



*Sustainable  
Stock Exchanges*



**IFC**

**International  
Finance Corporation**

In strategic  
collaboration with:



COLUMBIA | SIPA  
School of International and Public Affairs

Sustainable Investing Research Initiative



THE GOVERNMENT  
OF THE GRAND-DUCHY OF LUXEMBOURG  
Ministry of Finance

# WELCOME

5 GENDER  
EQUALITY



*Part 2: Addressing complexity through  
implementation and communication*

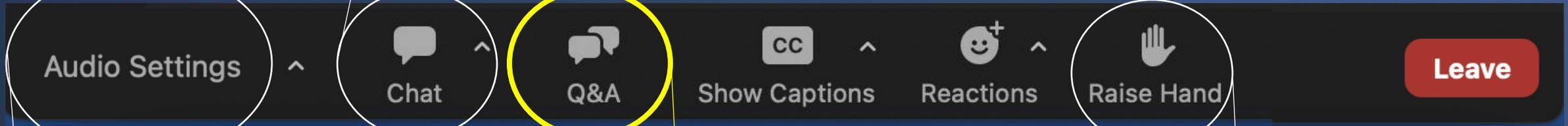


# GENDER EQUALITY & GLOBAL MARKETS

*Part 2: Addressing complexity through implementation and communication*

### CHAT FUNCTION:

Use the chat box to introduce yourself and make comments.



### AUDIO SETTINGS:

All participants are currently muted to ensure everyone can hear the presenters. Please use the other functions to interact with us.

### Q&A BOX:

Ask any questions you might have in the Q&A box. We will answer them throughout the session.

### RAISE HAND

At the end, if we have time for a Q&A session, raise your hand if you want to ask a question.

# HOUSEKEEPING



2-hour duration



Live Q&A throughout



Participation expected



Certificate requires survey

# ADDRESSING COMPLEXITIES



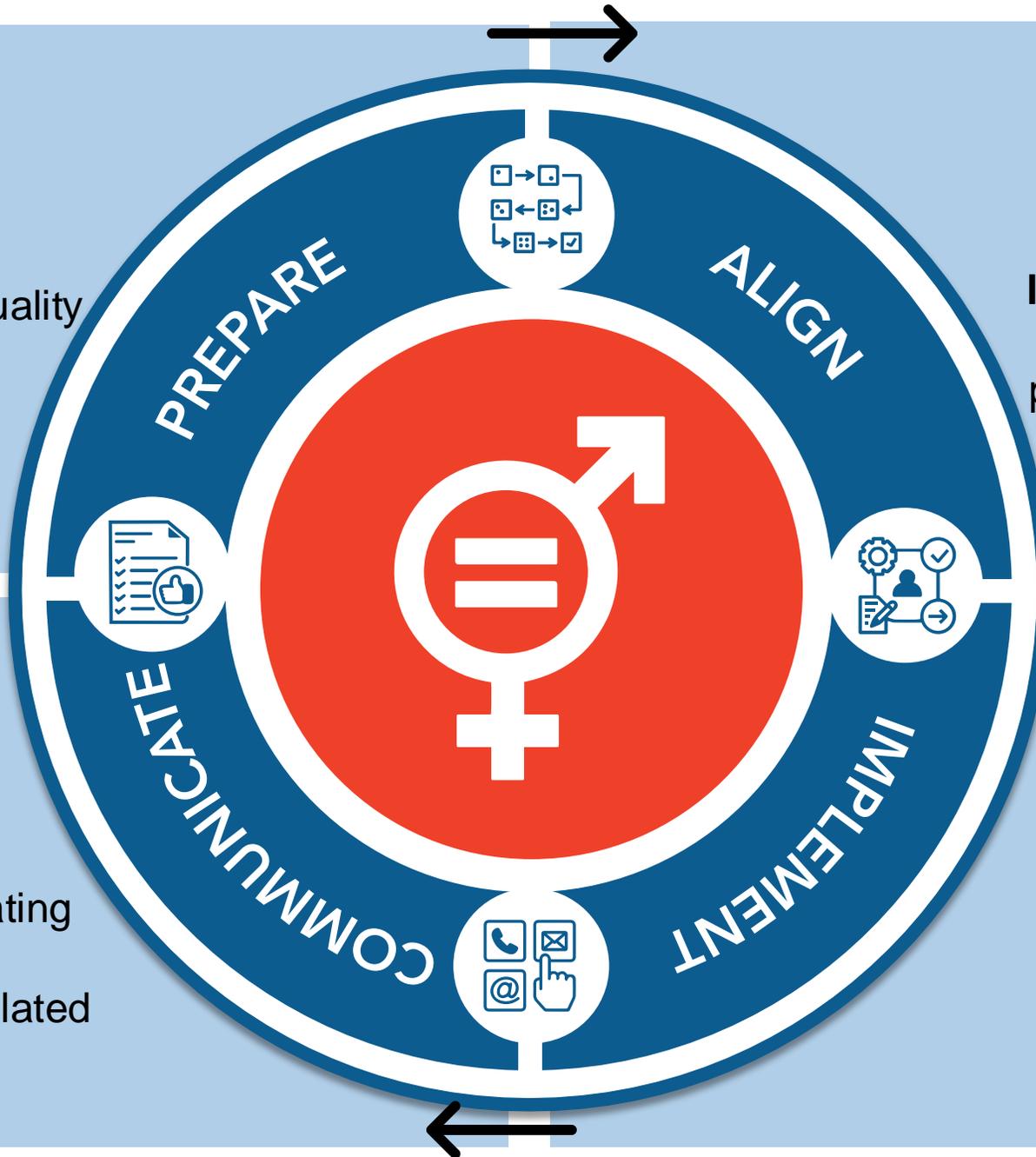
## PREPARE

Building a foundational understanding of gender equality through an overview of the **landscape, language and purpose**



## COMMUNICATE

Disclosing gender-related information and communicating with **internal and external stakeholders** on gender-related topics



## ALIGN

Identifying **global principles, local requirements and peer practices** that can guide participants as they set out on their journey to enhance gender equality



## IMPLEMENT

Capturing value through gender lens market **promotion and products**



# LEARNING OBJECTIVES



Understand how to capture market value for gender equality performance



Identify communication channels for gender-related information

# AGENDA

Duration:  
2 hours

Topic: Gender equality in capital markets  
**Part 2 – Addressing complexities through implementation and communication**

20 mins Intro and recap of key concepts from Part 1

45 mins **Step 3 - Implement:** Assessing gender-lens finance

5 mins Break

45 mins **Step 4 - Communicate:** Being transparent on gender equality progress

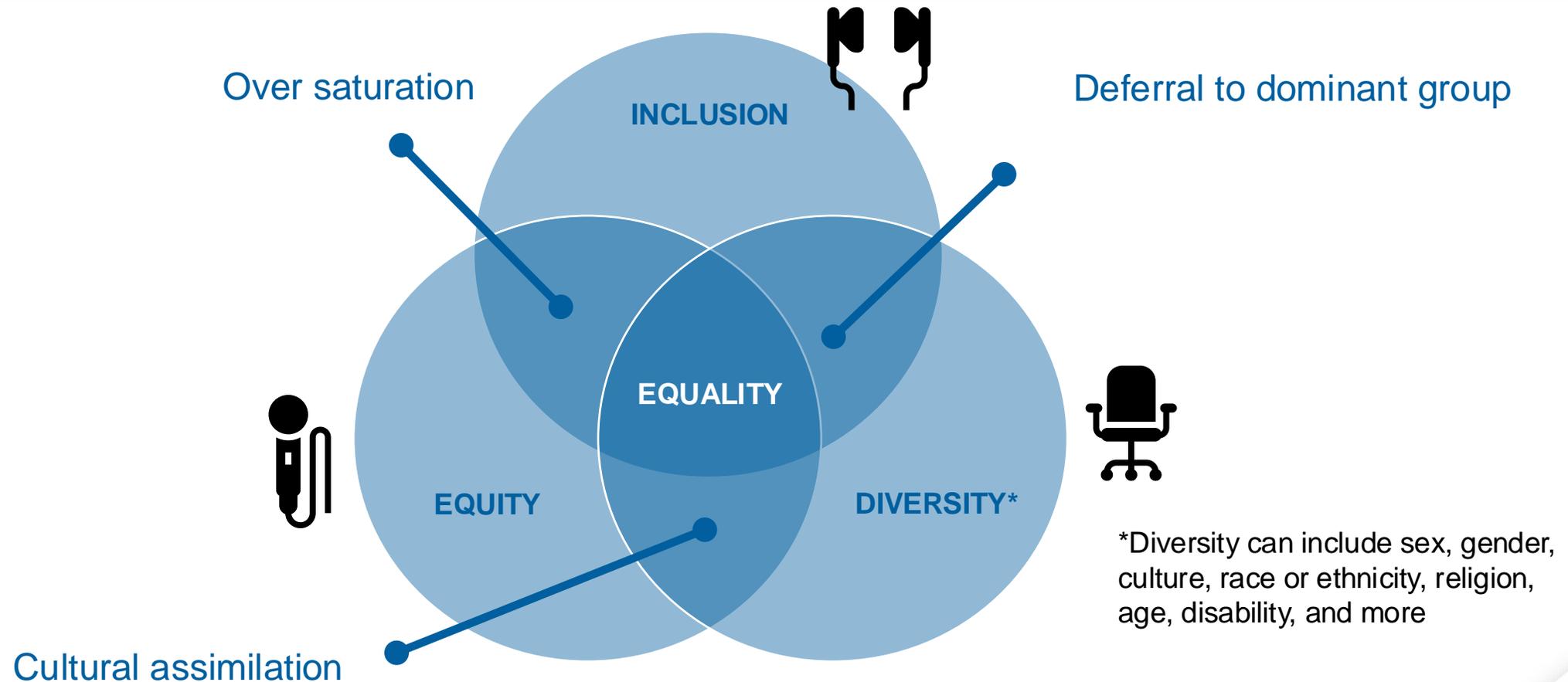
5 mins Wrap up and additional resources



Visit [www.menti.com](https://www.menti.com)  
and type the code that  
we are sharing in the  
chat

