



Impact
that matters

Building inclusive resilience: SNV's GESI approach through the DFCD

January 2025



1. Introduction

SNV is committed to advancing Gender Equality and Social Inclusion (GESI), aligning with the Sustainable Development Goals (SDGs) to address the root causes of inequality and exclusion. Through the [Dutch Fund for Climate and Development's \(DFCD\)](#) Origination Facility, we integrate GESI across all projects, aiming to ensure marginalized groups benefit from climate adaptation initiatives. This brief outlines our approach and showcases examples of our work.

Our commitment
GESI-responsive
programming is core to
our work on systems
transformation.

2. The challenge

Climate change disproportionately affects vulnerable communities, particularly in the Global South, where resources for adaptation are often limited. Women and marginalized groups—such as indigenous communities and low-income households—often face compounded challenges due to factors like lack of access to resources, social exclusion, violence, and exposure to environmental risks. According to the IPCC's 2023 report, these groups bear the brunt of climate impacts, which are further exacerbated by systemic inequalities in resource distribution and decision-making.

A GESI approach to development activities tackles these challenges by fostering inclusive climate adaptation models that identify and address the unique needs of diverse groups, including the most vulnerable communities. This approach provides targeted recommendations to mitigate disparities and enhance the impact of interventions for everyone. By acknowledging the intersectional nature of vulnerability, the DFCD Origination Facility integrates GESI principles into project planning and implementation, with the aim of ensuring that climate resilience efforts prioritize and benefit those most at risk.

3. Understanding and measuring impact

Number of
individuals with
increased access to
productive resources

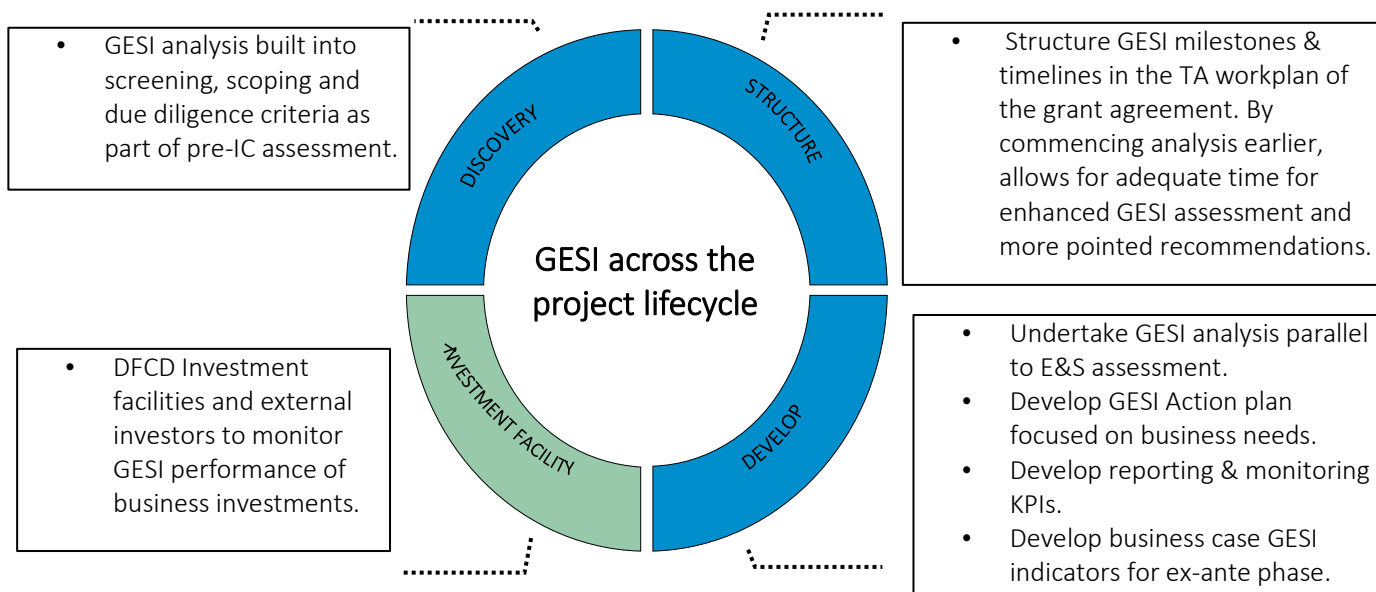
Number of
individuals with
increased decision-
making power

