



# Gender ROI™ - A Revolutionary Approach to Integrating Gender in Your Organization

**Gender Training in Singapore**

August 2024

# Building investment ecosystem for GLI

Sweef's strategies fill a significant market gap by focusing on diversity and gender equality as drivers of value that deliver strong returns to our investors and improve lives and livelihoods of women and communities in Asia Pacific.



Healthcare



Education



Sustainable  
Food Systems  
& Consumer  
Goods



Climate  
Resilience



**Led by Women:** Businesses founded and led by women, often responsive to the needs of their community. Removing the ~US\$1.48 trillion financing gap that is a barrier to growth and innovation for women entrepreneurs could unlock between US\$2.5 and \$5 trillion. *Sources: IFC and BCG*



**Powered by Women:** Businesses operating in growth sectors with a high prevalence of women, especially in the labour force. Women represent more than 50% of the workforce in growth areas including health, education and sustainable food. *Source: McKinsey*



**Meeting Women's Needs:** Businesses providing vital products and services that meet the unmet needs and wants of women and girls. The consumer power of women is growing. Women are expected to control ~75% of discretionary spending worldwide by 2028. *Source: BCG*



**Demonstrating Excellence:** Businesses already demonstrating a commitment to gender equality in areas including pay equity, leadership and benefits. Enhanced workforce and leadership participation for women to drive virtuous cycle in value creation.

**Identifying latent value & all-around support for management teams**

# Sweef Capital Impact Framework



## Assessing ESG

All investments are screened & monitored using ESG practices



## Contributing to Sustainability

We map our investments to IMP impact classes and SDGs



## Responsible Investing

There are companies we exclude from our investable universe



## Monitoring & Performance

Our impact measurement systems and data are designed to capture and track performance



## Focusing on Diversity

We employ data driven strategies to unlock the empowerment of women



## Impact Governance

We value compliance with local & international laws & strong ethics as fundamental

# Focus on measurable improvements in the lives and livelihoods of people and communities, particularly women

## Embedding gender equality and diversity across the 4 Enterprise Dimensions



**Leadership** – Women in leadership positions promote diversity and gender equality within their own spheres of influence



**Workforce** – Leadership championing women through its values systems, policies, and practices and is one of the key foundations of business resiliency



**Value Chains** - Enterprise leadership enables women's economic empowerment through its customers and suppliers



**Society** – Benefits from the active contributions of the other dimensions resulting in improvement to women's well-being, their family and community, contributing to peace, and security

## Resulting outcomes of s as measured through the 3 Gender ROI™ Outcome Pillars



### Resilience

Women's economic empowerment enables them to access resources and participate in decision making processes that affect their lives and family



### Opportunity

Women's economic empowerment will not be absolute if women are not provided equal access to opportunities



### Inclusion

Addressing barriers that constrain women's continued employment and advancement

# At a glance, the Gender ROI™ Matrix



## Resilience

Women's economic empowerment builds individual and business resiliency

- Women business ownership
- Senior management representation

## Opportunity

Equal access to opportunities to ensure absolute empowerment

- Top 10% employees by compensation
- Performance, evaluation, and progression

## Inclusion

Addressing barriers that constrain women's employment and advancement

- Inclusive health insurance policies
- Survivor-centered prevention and response to gender-based violence and harassment

### Leadership

Women in leadership champions diversity and gender equality within their spheres of influence

### Workforce

Benefits from leadership championing women through policies, practices

- Women's middle management representation
- Gender wage equity
- Women workforce participation

- Gender diversity in recruitment
- Gender lens in policies and strategies
- Professional development, networking, and mentoring

- Women workforce support policies
- Women turnover rate
- Women in part-time and temporary employment

### Value chains

Leadership promoting women's economic empowerment through its supply chains and customers

- Gender disaggregated data in supply chains
- Gender disaggregated data in value chains

- Gender responsive procurement
- Gendered approach to value chains

- Compensation ratio for women hourly workers
- Fair treatment of part-time and temporary workers

### Society

Trickle down effect from other dimensions resulting in improvements in women's wellbeing, their families and communities

- Addressing climate risks

- Community engagement through CSR initiatives

- Gender equality beyond workplace

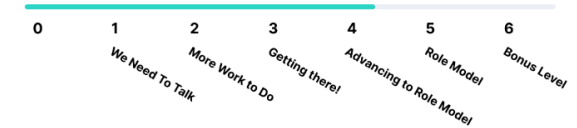
# Sweef Capital Gender ROI™ via Equilo platform