**How much do you know  
already about gender lens  
investments and  
disclosures?**

# REVIEW OF PART I - terminology



# REVIEW OF PART I - Impact

By increasing gender equality... (In corporate leadership)



Violence in society decreases

Profits increase

Economic productivity increases

Transparency increases

Resilience against financial and environmental crisis increases

Environmental impact improves

# REVIEW OF PART I - WEPs

## Overview of the WEPs

-  1 – High-level corporate leadership
-  2 – Treat all women and men fairly at work without discrimination
-  3 – Employee health, well-being and safety
-  4 - Education and training for career advancement
-  5 - Enterprise development, supply chain and marketing practices
-  6 - Community initiatives and advocacy
-  7 - Measurement and reporting



# REVIEW OF PART I: Corp. culture



## Recruitment practices

- Black-out identity
- Inclusive job posting
- Gender-sensitivity training

## Policies

- Anti-harassment policies
- Parental leave review
- Work-life balance
- Communicating policies

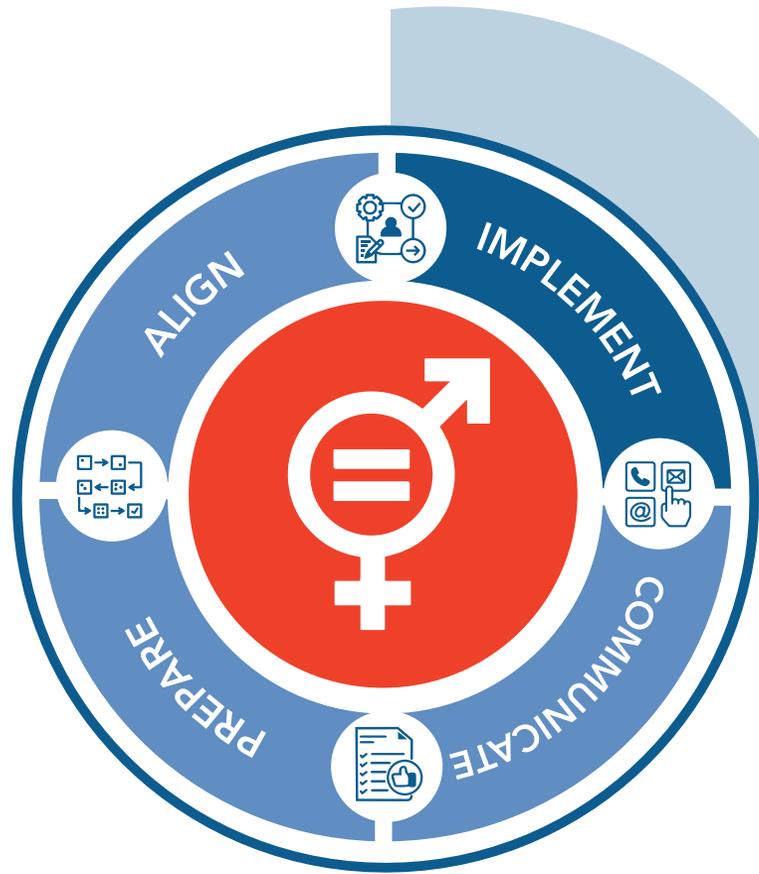
## Audits and research

- Unconscious bias reviews
- Gender audits
- External gender pay-gap audits

## Tone from the top

- Training and education for board / leaders
- Integrating sound ESG practices
- Sustainability objectives





# ACCESSING GENDER- LENS FINANCE

# IMPLEMENT



PRODUCTS

PROMOTION

# IMPLEMENT

PRODUCTS

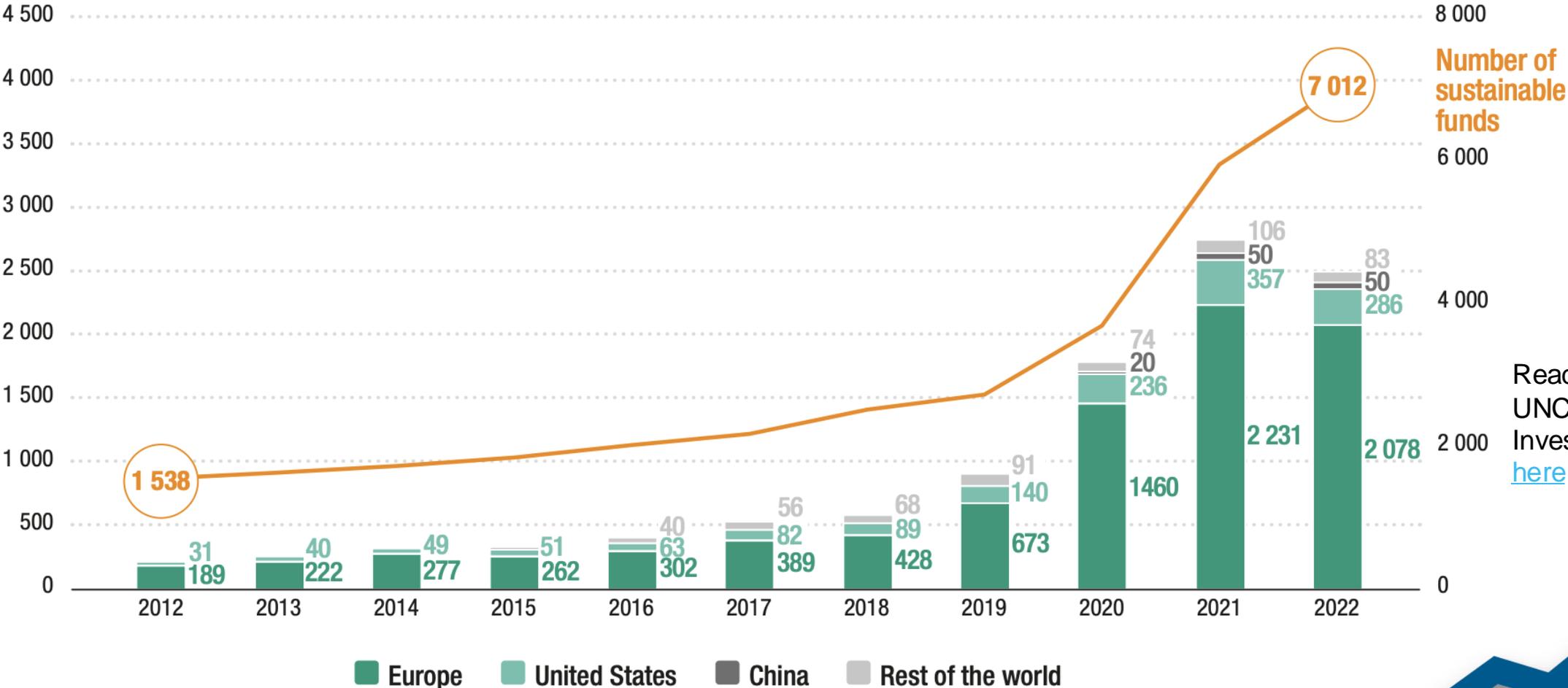
Gender-lens products - identifying financial opportunities

PROMOTION



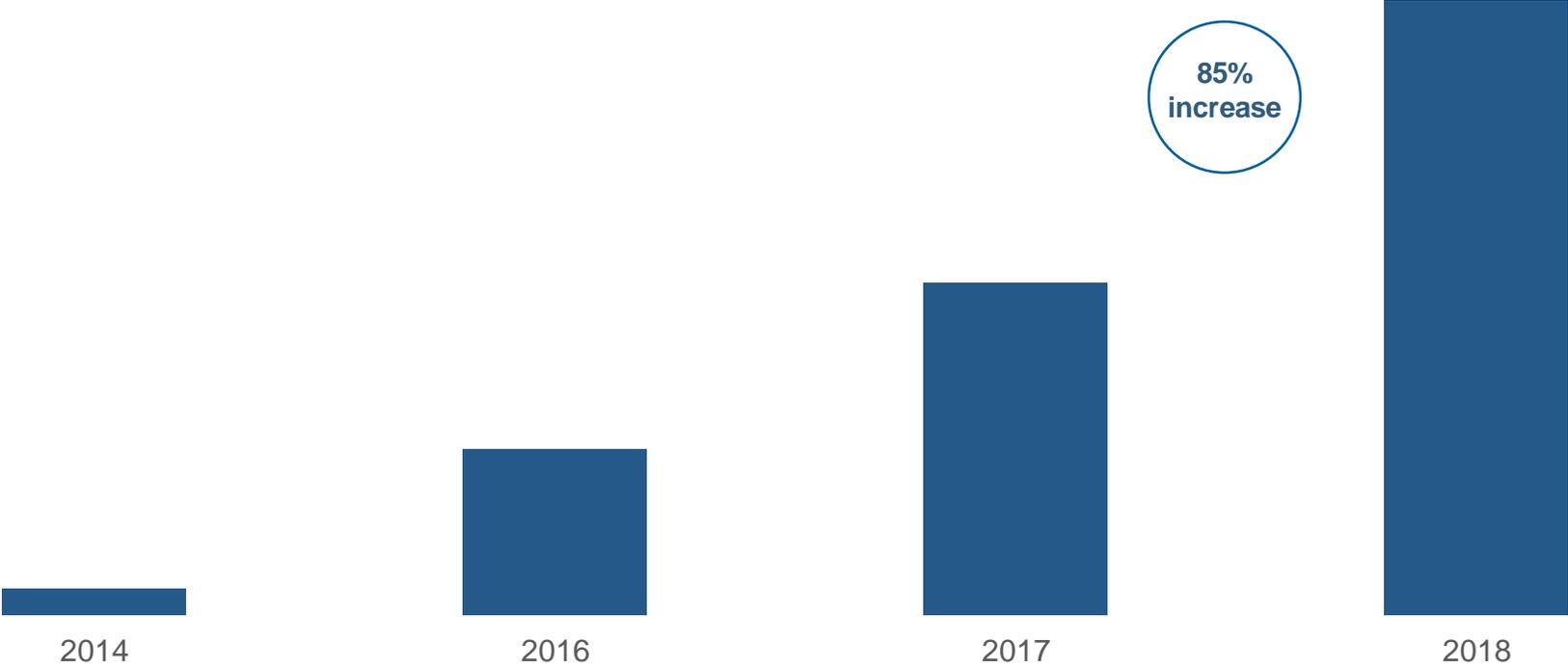
# GROWTH IN SUSTAINABLE FUNDS

2023 World Investment Report illustrates strong **growth in sustainable funds and assets under management, 2010–2022 (US\$ Billions and number)**



Read more in the UNCTAD World Investment Report [here](#).

