us what the project/program will do; sometimes referred to as interventions.</i></p> <p><i>(Examples of activities associated with the above output are):</i></p> <p>(i) Poor and socially excluded female headed households (FHH) provided new meters</p> <p>(ii) Poor and vulnerable FHHs provided with new service connections</p> <p>(iii) Increase in female-headed, start-up, energy-based microenterprises</p> <p>(iv) Women self – help groups (SHGs) trained as trainers for the implementation of gender-sensitive energy user awareness programs</p> <p>(v) Public awareness program implemented, targeting women’s spaces and men, to include information on: provision of concessionary/subsidized rates for households below the poverty line</p>	<p>Outline the indicators and targets here. <i>Note: A good indicator should be able to measure the quantity, quality and timeliness of products (goods or services) that are the result of an activity, project or program. On the other hand, a target should – in the case of the GAP – be disaggregated by sex. Targets, disaggregated by sex, is an effective way to measure quantifiable [and differential] results for women, men, girls and boys.</i></p> <p><i>(Examples of gender – performance indicators and sex – disaggregated targets are):</i></p> <ul style="list-style-type: none"> • X% FHHs and X% of other vulnerable HHs (e.g. widowed, minorities, differently – abled, the elderly) in project areas • X% of poor and vulnerable FHHs in project areas • X%, from 2011 baseline • Up to XX SHGs across X districts/provinces/prefectures/municipalities/villages • X No. of newly connected consumers (of which 50% are females from socially excluded groups) 	<p><i>This is where the project/program team inserts the timeline for each of the indicators/targets.</i></p> <p><i>(Examples are shown below):</i></p> <p>By X year</p>	<p><i>Highlight here which party/organization /entity/partner will be responsible for ensuring the achievement of targets, as outlined in the indicator and targets column.</i></p> <p><i>(Examples are provided below):</i></p> <p>Accredited Entity/Executing Agency</p>	<p><i>This is the column to insert the approximate budgetary allocation for undertaking each activity.</i></p> <p><i>(Examples are provided below):</i></p> <p>US\$ X</p>

support for metering and easy payment systems				
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<APPENDIX 5>Gender Information Disclosure Form

GENDER INFORMATION DISCLOSURE AGREEMENT

SK Securities Co., Ltd.

Project Name: _____

1. We hereby agree to disclose information related to the above project through the website of SK Securities Co., Ltd. The content shall include the following:

- ① Project Name
- ② Project Summary
- ③ Project Country and Area
- ④ Executing Entity (Contact or email address)
- ⑤ Information related to Gender Standards (Select the applicable)
 - Gender Analysis Questionnaire
 - Gender Framework
 - Gender Management Plan
- ⑦ Other Gender-related documents (Select the applicable)
 - Gender Monitoring Report
 - Other gender-related information

2. We pledge not to hold SK Securities Co., Ltd. liable for any problems that may arise from the disclosure of information.

Company: _____

Name: _____ **Signature:** _____

Position: _____ **Date:** _____

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