## Gender ROI™ Pillar Assessment Results



Gender ROI™ Score

**3.93**



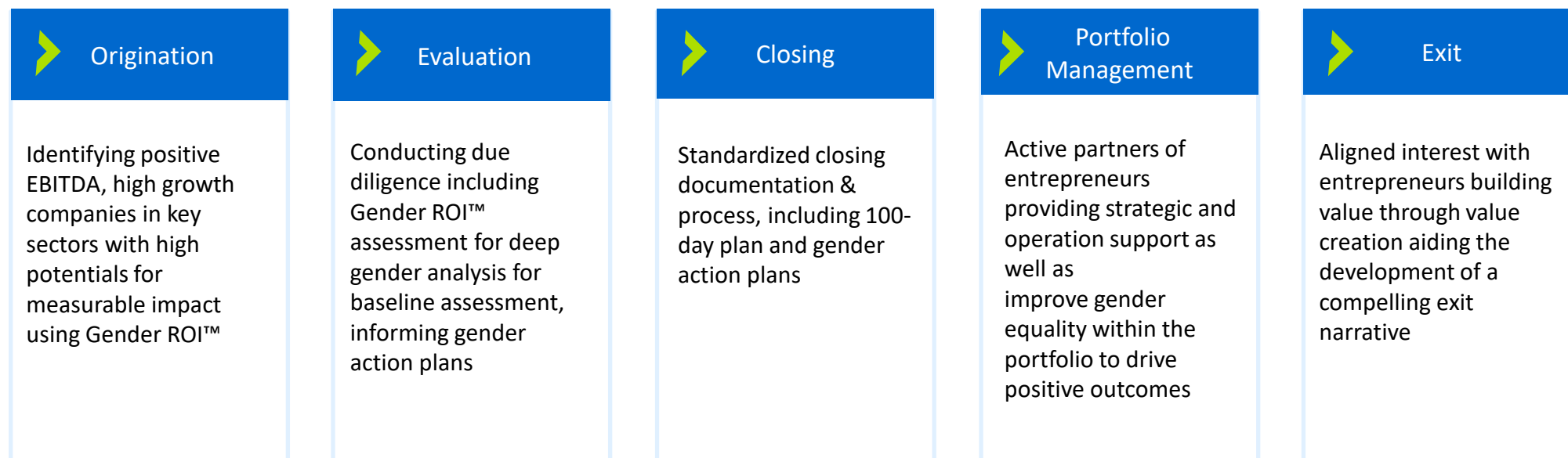
Financial Processes, Products, & Services

**2.09**

<https://app.equilo.io/#/roi>

# Sweef Capital employs robust investment processes, portfolio management and governance

Sweef Capital employs strong processes and governance through the lifecycle of its investments and relies on evidence-based decision-making, alignment of incentives and refinement of decision-useful data over time to support decision-making processes.



# Case Study: TEKY

By 2027, Teky will have:



Children in public schools receive foundational skills in and awareness of STEAM education



Children receive foundational skills in and awareness of STEAM educations through offline centre courses



High quality jobs in the education technology sector are created



150,000 students enrolled



16,000 girls enrolled



483 teachers employed



43,000 hours of teacher training



485 full-time jobs for women





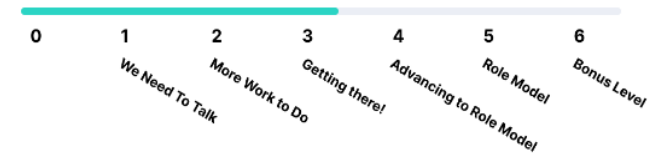
# Case Study: TEKY

## Gender ROI™ Pillar Assessment Results



## Gender ROI™ Score

# 3.18



- Collaboration drives the integration of gender equality and diversity across various policies and practices, including recruitment, performance evaluation, and professional advancement.
- Establish policies to address gender-based violence (GBV) and providing support for survivors.
- Promotes the use of gender-disaggregated data in supply chains to inform gender-responsive procurement policies.
- TEKY's STEAM programs for girls aim to shift the concentration of women professionals towards non-STEAM positions.

## Women's Role in Climate Solutions



### **Empowering Future Generations**

Sweef Capital's partnership with TEKY seeks to create a positive impact on climate resilience, mitigation, and overall sustainability while empowering future generations with the knowledge and skills needed to address the challenges of climate change

### **Climate Governance**

Establishing a climate-specific governance structure reflects TEKY's focus on managing climate risks and opportunities effectively

### **Emissions Reduction Targets**

Setting specific emissions reduction targets demonstrates TEKY's commitment to mitigating its environmental impact

THANK YOU

Sweef Capital

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