# GENDER LENS INVESTMENT GROWTH



**Growth of gender lens investing opportunities in public markets (AUM USD)**

Source: Veris Wealth Partners LLC (2018) [Gender Lens Investing: Bending the Arc of Finance for Women and Girls](#)

# 2x Criteria

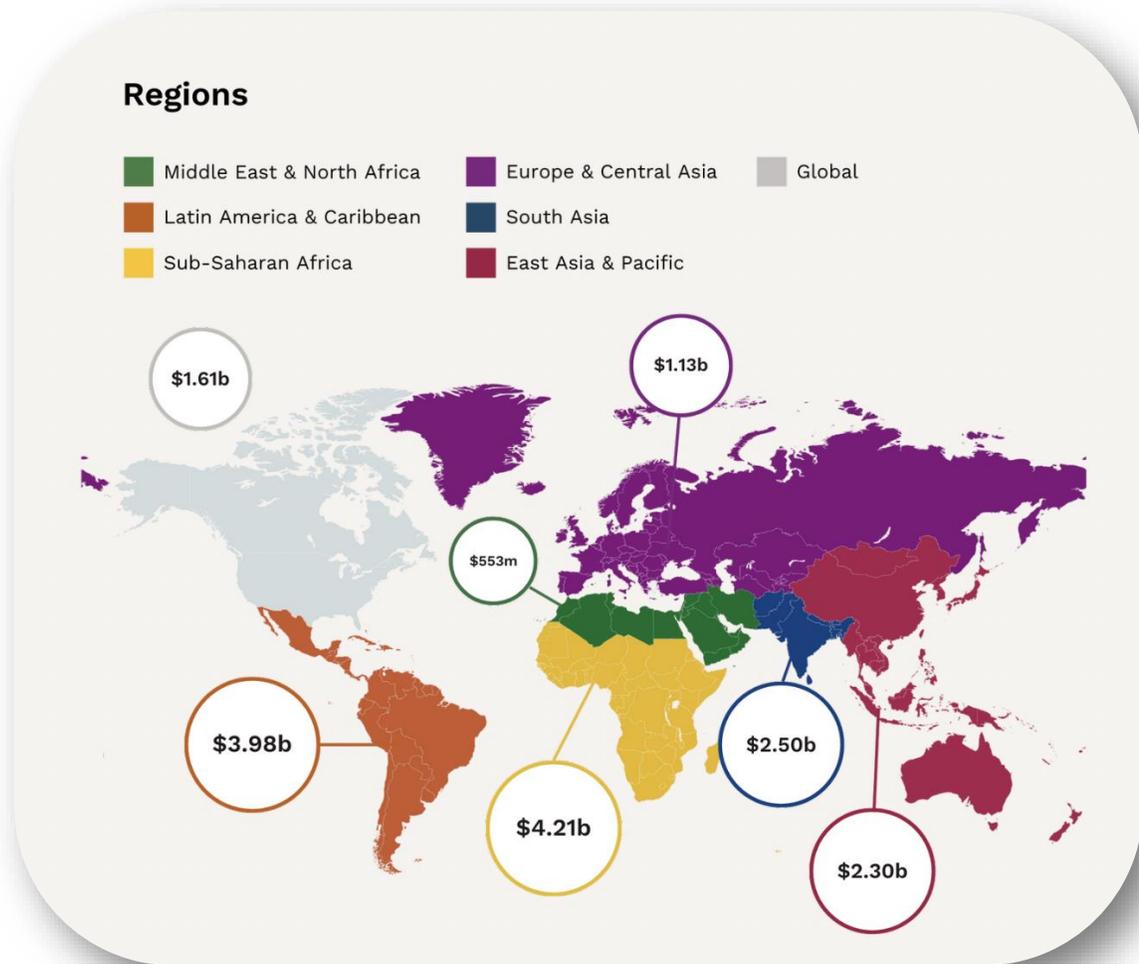
			Threshold
Direct Criteria	1	Entrepreneurship	1A. Share of women ownership <b>51%</b>
			OR
			1B. Business founded by a woman <b>Y/N</b>
	2	Leadership	2A. Share of women in senior management <b>30%</b>
OR			
		2B. Share of women on the Board or IC <b>30%</b>	
3		Employment	3A. Share of women in the workforce <b>30 - 50%*</b>
	AND		
		3B. One “quality” indicator beyond compliance <b>Y/N</b>	
	4	Consumption	4. Product or service specifically or disproportionately benefits women <b>Y/N</b>
AND			
5	Investments through Financial Intermediaries (FIs)	5A. <i>On-Lending facilities</i> : Percent of the Investor/FI loan proceeds or percent of FI’s portfolio supporting businesses that meet direct criteria <b>30%</b>	
		OR	
		5B. <i>Funds</i> : Percent of portfolio companies that meet the direct criteria <b>30%</b>	

## Sector-Specific Thresholds

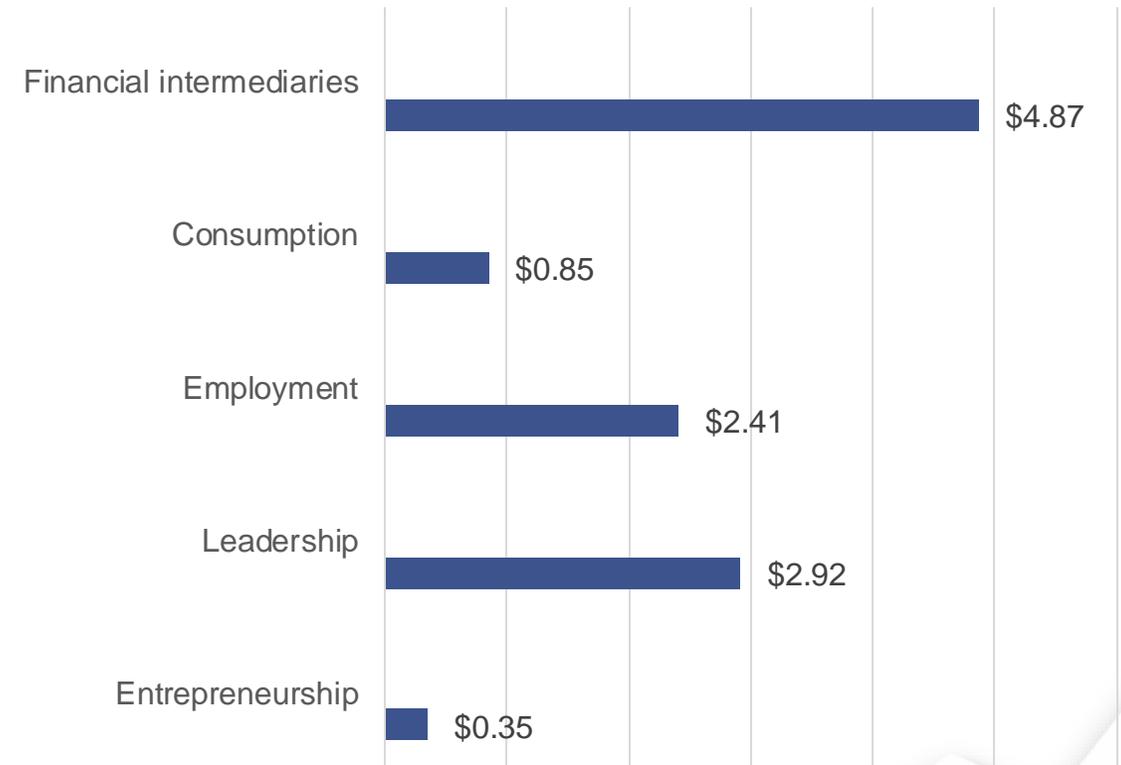
3.A Women in the Workforce*		
Grp.	Sector	%
Low	Infrastructure, Power, Telecoms	30%
Mid	Financial Services, Manufacturing	40%
	– Heavy, Agribusiness & Food, Professional Services	
High	Healthcare, Education, Consumer Services, Manufacturing – Light <sup>3</sup>	50%

\*Room for judgement: Investees in unique sectors or geographies may require case-by-case consideration.

# Investments aligned with 2X Criteria



Investment in 2X Criteria 2018-2020  
(US\$ Billion)



# WHAT IS GENDER-LENS INVESTING?

Share what you think it is,  
in the chat





**Investment strategies** applied to an allocation or to the entirety of an investment portfolio, which seek to **examine gender dynamics** to better **inform investment decisions** and/or intentionally and measurably **address gender disparities.**”

*- The Global Impact Investing Network*

Read more about the GIIN’s gender lens investing initiative [here](#).