To make a meaningful difference, the DFCD Origination Facility builds the capacity of businesses to incorporate clear, measurable GESI impact indicators into each investment project. Two key indicators are tracked during the investment process (see right). By embedding these metrics, DFCD projects can measure tangible GESI progress, align outcomes with broader sustainability goals, and foster inclusive economic resilience.

4. Our approach in practice

Our approach to GESI within DFCD's Origination Facility includes tools and methodologies to ensure consistency and efficacy across projects. Each phase of our Origination Facility integrates and builds capacity on GESI considerations, with specialized tools like the GESI Screening Checklist, Stakeholder Mapping, and Risk Assessments. This systematic approach helps businesses to incorporate and measure GESI principles early on, increasing buy-in and ensuring long-term impact.

The diagram below visualises how GESI is integrated across the Origination Facility's lifecycle (and beyond), showing the alignment with each project phase:



5. Examples of our GESI support



SokoFresh (Kenya): mobile, solar-powered cold storage to reduce post-harvest loss

SokoFresh provides cold storage solutions that benefit small-scale farmers, including many women, by reducing post-harvest losses. Despite evident organizational commitment to gender equality, SokoFresh faced challenges, including women often not being recognized as landowners, limited time for women to access cold storage hubs due to additional household responsibilities, and the need to further strengthen

gender capacity within the organization.

How SNV contributed: SNV supported SokoFresh in conducting a GESI analysis and developing an implementable GESI action plan. This included reviewing SokoFresh's internal policies, target-setting for internal operations, and integrating GESI into SokoFresh's broader ESG process. SNV also helped identify a gender pay gap and supported SokoFresh in implementing a transparent salary scale—where previously, salary scales were not fully disclosed. These actions led to significant policy changes aimed at fostering equity within the organization and its operations.

Benefits to the community: While it is still early to measure, the aim is for vulnerable groups to gain increased economic stability and access to resources.

Benefits to the business: These improvements align SokoFresh with national standards and international best practices, including IFC, WB, UNGP, and UN GESI objectives, enhancing the company's ability to attract investment and strengthen its market position.



Kofi (Cambodia): Climate-resilient and agroforestry coffee value chain

Kofi is Cambodia's market leader in the distribution and servicing of coffee machines, beans, and related products. It aims to scale up **agroforestry coffee production** and provides job opportunities for marginalized and indigenous populations. In order to strengthen its capacity for GESI both internally and in its supply and value chain, a GESI analysis was conducted.

How SNV contributed: SNV supported Kofi to conduct a GESI analysis and develop a GESI Action Plan. SNV facilitated engagements with Kofi, including GESI reflection workshops aimed at enhancing existing initiatives and strengthening diversity and inclusion efforts, with participation from company leadership and external consultants. These initiatives extend to planning a new rural processing facility with GESI considerations, focusing on empowering smallholder coffee producer networks and integrating GESI principles into broader company operations.

Benefits to the community: with improved policies and procedures as well as capacity building/integration within the business team, diversity and inclusion efforts have been strengthened. The company now has a more GESI-responsive (considering factors such as gender balance, ethnicity, rural/urban, people with disabilities, etc.) corporate social responsibility (CSR) program with the aim to reach and benefit poor youth through a barista trainee program. **Benefits to the business:** the business will align with investor ESG requirements; promoting KOFI as a GESI responsive and equitable company that can attract investment.



