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Gender-based Violence and Harassment Policy

2X Ignite Africa Warehousing Facility SCSp

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III. List of Acronyms

Acronym	Meaning
ESG	Environmental, Social and Governance
GBVH	Gender-based Violence and Harassment
ILO	International Labour Organisation
JEDI	Justice, Equity, Diversity, and Inclusion
SME	Small and Medium-sized Enterprises

IV. Terms and Definitions

Term	Definitions
2X Criteria (Definition and Reference Guide)	https://www.2xchallenge.org/2xcriteria
Fund	2X Ignite Warehousing Facility SCSp
Investment Adviser	Moremi Capital Management, LLC

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Gender-based Violence and Harassment Policy

1. Purpose and Scope

The Gender-based Violence and Harassment (GBVH) Policy addresses the pervasive issue of violence and harassment in the workplace and articulates how the Fund integrates gender considerations into its decision-making and operations. It highlights the commitment to preventing and addressing GBVH through a survivor-centered approach. Key elements of the policy include:

- **Zero Tolerance:** A strict policy against GBVH, expecting all stakeholders to adhere to prevention and reporting mechanisms.
- **Leadership and Culture:** Leaders are tasked with fostering a respectful and inclusive workplace and encouraging open discussions on GBVH.
- **Support for Survivors:** Emphasizes the importance of supporting survivors, ensuring confidentiality, and providing necessary resources like counseling and legal aid.
- **Inclusive Environment:** This environment aligns with Justice, Equity, Diversity, and Inclusion (JEDI) principles, ensuring everyone is respected.
- **Comprehensive Framework:** Incorporates international conventions and best practices, embedding GBVH considerations into organizational policies and contracts.

For the purpose of this Policy, Gender-based Violence and Harassment (GBVH) refers to all forms of violence and harassment experienced in the workplace, supply chain, and community, directed at individuals due to their sex or gender. The International Labour Organisation (ILO) defines it as actions disproportionately affecting certain genders, including sexual harassment. It encompasses a range of harmful behaviours such as sexual exploitation, abuse of power, fraternization, and various forms of harassment and discrimination. It is rooted in gendered power imbalances often found in patriarchal or vulnerable contexts.

The Fund adopts uses a survivor-centered GBVH approach, emphasizing the recovery and dignity of those affected. GBVH can manifest through physical, verbal, emotional, or economic harm and is not limited by gender or identity. This Policy highlights the importance of addressing these within the Fund's stakeholders to prevent severe personal and organizational repercussions.

2. Principles

The Policy is built on principles that foster an inclusive and safe environment for staff and stakeholders. The key principles of this Policy include:

- *Zero Tolerance:* A strict approach to GBVH, with prevention mechanisms and a transparent reporting system.
- *Leadership by Example:* Leaders are expected to promote a GBVH-free culture and encourage open discussions.
- *Encouraging Speaking Up:* Emphasizes the importance of reporting GBVH incidents, with safeguards against retaliation.
- *Gender-sensitive and Inclusive:* This approach aligns with JEDI principles, supporting all survivors regardless of identity.
- *Survivor-centered Approach:* Prioritizes the needs and rights of survivors, ensuring privacy and offering support like counseling.

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- *Anonymity and Confidentiality: Maintains privacy unless consent is given or required by circumstances.*
- *Accessible Grievance Process: Ensures a fair and efficient process, prohibiting retaliation against reporters.*
- *The policy aligns with international conventions and best practices to address GBVH effectively.*

As part of the supporting principles of this Policy, the Fund will not invest in Fund Managers who do not meet the 2X Criteria of being female/diverse-led and/or gender balanced and adopting gender-lens investing strategies in their investment process at the SMEs level.

3. Key Behaviours

This Policy promotes mutual respect and safety. The Fund expects the following key behaviours from staff and stakeholders:

- Treating everyone with respect, regardless of identity.
- Practicing zero tolerance for GBVH in all settings.
- Avoiding sexual engagement with minors.
- Refraining from *quid pro quo* harassment.
- Raising awareness and reporting GBVH incidents.
- Speaking up as bystanders, when safe.
- Not independently investigating GBVH cases to avoid harm.

4. GBVH Risk Assessment

The Investment Adviser will conduct a GBVH risk assessment in its due diligence of all potential Fund Managers. The assessment will evaluate the Fund Managers' GBVH policies, practices and track records. Any gaps identified by the Investment Adviser in the Fund Managers' GBVH policies will be addressed through the ESG and Gender Action Plan.

The Investment Adviser will require Fund Managers to extend the GBVH risk assessment to the underlying SMEs, including evaluating the SMEs' policies and practices regarding GBVH.

5. Implementation Strategies

In supporting the implementation of this Policy across the Fund's internal and external stakeholders, the Fund adopts the following implementation strategies:

- a. **Capacity Building:** the Fund will provide training programs to Fund Managers and their employees to enhance their understanding and management of GBVH safeguarding, including raising awareness, survivors' protection and GBVH incidents grievance procedures.
- b. **Communication:** the Fund will communicate this Policy with the Fund Managers and require the Fund Managers to adopt robust GBVH policies. Fund Managers shall ensure that each SME maintains an adequate GBVH policy. The Fund Managers and SMEs may adopt the GBVH policies templates provided by the Fund.

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6. GBVH-Related Action Items for Fund Managers

The Investment Adviser will communicate and require Fund Managers to implement GBVH-related action items, including:

- implementing gender-sensitization training for its staff at least once annually;
- strengthening reporting mechanisms for GBVH-related incidents and grievances;
- conducting regular GBVH risk assessments;
- engaging relevant internal and external stakeholders on addressing GBVH-related issues;
- reporting regularly on GBVH action plans and progress; and
- collaborating with SMEs to ensure similar GBVH action plans are developed and implemented at the SME level.

7. Sanctions

Sanctions for GBVH-related misconduct within the Fund may include dismissal or contract termination. Allegations are investigated using a survivor-centered approach, ensuring confidentiality and protection. External allegations require thorough investigation and appropriate actions to prevent future incidents. Confidentiality is prioritized, with support provided through third-party services. Documentation is securely maintained, and privacy is upheld unless legally required otherwise.

8. Reporting

Survivors are encouraged to report all GBVH incidents related to the Investment Adviser to ensure justice, provide support, and monitor risk trends. All reported GBVH incidents will be managed and resolved by the Facility in accordance with the Facility's External Grievance Mechanism Procedure - 6.5.1. Reporting within twenty-four (24) hours is recommended for prompt action and support, although all reports will be investigated regardless of timing. This process helps improve GBVH prevention and redressal efforts.