# GENDER-SMART INVESTMENT STRATEGIES



With women represented in leadership



Committed to a gender diverse and equitable workforce



Committed to a gender inclusive value chain



Committed to offering and designing products or services that consider the distinct needs of women as a consumer segment



Committed to ensuring their operations do no harm to women in the community

Source: IFC, CDC (2020) [Private Equity and Value Creation: A Fund Manager's Guide to Gender-smart Investing](#)

# GENDER-LENS INVESTMENT UNIVERSE

## Investment vehicles

### Equity

Shares of companies with high performance when applying a gender-equality lens

### Gender-lens funds

Gender-smart mutual funds or exchange traded funds (ETFs), separately managed accounts (SMAs) and private equity and debt funds that integrate gender-equality considerations

### Debt / fixed income

Corporate bonds, municipal bonds, treasury bonds and bills and certificate deposits that have gender-related impact objectives



## Investors

### Retail Investors

Individuals or non-professionals interested in applying a gender-lens to investment decision-making

### Institutional Investors

Organizations applying a gender lens either to all or a segment of investment decisions



## CASE STUDY: *Gender Responsive carbon credits (Gold Standard)*

- CLIMATE: 50,000 tones of CO2 **emission reductions** per year
- HEALTH: 40,000 individuals enjoying clean water access, **reducing** incidences of waterborne illness
- GENDER: Four **hours gained** per week per household and **reduced school absenteeism**

Source: [Gold Standard](#)



## CASE STUDY: *Dual Benefit Bond (Gender Smart)*

- CLIMATE: \$44 million loan to finance the construction of Turkey's largest wind farm
- GENDER: Annually **assessed based on a series of gender criteria**, and improvements will **enhance the terms of the loan.**

Source: [Gender Smart](#)



## CASE STUDY: *Gender Bond (IFC)*

### Issuance Summary



<b>Issuer</b>	Bank OCBC NISP, Indonesia
<b>Issuance Status</b>	Sustainable Bond Program (Gender Bond and Green Bond), Senior Unsecured
<b>Issue Date</b>	February 2020
<b>Amount</b>	US\$100 million Gender Bond and US\$100 million Green Bond equivalent in IDR
<b>Tenor</b>	7 years
<b>Use of Proceeds</b>	Finance the bank's lending portfolio to women-led companies
<b>Second-Party Review</b>	<a href="#">Review</a> conducted by Sustainalytics

### Market Differentiation

OCBC NISP differentiated itself in Gender finance and Green finance in the market. NISP also seeks to refine its value proposition to offer products and services specifically targeting women entrepreneurs.

IN

FOCUS

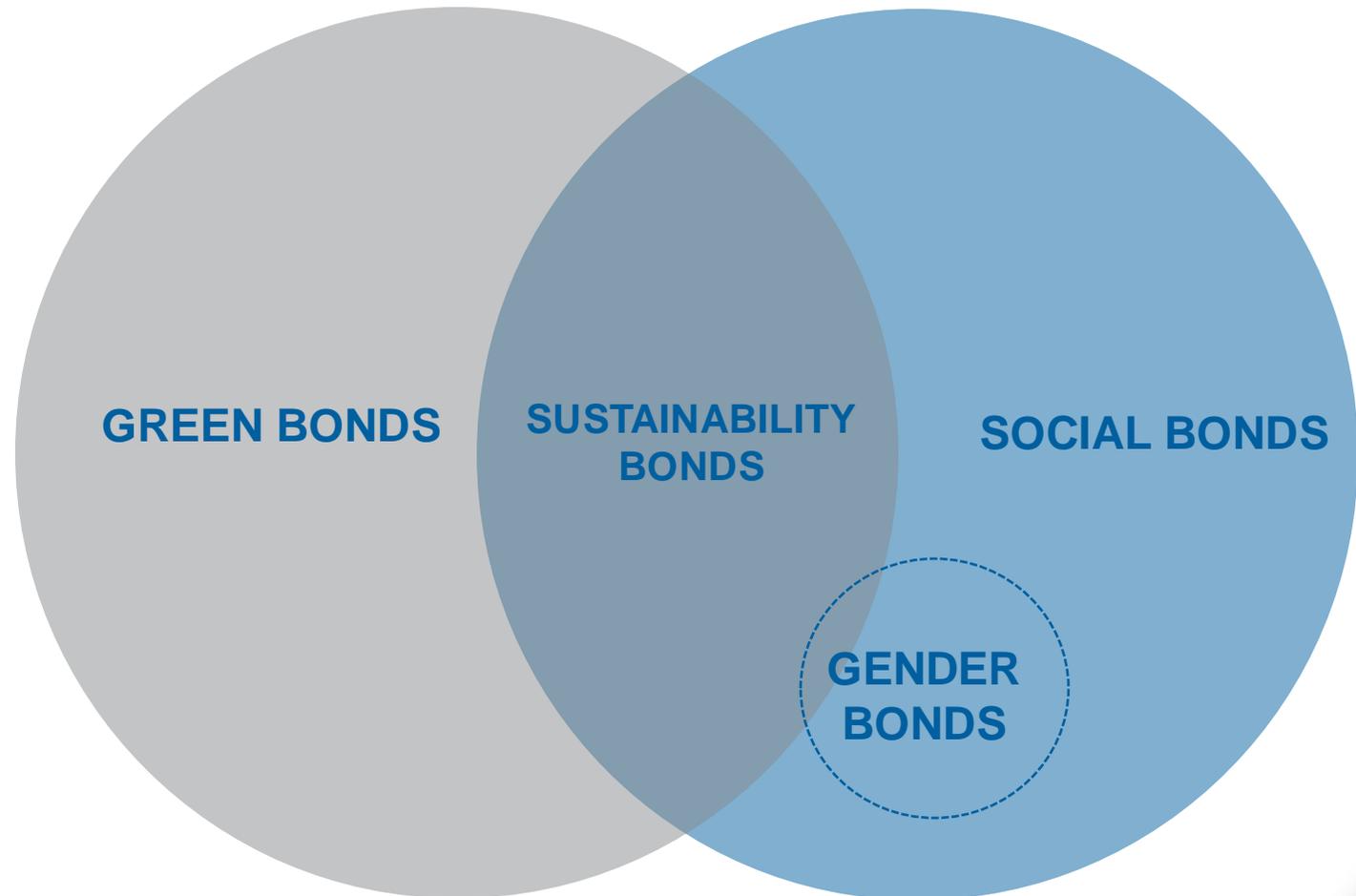




# **GENDER BONDS**

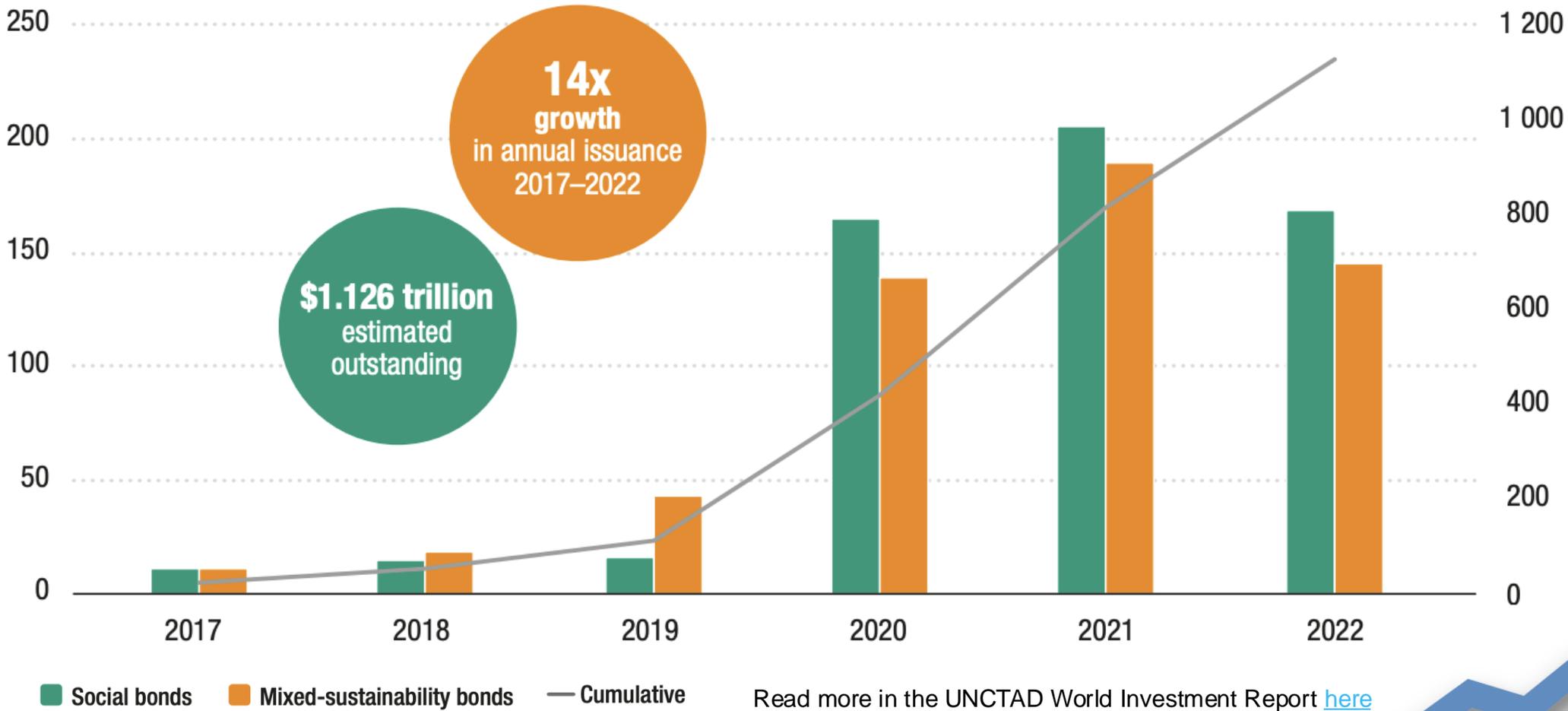
# WHAT ARE GENDER BONDS?

