



# Planisphera

## Gender Approach

Planisphera adopts a gender approach aligned with the principles of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Beijing Platform for Action (1995), and the commitments of the 2030 Agenda for Sustainable Development—particularly SDG 5 (Gender Equality) and SDG 13 (Climate Action).

We recognize that climate change, sustainable finance, and development processes are not gender-neutral. Structural inequalities continue to limit women’s participation in decision-making, as well as their access to resources and to the benefits of a sustainable transition.

Accordingly, Planisphera is committed to:

- Ensuring the full, effective, and meaningful participation of women in projects, technical processes, and decision-making spaces.
- Integrating a gender perspective into all relevant strategies, policies, and advisory services.
- Promoting women’s leadership in sustainability, finance, climate governance, and public policy.
- Preventing and rejecting all forms of discrimination, stereotypes, and gender-based violence, while fostering safe, respectful, and inclusive environments for all individuals.

We recognize that achieving gender equality requires the engagement of all people, including men as allies in this transformation. Internally, we promote practices that ensure equal opportunities, strengthen gender-related capacities, and support inclusive organizational cultures.

We advocate for the full, informed, and meaningful participation of women and people of diverse gender identities in decision-making processes, as well as for the creation of environments free from discrimination.

This approach is integral to our identity. At Planisphera, we are convinced that there can be no just transition and no effective climate action without gender equality.