NIRSAL PLC

THE NIGERIA INCENTIVE-BASED RISK
SHARING SYSTEM FOR AGRICULTURAL LENDING

NIRSAL GENDER POLICY

NIRSAL

THE NIGERIA INCENTIVE-BASED RISK
SHARING SYSTEM FOR AGRICULTURAL LENDING

GENDER POLICY

ADVANCING EQUITY AND INCLUSION: OUR GENDER POLICY

This Gender Policy establishes our organization's unequivocal commitment to fostering a culture of gender equity, dignity, and respect. We recognize that gender diversity is a fundamental strength and that equality is a universal human right and a cornerstone of a just, innovative, and high-performing workplace.
This document outl

ines our principles and actionable commitments to eliminate gender-based discrimination and bias in all our practices—from recruitment and career progression to leadership and workplace culture. It serves as our roadmap to creating an environment where every individual, regardless of gender identity or expression, can thrive, contribute fully, and realize their potential.
Our commitment is not only a matter of policy but a reflection of our core values and a critical driver of our collective success

NIRSAL PLC
THE NIGERIA INCENTIVE-BASED RISK
SHARING SYSTEM FOR AGRICULTURAL LENDING

MOVING FORWARD WITH PURPOSE AND ACCOUNTABILITY

This policy is our formal pledge to build and sustain a workplace defined by true gender equity. It is a living framework that guides our decisions, holds us accountable, and demands continuous action. We commit to translating these principles into tangible progress—through measurable goals, regular review, and an unwavering dedication to improvement.

Our journey toward equality is ongoing. By embedding these commitments into the fabric of our organization, we affirm that respect, fairness, and inclusion are not just ideals, but the essential standards by which we operate. This is our promise to our people, our partners, and our future.

NIRSAL PLC
THE NIGERIA INCENTIVE-BASED RISK
SHARING SYSTEM FOR AGRICULTURAL LENDING

NIRSAL

THE NIGERIA INCENTIVE-BASED RISK SHARING SYSTEM FOR AGRICULTURAL LENDING

GENDER POLICY

NIRSAL PLC

THE NIGERIA INCENTIVE-BASED RISK SHARING SYSTEM FOR AGRICULTURAL LENDING

OUR COMMITMENT TO A SUSTAINABLE FUTURE

This Environmental, Social, and Sustainability (ESS) Policy establishes the guiding principles and commitments that define who we are and how we operate. It reflects our fundamental belief that long-term success is inextricably linked to our responsibility toward the environment, our people, and the communities we serve.

This document outlines our framework for ethical governance, proactive risk management, and positive impact. It is a declaration of our intent to integrate sustainability into the core of our strategy, decision-making, and culture, ensuring we build a resilient and responsible legacy for all our stakeholders.

CONTENTS

LIST OF ACRONYMS AND DEFINITIONS:

1.	**ARMS**:	Agribusiness Risk Management Solutions.
2.	**AVC**:	Agricultural Value Chain.
3.	**CEDAW**:	Convention on the Elimination of All Forms of Discrimination against Women.
4.	**CRG**:	Credit Risk Guarantees
5.	**CSA**:	Climate-Smart Agriculture
6.	**DAE**:	Direct Access Entity
7.	**FIs**:	Financial Institutions
8.	**FPIC**:	Free, Prior, and Informed Consent
9.	**GA**:	Gender Assessment
10.	**GAP**:	Gender Action Plan
11.	**GCF**:	Green Climate Fund
12.	**GDP**:	Gross Domestic Product (implied context of economic loss)
13.	**GRM**:	Grievance Redress Mechanism
14.	**IDS**:	Interest Drawback Scheme
15.	**ILO**:	International Labour Organization
16.	**IRM**:	Independent Redress Mechanism
17.	**NCCC**:	National Council on Climate Change
18.	**NDCs**:	Nationally Determined Contributions
19.	**NIRSAL**:	Nigeria Incentive-Based Risk Sharing System for Agricultural Lending (Note: Used throughout as the name of the organization)
20.	**POC**:	Proof of Concept
21.	**SDGs**:	Sustainable Development Goals[21].

1. INTRODUCTION AND FRAMEWORK

1.1 Background and Rationale

Agriculture is the backbone of Nigeria's economy, employing over 20% of the national workforce. However, a significant gender gap persists: women farmers produce 30% less per hectare than their male counterparts, primarily due to limited access to quality inputs, extension services and credit. This productivity gap is not just a social issue but an economic one, costing Nigeria approximately US$8.1 billion in lost GDP annually.