*Types of use of  
proceeds bonds*

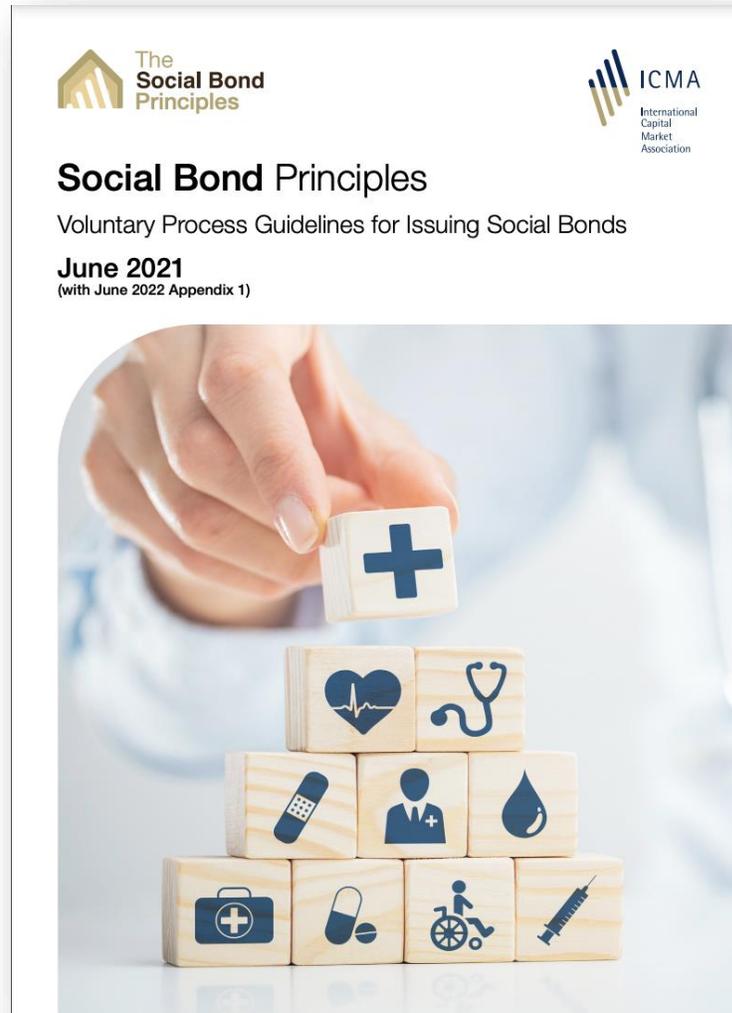


# GROWTH IN SOCIAL BONDS

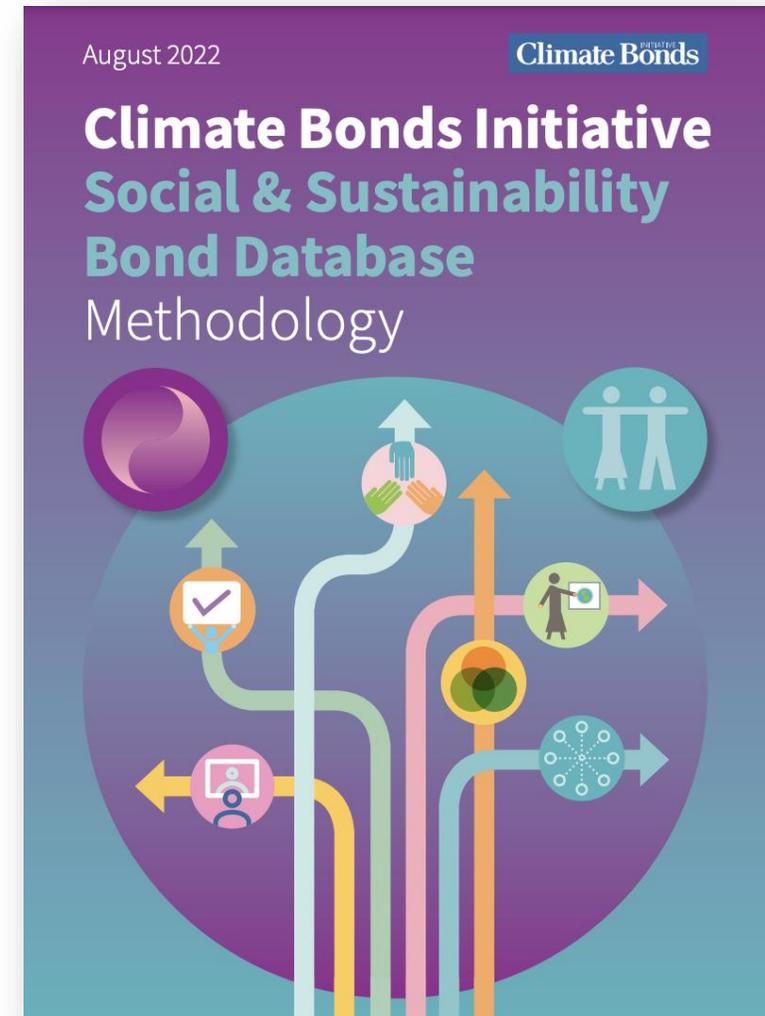
2022 World Investment Report illustrates strong **growth in social and mixed-sustainability bond issuance, 2017–2021** (US\$ Billions and number)



# GENDER BOND GUIDELINES



Read more about the SBPs [here](#)



Read more about CBIs methodology [here](#)

# IMPLEMENT



PRODUCTS

PROMOTION

Market mechanisms – expanding your impact

# PROMOTING PARTICIPATION

**Sell side -**  
Entrepreneurs / businesses



**Buy side -**  
investors / traders



To read more about this see **pages 17-18** of the [SSE Guidance on Gender Equality](#)

# PROMOTING IMPACT

## Product Promotion



## Segments and Indices



To read more about this see **pages 17-18** of the [SSE Guidance on Gender Equality](#)

# VARIATIONS BETWEEN INDICES

## Euronext Gender Equality Indices

- **Category A:** Gender Balance in Leadership & Workforce
- **Category B:** Equal Compensation & Work-life Balance
- **Category C:** Policies Promoting Gender Equality
- **Category D:** Commitment, Transparency & Accountability

## Bloomberg Gender Equality Index

- **Section 1:** Leadership & talent pipeline
- **Section 2:** Equal pay & gender pay parity
- **Section 3:** Inclusive culture
- **Section 4:** Anti-sexual harassment policies
- **Section 5:** External brand

# ZOOM POLL

Select the  
appropriate answer

The zoom poll should appear on your screen momentarily. If it does not appear, feel free to answer in the chat box or message the hosts directly.

1. Why are investors looking for gender-related opportunities?

*(Select all correct answers)*

- I. For higher financial performance
- II. To access untapped markets
- III. To enhance climate-related impacts of investments
- IV. To prevent men from accessing leadership positions
- V. To diversify their portfolios

# REFLECTION BREAK

Take a moment to reflect,  
relax, or do a stretch.

We will return when the  
timer finishes in 5 minutes.





# BEING TRANSPARENT ON GENDER EQUALITY PROGRESS

# COMMUNICATE



INTERNAL  
STAKEHOLDERS

EXTERNAL  
STAKEHOLDERS

# COMMUNICATE



INTERNAL  
STAKEHOLDERS

Informing your organization – ensuring effective internal communication

EXTERNAL  
STAKEHOLDERS

# WEPs in Action

## Gender Action Plan

A roadmap for gender equality and women's empowerment

**Why should your organization have a gender action plan?**

To correct past & present forms of inequality and prevents any future recurrence

To ensure all company strategies, policies, programmes & activities are gender responsive.

To deepen the understanding of gender equality among all stakeholders

To track progress in real time to assess where it stands on gender equality

# WEPs in Action

## Steps of creating a Gender Action Plan

Establish goals – guided by the seven Principles to meet the vision of the company.



Create measures/activities – that will be implemented to reach the goals.



Set a baseline – to monitor improvement.

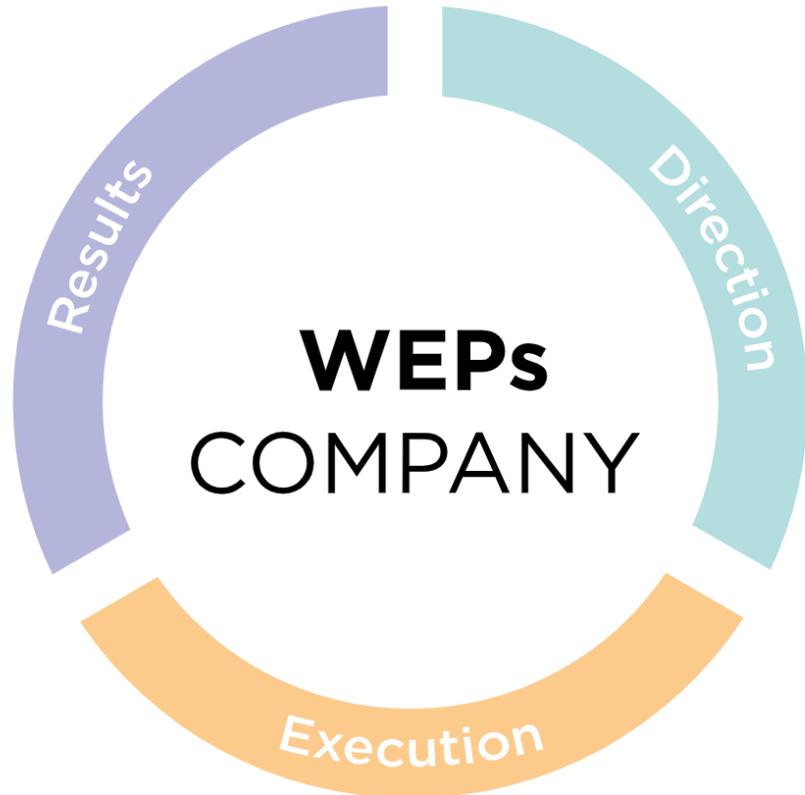


Set targets and a timeline – to measure progress against milestones over time.