Camimex (Vietnam): A Nature-Based solution for climate-resilient mangrove shrimp farming

Camimex is a global leader in integrated mangrove-shrimp farming, combining 50% mangrove forest with 50% shrimp cultivation to create a nature-based solution for sustainable aquaculture. However, Camimex faced GESI challenges, including traditional gender roles limiting women's participation in leadership, unequal access to resources, and a lack of gender-specific capacity-building initiatives.

How SNV contributed: SNV facilitated a comprehensive GESI analysis for Camimex, revealing some areas for improvement, including the need for greater representation in leadership positions and better access to financial resources for women farmers. This analysis led to the development of a GESI Action Plan, which included strengthening Camimex's internal HR policies, integrating inclusive practices into its supply chain, and encouraging women's participation in management. Following discussions with the company director and targeted recommendations from SNV, Camimex appointed its first woman to the management board—a direct result of the GESI Action Plan. Additionally, Camimex introduced a small credit scheme to address women farmers' financial barriers, further supporting their active participation in farming activities.

Benefits to the community: The initiative has empowered local women by promoting equitable access to training, resources, leadership opportunities, and financial support. By increasing the number of the women in visible leadership positions, the company serves as an example in the community for other companies and also creates role models to inspire young women to be more ambitious and to show young men that gender equality is not a zero-sum game. Along with increased access to financial

resources, this has enhanced livelihoods and fostered greater social inclusion within farming communities.

Benefits to the business: Camimex's enhanced GESI-responsive policies have aligned with international ESG standards, improving its investment appeal while establishing the company as a progressive and socially responsible leader in sustainable aquaculture.



ETC (South Sudan): sustainable teak plantation expansion and diversification

ETC is committed to sustainable forest management, balancing timber production with the preservation of ecological health. However, the organization faced challenges related to prevailing cultural and social norms, the perceived gendered nature of forestry work, and the need for more robust GESI policies within the organization.

How SNV contributed: SNV supported ETC in developing a comprehensive GESI Action Plan. The plan focused on enhancing ETC's capacity for GESI both internally and across its supply and value chains. It also strengthened ETC's internal HR framework to promote gender equality and social inclusion and embedded equity considerations into stakeholder engagement and impact monitoring processes.

Benefits to the community: these initiatives aim to foster greater inclusion, providing opportunities for marginalized groups and improving equity in the forestry sector.

Benefits to the business: For ETC, the GESI Action Plan positioned the company as a gender-inclusive and equitable employer, enhancing its reputation as a socially responsible business and attracting investment to further its mission.

6. Moving forward: reporting on and learning from our commitment

In Phase 2, 2024-2027, DFCD's GESI approach will expand to foster more inclusive, resilient, and adaptive climate solutions. SNV and WWF will refine GESI tools, train teams, and ensure GESI remains central to all Origination Facility activities.

Our approach aims to go beyond being GESI-responsive by embracing an empowerment framework. This includes addressing the root causes of gender inequality, engaging men and boys as allies, and promoting systemic changes that empower marginalized groups. These efforts underscore our commitment to advancing equity and resilience through transformative climate solutions.

About the Dutch Fund for Climate and Development (DFCD)

The DFCD is a consortium of FMO, Climate Fund Managers (CFM), Worldwide Fund for Nature Netherlands (WWF) and SNV) managing a fund for scalable climate solutions. The fund, managed on behalf of the Dutch Ministry of Foreign Affairs, enables investments in projects aimed at climate adaptation and mitigation in developing countries. SNV and WWF-NL collectively manage the DFCD's Origination Facility, which identifies promising climate-focused projects and helps them develop into scalable, bankable solutions. For more information, visit <https://thedfcd.com/>.

About SNV

SNV is a global development partner with a mission to strengthen capacities and catalyse partnerships in the countries we are rooted in. By doing so, we aim to transform the agri-food, energy, and water systems to enable sustainable and more equitable lives for all. For more information, visit <https://www.snv.org/>.

Contact SNV-DFCD

dfcd@snv.org