Climate change acts as a "risk multiplier" exacerbating these inequalities. Women, who are often responsible for staple food crops and household water security are disproportionately affected by climate-induced droughts and floods.

The Nigeria Incentive-Based Risk Sharing System for Agricultural Lending (NIRSAL Plc.) as a pioneer in agricultural risk sharing, recognizes that climate resilience cannot be achieved without addressing these gender-specific barriers. This policy serves as the framework to ensure that NIRSAL's interventions from credit guarantees to technical assistance actively empower women as leaders and innovators in climate-smart agribusiness.

NIRSAL Plc., is a non-bank financial institution established in 2013 to transform Nigeria's agriculture sector by de-risking it and making it more attractive to commercial finance. Established out of a landmark collaboration between the Central Bank of Nigeria, the Federal Ministry of Agriculture and Food Security and the Bankers' Committee, NIRSAL exists to unlock affordable, structured finance for agribusinesses across the value chain.

NIRSAL's core mandate is to redefine how agriculture and agribusiness-related credit risks are perceived, measured, priced and shared. We achieve this by:

- De-risking agribusiness finance
- Fixing broken agricultural value chains
- Building the long-term capacity of both financiers and agribusinesses.

Vision and Mission

NIRSAL's strategic direction is guided by a commitment to inclusive growth and national prosperity.

- Vision: Transforming the Economy, Delivering Inclusive Growth and Impacting Lives.
- Mission: To forge partnerships between agriculture and finance, maximizing the potential of agriculture for food security, job creation and economic growth.

NIRSAL is committed to delivering inclusive growth by de-risking the entire value chain, ensuring that every player—from the smallholder farmer to the large-scale processor—has the financial support to thrive, ultimately impacting lives through food security and sustainable wealth creation."

NIRSAL stands as a transformative bridge between the financial world and the vast potential of the Nigerian agricultural landscape. As a non-bank financial institution, it does not just lend money; it re-engineers the entire agricultural ecosystem to make it safe, profitable and attractive for private investors.

1.1.1 The Core Mandate

NIRSAL operates under a specific mandate to stimulate the flow of affordable finance and investments into the agricultural sector. Unlike a traditional bank, NIRSAL acts as a facilitator and a "risk-manager". Its mandate is executed through five strategic pillars:

1. Risk Sharing: Sharing credit risks with banks by providing guarantees (up to 75%) to cover potential losses on agricultural loans.
2. Technical Assistance: Building the capacity of both banks (to understand agric-lending) and farmers (to improve productivity).
3. Insurance: Developing innovative insurance products (like weather index insurance) to protect farmers from natural disasters.
4. Incentives: Rewarding diligent borrowers with interest rebates and providing incentives for banks that increase their agricultural portfolios.
5. Rating: Rating banks based on their effectiveness in agricultural lending to create a competitive and transparent environment.

1.1.2 Strategic Focus: The Value Chain Approach

NIRSAL's operational platform is structured around its Agricultural Value Chain (AVC) approach. Instead of looking at a farmer in isolation, NIRSAL looks at the entire journey—from the "Pre-Upstream" (seeds and fertilizer) to the "Midstream" (processing and storage) and finally the "Downstream" (logistics and markets).

By fixing the "broken links" in this chain, NIRSAL ensures that when a bank lends money, there is a clear path to production, a guaranteed buyer (off-taker) for the produce and a higher probability of loan repayment.

NIRSAL, as a lead de-risking entity for the Nigerian agricultural sector, recognizes that agricultural expansion is a primary driver of environmental change and social shifts. Nigeria's agricultural landscape is currently transitioning from subsistence-based farming to an industrialized, commercial model. While this transition is vital for national food security, it introduces complex risks including deforestation, soil degradation and community displacement.

To maintain its mandate of "facilitating agribusiness". NIRSAL must ensure that the capital it unlocks does not cause harm. This ESS Framework is the primary instrument for identifying, avoiding and mitigating the environmental and social (E&S) risks inherent in the Agricultural Value Chain (AVC). By establishing comprehensive standards, NIRSAL ensures that the transition to industrial agriculture is sustainable, protecting both the natural ecosystem and the social fabric of rural communities.