Appoint an owner – to be accountable for monitoring progress and results

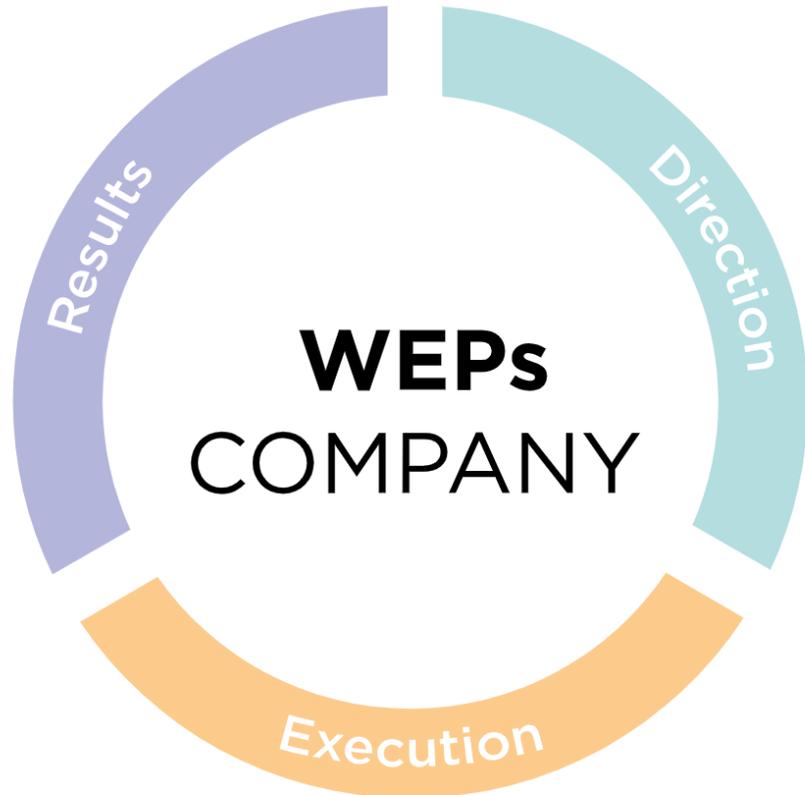
# WEPs in Action



## Things to consider

- Is your goal specific?
- Can you measure progress towards that goal?
- Is the goal realistically attainable?
- How relevant is the goal to your organization?
- What is the timeline for achieving this goal?

# WEPs in Action



- Clear targets and supported by practical implementation guidelines
- Communicate regularly to all employees and stakeholders to ensure that they are aware of the action plan and related activities
- Share progress on implementation in the company's annual, ESG and sustainability reports.
- Continue to engage internal and external stakeholders

# COMMUNICATE



INTERNAL  
STAKEHOLDERS

EXTERNAL  
STAKEHOLDERS

Disclosure guidelines – what and how to  
make public

# ZOOM POLL

Select the  
appropriate answer

The zoom poll should appear on your screen momentarily. If it does not appear, feel free to answer in the chat box or message the hosts directly.

2. Does your company disclose gender-related information through one (or more) of these mechanisms?  
(Choose all that apply)

- I. **CSR / ESG / Sustainability report**
- II. **Annual financial report**
- III. **Gender pay-gap report**
- IV. All of the above
- V. None of the above
- VI. I am not sure

# Identifying your audience

## Holistic reporting package

### INVESTOR FOCUSED

**Financial  
accounting**



**Sustainability-  
related  
financial reporting**



### MULTI-STAKEHOLDER FOCUSED



# WHERE TO DISCLOSE DIFFERENT INFORMATION

Annual financial reporting package

## Financial Statements

- Assets,
- liabilities,
- Equity,
- Income,
- Expenses,
- Cash flows, etc.

## Sustainability-related financial disclosures

- Information to assist in the interpretation of financial statements or improves users' ability to make better economic decisions
- Financially material risks/opportunities related or unrelated to the impact of the reporting entity's activities

## Sustainability Report

- Impact on the economy, environment and people
- Philanthropy
- Additional explanations for specific stakeholders

Informs

Supports

# ISSB Standards

Theme	Item
Governance	<ul style="list-style-type: none"><li>• The governance body</li><li>• The management's role in governance processes</li></ul>
Strategy	<p>The strategy for managing sustainability-related risks and opportunities impacting:</p> <ul style="list-style-type: none"><li>• the company's prospects</li><li>• the business model and value chain,</li><li>• strategy and decision-making,</li><li>• financial position, performance and cash flows,</li></ul>
Risk management	<ul style="list-style-type: none"><li>• Identification, assessment and prioritization of sustainability-related risks</li><li>• Overall risk profile</li><li>• Monitoring of risks</li></ul>
Metrics and targets	<ul style="list-style-type: none"><li>• Metrics used to illustrate progress and monitoring of sustainability-related risks and opportunities</li><li>• Targets to show goals and regulatory requirements that need to be met</li></ul>

# GRI 2 Gender-Related Standards



2-7 Employees (broken down by gender and region)

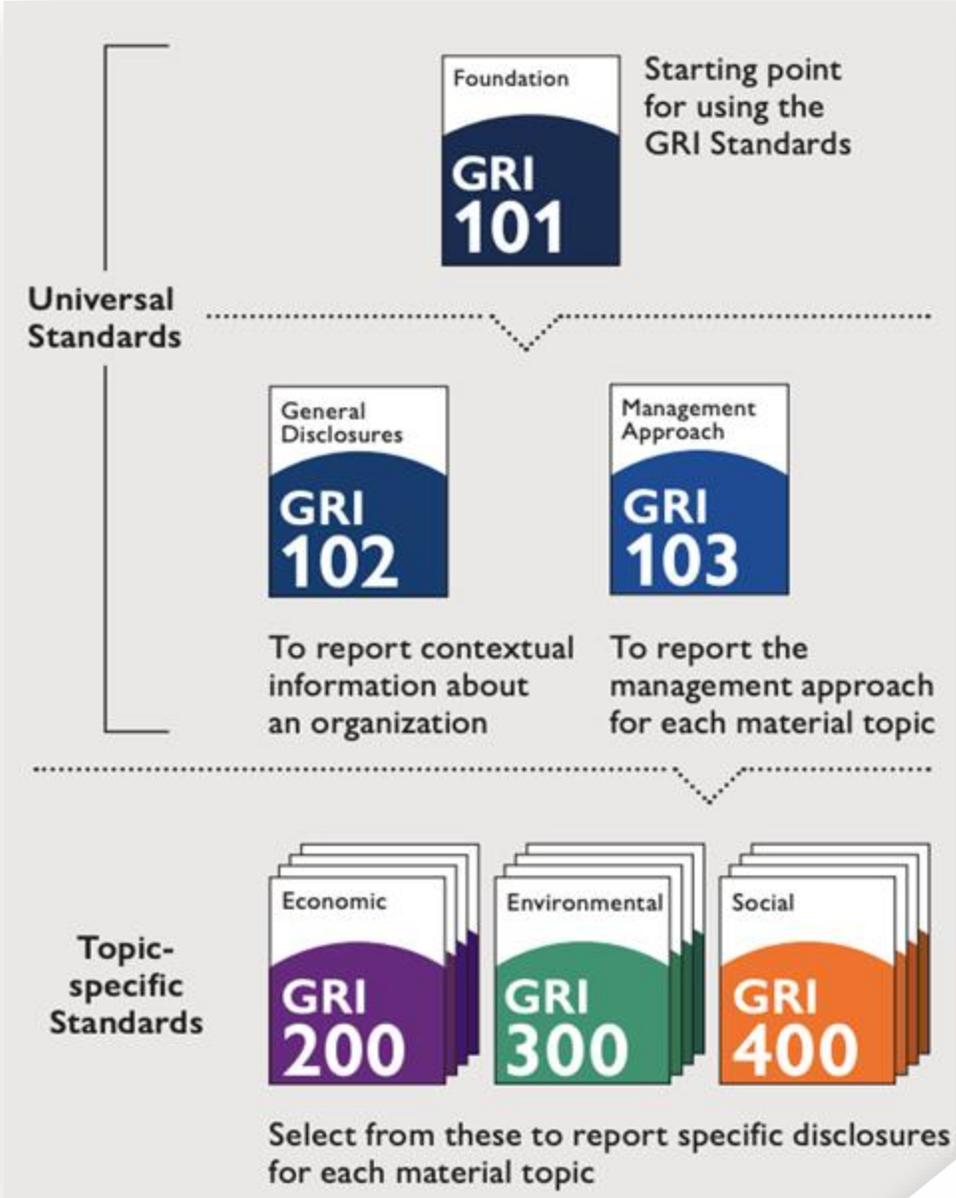
2-9 Governance structure and composition

2-23 Policy commitments

2-29 Approach to stakeholder engagement

# GRI 400

- **GRI 405:** Diversity and Equal Opportunity
- **GRI 406:** Non-discrimination
- **Reporting requirements:** The reporting organization shall report its management approach for diversity and equal opportunity using [GRI 103: Management Approach](#).



# EXAMPLE DISCLOSURE: Governance

Our KPIs give our Board and management a clear sense of where we are and where we need to improve.

## Measuring the success of our strategy

We monitor the success of our strategy through operational, financial and non-financial key performance indicators (KPIs). These KPIs give us a crucial insight into our business performance and the progress being made towards our strategic intent.

Our selected KPIs help us to communicate the Group's strategy across all levels of the organisation, and form part of our governance and performance management process.

## Ensuring our KPIs are meaningful and responsive

Source: [Airtel Annual Report 2023](#).

Further, our non-financial performance KPIs linked to our sustainability strategy are scope 1, 2 and 3 GHG emissions, energy consumption, population covered and gender diversity.