1.2 Statement of Commitment

Driven by our core mandate to **'Transform the Economy and Deliver Inclusive Growth',** NIRSAL Plc is evolving into a premier hub for climate-smart investment. Beyond our pursuit of **GCF Direct Access**, we are dedicated to unlocking a broad spectrum of climate finance, from the **Global Environment Facility (GEF)** and **Adaptation Fund** to **Sovereign Green Bonds** and **Blended Finance** vehicles. By integrating these international and domestic funding avenues, we ensure long-term prosperity for all Nigerian stakeholders. We pledge to:

- **Mainstream Gender Equality** as a core institutional value and a mandatory requirement for all funding and risk-sharing operations.
- **Promote Inclusion of Women in Leadership** within the agricultural value chain, ensuring that female-led agribusinesses have equitable access to NIRSAL's five business pillars.
- **Ensure Zero Tolerance** for gender-based discrimination or violence within our corporate structure and project implementation environments.

1.3 Alignment with International and National Standards

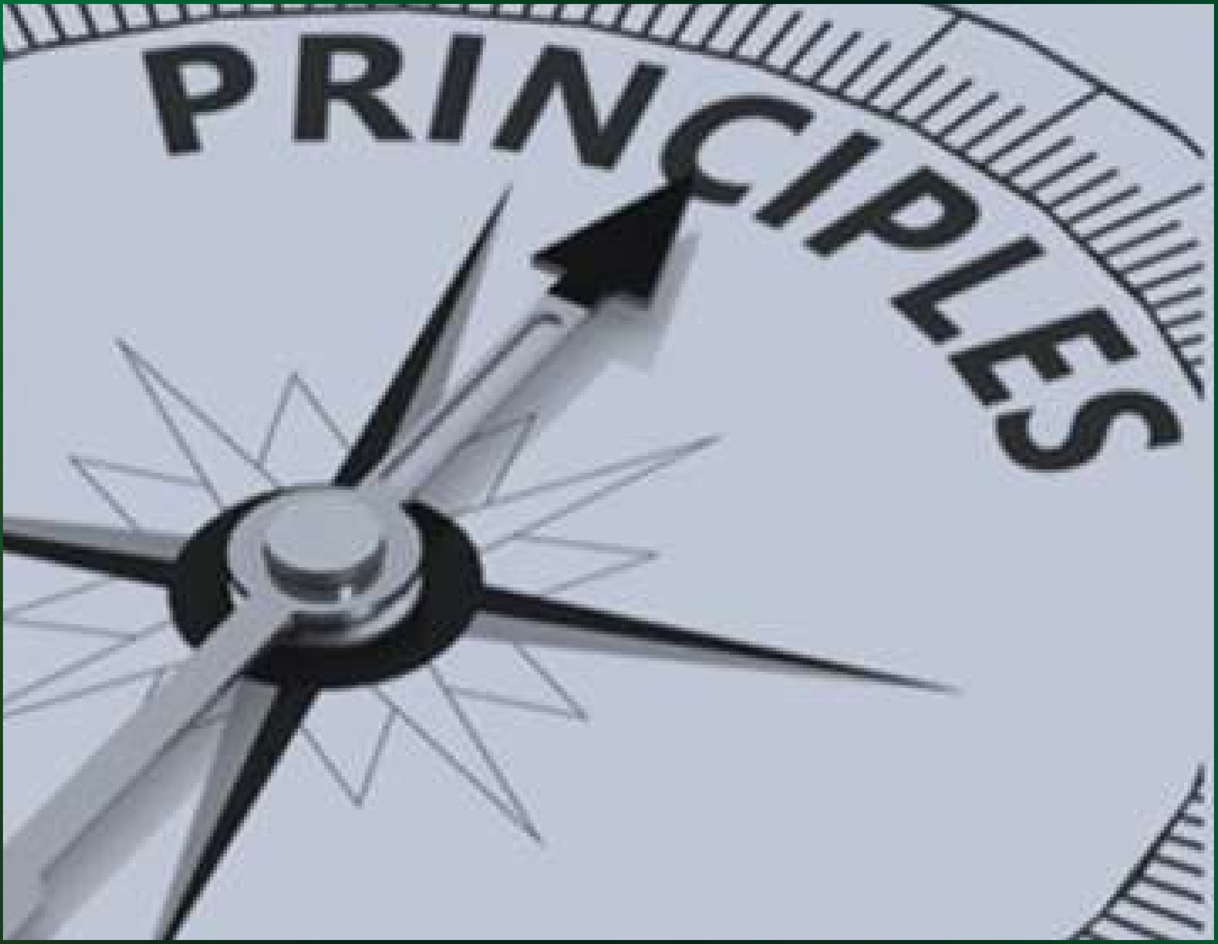
This policy is designed to be fully compliant with the highest global benchmarks for climate finance and social inclusion such as:

- **GCF Gender Policy (Decision B.24/12):** Adopting the mandate for a "gender-sensitive approach" in all processes and operations.
- **World Bank Gender Strategy (2024–2030):** Aligning with the pillars of "Expanding Economic Opportunities" and "Engaging Women as Leaders".
- **Nigeria's Nationally Determined Contributions (NDCs):** Supporting the national commitment to mainstream gender across all sectors, including the National Action Plan on Gender and Climate Change (2020).
- **Sustainable Development Goals (SDGs):** Direct contribution to SDG 5 (Gender Equality) and SDG 13 (Climate Action).

1.4 Scope of Application

This policy applies to all facets of NIRSAL's operations including:

1. **Internal Governance:** Covers human resources, procurement, budgeting and institutional capacity building.
2. **External Operations:** Applies to the design, implementation and monitoring of all activities under NIRSAL's five business pillars (Risk Sharing, Technical Assistance, Insurance, Bank Rating and Incentive Mechanisms).
3. **Partnerships:** All partner financial institutions (FIs), agricultural value chain (AVC) actors and delivery partners are required to adhere to the gender responsive standards outlined in this policy as a condition of engagement.


PRINCIPLES

2. GUIDING PRINCIPLES

The following principles underpin the core values of NIRSAL and are aligned with the Governing Instrument for the GCF and the Paris Agreement, as well as the international financial institution (IFI) safeguards, sustainable development goals (SDG) and Development Finance Institutions (DFI), including:

2.1 Human Rights and Non-Discrimination

- **Equal Access:** NIRSAL recognizes the equal rights of women and men to access its financial and technical services to adapt to and mitigate the impacts of climate change.
- **International Alignment:** This policy is congruent with the Universal Declaration of Human Rights, the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the International Labour Organization's (ILO) core conventions.
- **Equity for Vulnerable Groups:** In all de-risking operations, NIRSAL shall prioritize the rights of women, indigenous peoples and local communities who are in vulnerable situations.

2.2 Inclusion and Participation

- **Consultative Decision-Making:** NIRSAL requires that women and men be provided with equal opportunities to take an active part in stakeholder consultations and decision-making during project preparation, implementation and evaluation.
- **Equitable Engagement:** NIRSAL will apply the principles of inclusion and non-discrimination to ensure that marginalized groups are not only beneficiaries but also active partners in climate-smart agriculture.
- **Free, Prior and Informed Consent (FPIC):** For projects involving indigenous peoples, NIRSAL will adhere to the principle of FPIC in line with its environmental and social safeguard standards.

2.3 Accountability and Transparency

- **Information Disclosure:** Through its Information Disclosure Policy, NIRSAL will provide accurate, gender-related and timely information to stakeholders regarding its guidelines, standards and project operations.
- **Institutional Responsibility:** NIRSAL is responsible for dedicating the necessary financial, human and material resources to make this gender approach comprehensive and effective.
- **Redress Mechanisms:** Any gender-related grievances occurring within projects will be processed through the project-level Grievance Redress Mechanism (GRM) or the GCF Independent Redress Mechanism.

NIRSAL

POLICY OBJECTIVES

3. POLICY OBJECTIVES

These objectives define how NIRSAL will operationalize its vision of "Transforming the Economy and Delivering Inclusive Growth" through a gender lens.

3.1 Innovation in Climate-Smart Agriculture (CSA)

- **Gender-Responsive Models:** Support climate change interventions and innovations through a comprehensive gender approach applied by NIRSAL and its network of partners.
- **Knowledge Generation:** Generate and document best practices from gender-inclusive agribusiness to promote learning across the Agricultural Value Chain (AVC).

3.2 Advancing Women's Economic Empowerment

- **Targeted Investment:** Promote climate investments that specifically advance gender equality through mitigation and adaptation actions within NIRSAL's five business pillars.

- **Closing the Productivity Gap:** Contribute to reducing the gender gap in climate-exacerbated social and economic vulnerabilities through mainstreaming gender issues in all NIRSAL-facilitated finance.

3.3 Gender-Responsive Risk Mitigation

- **Safeguard Integration:** Minimize social and gender-related risks in all climate change actions by requiring mandatory Gender Assessments (GA) and Gender Action Plans (GAP) for every project.
- **Sociocultural Context:** Integrate an analysis of the sociocultural factors underlying gender inequality into the design of de-risking tools.