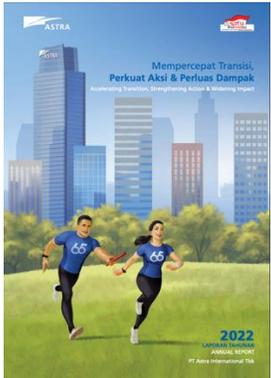
We review our operational, financial and non-financial KPIs regularly to ensure that they are aligned with our strategy and organisational goals.

- » For more information about our sustainability KPIs, see [page 38](#)
- » See definition and reconciliation of our alternative performance measures on [pages 87-88](#)

## Linkage with remuneration

We review our remuneration-linked KPIs every year to ensure these are

# EXAMPLE DISCLOSURE: Strategy



## PEOPLE ROADMAP

Astra employees form the backbone and key success factor that determines the overall success that Astra can achieve. In the People Roadmap, Astra 2030 Sustainability Aspirations involves Employee and Board Diversity & Inclusion, which is supported by the flagship initiative Astra for Everyone with programs related to diversity, equality, and inclusion, focusing on gender.

Human Capital (HC) Development in 2022 covers three focus areas, which are to build an agile organization, develop passionate and energetic leaders so as to be able to navigate the organization in facing business challenges as well as carry out the culture of continuous improvement and innovation to maintain Astra's relevancy in the era of disruptions.

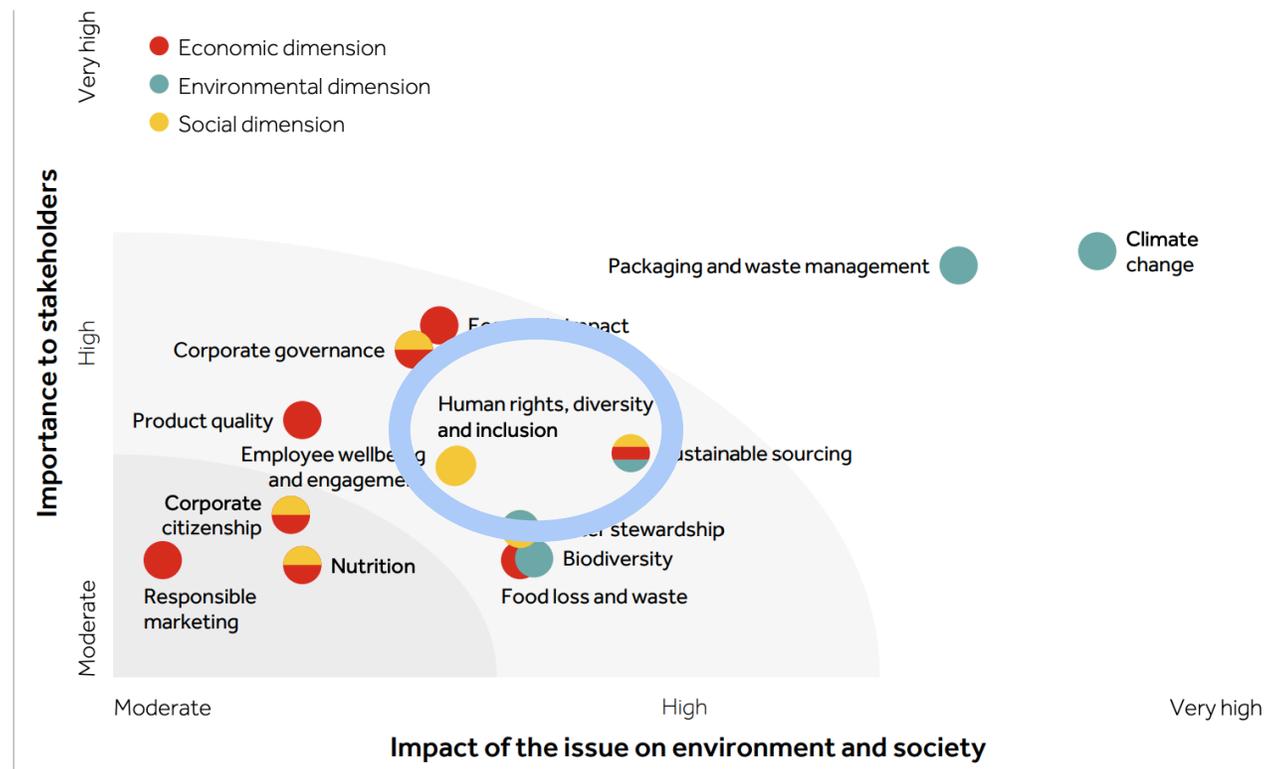


### People Roadmap:

6. Champion actions to support employee diversity and inclusion, focusing on gender;
7. Achieve group-wide zero workforce fatalities and 60% reduction in lost time injury rate;
8. Champion actions that support board and executive leadership diversity and inclusion, focusing on gender;

# EXAMPLE DISCLOSURE: Risk Management

## 2022 Materiality matrix



To assess inward impacts, we use our annual materiality survey, but also investor-driven frameworks such as the Sustainability Accounting Standards Board (SASB), insights from regular calls with investors, our risk management process, including climate scenario analysis, and input from our markets and business units. Our assessment of material outward impacts is presented in the horizontal axis of the materiality matrix, and in the 2022 GRI Content Index.

# EXAMPLE DISCLOSURE: Metrics / Targets

## WOMEN'S REPRESENTATION IS GROWING ACROSS DIFFERENT LEVELS OF RESPONSIBILITY AT CEMEX

### Global Workforce

**16%** of Cemex's workforce is comprised of women, a **50%** increase from our 2015 baseline, and the highest percentage in our industry.

### Senior Management

Our goal is to achieve **30%** representation of women in senior management positions globally by 2030, up from **13%** in 2022.

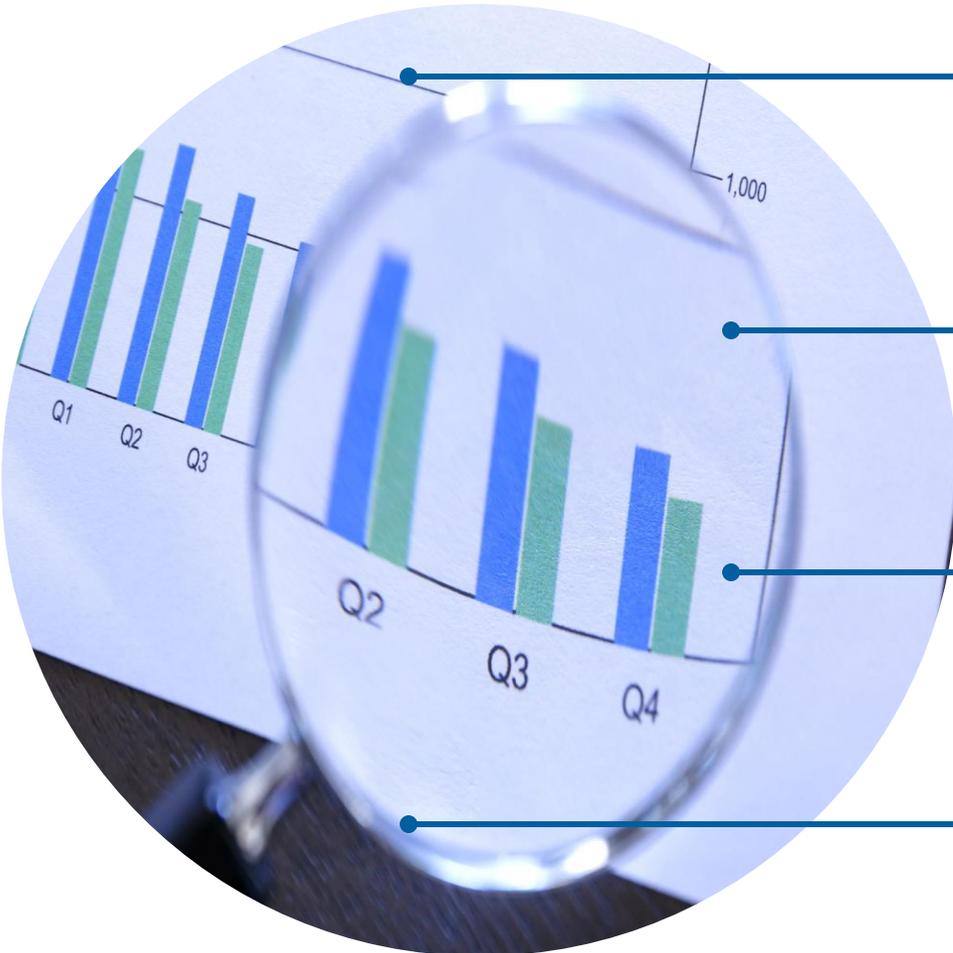
### Operations

Growth in the number of women in operational jobs during 2022.

**2X in SCA&C**

**2X in Mexico**

# DISCLOSURE GUIDELINES TO CONSIDER

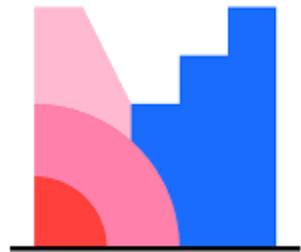


Guiding principles

Legal requirements

Disclosure standards

Rankings and benchmarks



Mentimeter

Visit [www.menti.com](https://www.menti.com)  
and type the code that  
we are sharing in the  
chat

**What did you learn from  
this time together?**

# CONTINUE YOUR LEARNING JOURNEY

## Resources

- Slide handout including Resource to follow
- Guest speaker handouts
- Academic publications

## Training

- Find additional training in the resource slides
- Review the full training session on the recording

All on our website!

# Unit 1 – Preparation

- Reports
  - Bank for International Settlements - [Does gender diversity in the workplace mitigate climate change?](#)
  - BloombergNEF - [Gender diversity and climate innovation](#)
  - Calvert Impact Capital - [Just Good investing, Why gender matters to your portfolio and what you can do about it.](#)
  - FP Analytics - [Women as Levers of Change: unleashing the power of women to transform male-dominated industries](#)
  - IDB Invest - [Gender lens investing: How finance can accelerate gender equality in Latin America and the Caribbean](#)
  - IFC - [Women in Business Leadership Boost ESG Performance](#)
  - IFC - [Report: Moving Toward Gender Balance in Private Equity and Venture Capital](#)
  - Morgan Stanley - [Why gender lens investing may lead to better returns](#)
  - OECD - [Gender and the Environment: Building evidence and policies to achieve the SDGs](#)
  - OECD - [Supporting women's empowerment through green policies and finance](#)
  - OHCHR - [Gender Dimensions of the Guiding Principles on Business and Human Rights](#)
  - UNDP - [Gender and climate finance](#)
  - World Bank - [Increasing Women's Representation in Business Leadership](#)
- Tools
  - FTSE Women Leaders - [FTSE Women Leaders Review: Achieving gender balance](#)
  - IFC - [Video: Six ways to fix the mix](#)
  - UNICEF - [Investing in the pathways to employment: a guide for investors](#)

# Unit 2 - Alignment

## Reports

- Catalyst: [Engaging Men – the journey toward equity](#)
- Champions of Change Coalition - [Backlash & Buy-in: Responding to the challenges in achieving gender equality](#)
- Deloitte - Women in the boardroom, 2022 update: [Around the world, progress is slow and gaps persist](#)
- Deloitte - [Women in the boardroom 2022 report](#)
- OECD - [Supporting Women's Empowerment through Green Policies and Finance](#)
- UNGC, UN Women - [Women's empowerment and business 2022 trends and opportunities](#)
- UNDP - [Breaking Down Gender Biases Shifting social norms towards gender equality](#)
- UN Women: [Working with men and boys for gender equality: state of play and future directions](#)
- UN Women - [Procurement's strategic value: Why gender-responsive procurement makes business sense](#)
- World Bank - [World Bank Group Gender Thematic Policy Note Series: Evidence and Practice Note: Increasing women's representation in business leadership](#)
- World Economic Forum - [Global Gender Gap Report 2023](#)

## Tools

- ILO - [Making the strongest links: a practical guide to mainstreaming gender analysis in value chain development](#)
- PRI - [Diversity, Equity & Inclusion: key action areas for investors](#)
- UNCTAD - [Linking trade and gender towards sustainable development: an analytical and policy framework](#)
- UNDP - [How to conduct a gender analysis](#)
- UNFPA - [Engaging men and boys in gender equality and health – a global toolkit for action](#)
- UN WEPs - [WEPs Gender Gap Analysis Tool](#)
- UN WEPS - [Building inclusive boards to achieve gender equality guidance note](#)
- UN Women - [Empowering women through public procurement and enabling inclusive growth](#)

## Training

- [UN Weps learning hub](#)

# Unit 3 - Implement

## Reports

- Climate funds update - [How much finance is flowing through the multilateral climate funds? Dashboard and report](#)
- Gender Smart - [Gender & Climate investments: a strategy for unlocking a sustainable future](#)
- IFC - [Private Equity and Value Creation: A Fund Manager's Guide to Gender-smart Investing](#)
- ISSD - [Furthering gender equality through gender bonds](#)
- Luxembourg Stock Exchange - [Linking gender and finance: An overview of the gender-focused bond market](#)
- SFP - [Gender lens investing landscape: East and Southeast Asia](#)
- UNCTAD - [2023 UNCTAD World Investment Report \(Chapter III - Capital Markets and Sustainable Finance\)](#)
- US AID - [Gender lens investing landscape: Gaps, challenges, and opportunities in financial inclusion for women](#)
- Veris Wealth Partners - [Gender lens investing: Bending the arc of finance for women and girls](#)

## Tools

- AMMC (Moroccan Capital Markets Authority) - [Gender Bonds Guidelines](#)
- Climate Bonds Initiative - [Social & Sustainability Bond Methodology](#)
- Gender equality funds - [Ratings of funds based on gender equality score](#)
- Global Impact Investing Network (GIIN) - [Repository of gender lens investing resources](#)
- G-SEARCh - [G-SEARCh tested tools & approaches for gender lens investing](#)
- International Capital Markets Association (ICMA) - [Bonds to bridge the gender gap: A practitioner's guide to sing sustainable debt for gender equality](#)
- International Capital Markets Association (ICMA) - [Social bonds principles pre-issuance check-list](#)
- IFC - [A Fund Managers Guide to Gender-Smart Investing](#)
- 2X Challenge financing for women - [How to measure the gender impact of investments](#)

## Training

- LGX Academy - [How capital markets contribute to the growth of gender finance](#)

# Unit 4 - Communicate

## Reports

- ExpertHR - [2023 Pay Equity and Transparency Study: Actionable insights for a fair future of work](#)
- UK Government Equalities Office - [Reducing the gender pay gap and improving gender equality in organizations](#)
- Ygap, SPF - [Gender lens in incubation and acceleration toolkit](#)

## Tools

- CFP Board - [Metrics that Matte: Best practices from diversity, equity and inclusion practitioners and academics](#)
- Gapsquare - [Gender pay gap reporting, the expert's guide](#)
- IFC, GRI - [Embedding gender in sustainability reporting | A practitioners guide](#)
- IFRS - [General Requirements for Disclosure of Sustainability-related Financial Information](#)
- IFRS - [Accompanying Guidance on General Requirements for Disclosure of Sustainability-related Financial Information](#)
- UK Government Equalities Office, OMB - [Four steps to developing gender a pay gap action plan](#)
- UNECE - [Using gender statistics: A toolkit for training data users](#)
- WBCSD - [Advancing the S in ESG: a primer for CFOs](#)



## Certificate of Participation

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# We appreciate your feedback!

You will receive the link to a feedback survey in the chat, and via email (from zoom) tomorrow.

You are required to fill in the feedback survey to receive a certificate.

It can take up to 5 days to receive your certificate after filling in the survey



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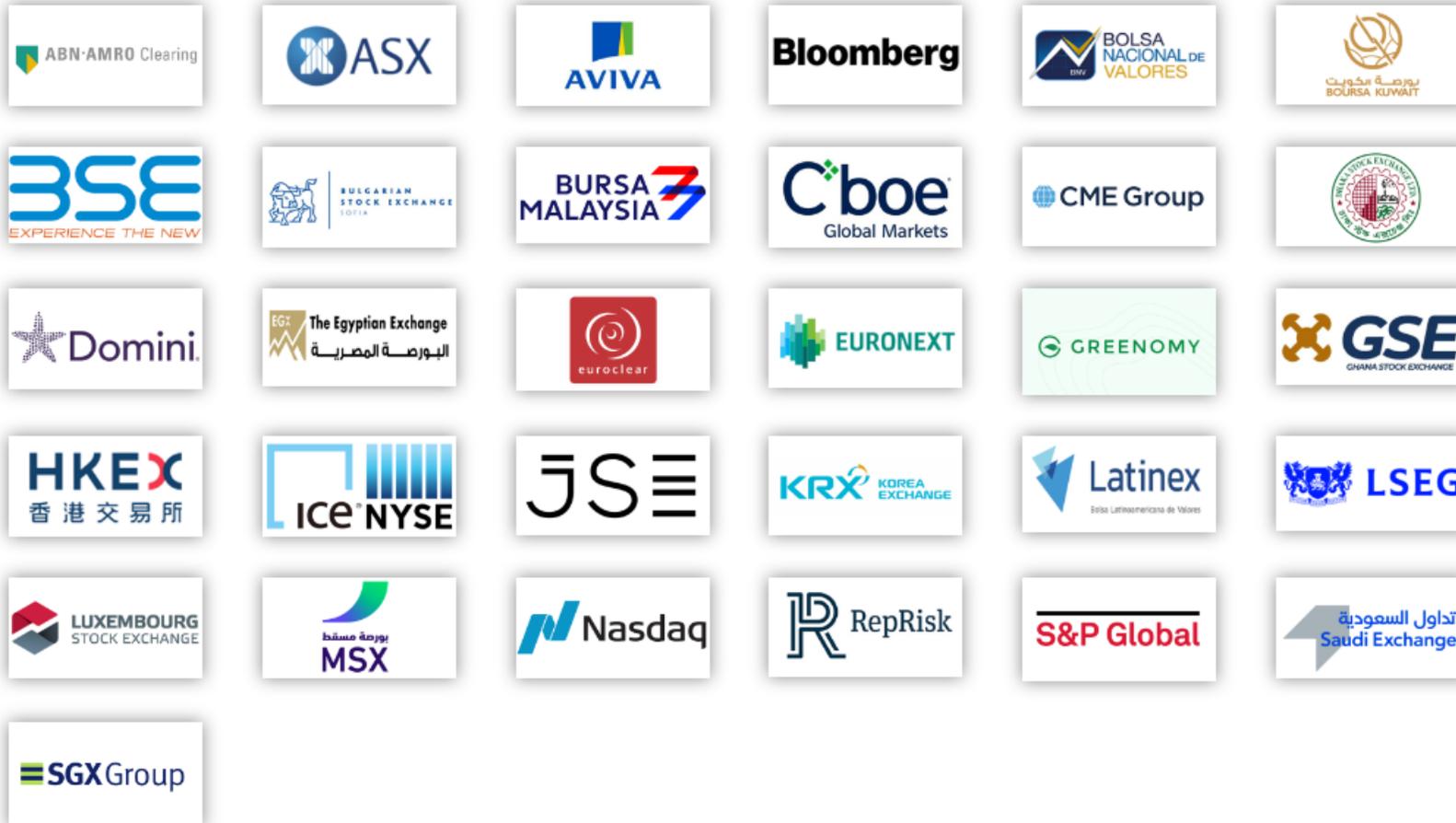
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**Please refer to the guest speaker's slides for their contact details**



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