3.4 Institutional Excellence

- **Internal Parity:** Enhance gender equality and balance within NIRSAL's governing structure and day-to-day operations.
- **Capacity Building:** Organize continuous gender training for NIRSAL staff, Financial Institutions (FIs) and delivery partners to ensure they possess the competencies to meet the requirements of this policy.

PILLAR-SPECIFIC GENDER INTEGRATION STRATEGIES

4. PILLAR-SPECIFIC GENDER INTEGRATION STRATEGIES

4.1 Pillar 1: Risk Sharing

The Risk Sharing pillar is NIRSAL's primary tool for sharing credit risks with providers of finance and investments (up to 75% guarantee). To mainstream gender, NIRSAL will:

- **Prioritize Women-Owned Agribusinesses:** NIRSAL will actively prioritize the issuance of Credit Risk Guarantees (CRG) for financial institutions lending to women-led enterprises and female smallholder farmer cooperatives.
- **Proof of Concept (POC) Gender Quotas:** For all direct POC investments and de-risked agribusiness models, NIRSAL mandates a minimum 40% quota for women-led value chain actors to ensure they are at the forefront of agricultural innovation.
- **Gender-Aware Risk Management:** Agribusiness Risk Management Solutions (ARMS) will incorporate gender-specific risk indicators, recognizing that women face unique socio-economic risks that require tailored mitigation strategies.

4.2 Pillar 2: Technical AssistanceNIRSAL's Technical Assistance pillar fixes broken value chains by building the capacity of financial institutions (FIs) and Agricultural Value Chain (AVC) actors. Gender integration involves:

- **Inclusive Capacity Building:** Training modules for smallholder farmers will be tailored to accommodate the specific needs, literacy levels and time constraints of women. This includes mobile based learning and community-level outreach.
- **FI Sensitization:** NIRSAL will provide mandatory training for FI staff (building on the 8.3k+ already trained) on gender-sensitive credit appraisal to eliminate unconscious bias against female borrowers.

- **Empowering Women in AVCs:** Specialized technical support will be provided to female-led cooperatives to improve their integration into upstream, midstream and downstream segments.

4.3 Pillar 3: Insurance

This pillar focuses on developing and scaling innovative insurance products to protect against climate-induced shocks. To ensure gender responsiveness, NIRSAL will:

- **Design Gender-Sensitive Index Insurance:** Collaborate with insurance partners to develop products that specifically cover crops and livestock managed primarily by women, protecting them from climate shocks such as drought or flooding.
- **Targeted Outreach and Awareness:** Launch gender-targeted awareness programs to educate female farmers on the benefits of insurance as a climate adaptation tool, ensuring they are not excluded from the 1.8 million policies already issued.

4.4 Pillar 4: Incentive Mechanism

NIRSAL rewards value-added performance by lenders and AVC actors through its incentive frameworks. Gender-based incentives include:

- **Gender-Linked Interest Drawback Scheme (IDS):** NIRSAL will provide higher interest rebates or bonuses to lenders and agribusinesses that demonstrate significant impact in female employment, women's economic empowerment or gender transformative climate actions.
- **Recognition of Gender Leaders:** Use the incentive mechanism to profile and reward "Gender Champions" among AVC actors, encouraging a culture of inclusion across the Nigerian agricultural sector.

By integrating these strategies, NIRSAL Plc moves beyond general awareness to gender-transformative action, ensuring that climate finance and de-risking tools are accessible, equitable and impactful for all.

4.5 Pillar 5: Bank Rating

NIRSAL's Bank Rating Pillar (formally known as the Holistic Bank Rating Mechanism) explicitly integrates gender inclusion as a key component of its Social Impact evaluation. By weighting social outcomes alongside technical lending performance, NIRSAL incentivizes financial institutions to proactively bridge the gender gap in agricultural finance.

The mechanism evaluates banks based on two broad categories: Lending Outcomes (80%) and Social Impact (20%). Gender inclusion is embedded within the Social Impact category through several specific metrics:

- **Lending to Underserved Segments:** Banks are rated on their ability to reach "pooled" smallholder farmer segments, which are disproportionately composed of women who often lack individual collateral like land titles.
- **Increased Social Inclusion:** This metric specifically tracks the bank's reach into marginalized and unbanked populations, where women are statistically more excluded than men.
- **Impact on Borrower Income:** NIRSAL monitors whether a bank's financial interventions lead to increased income for the borrowers, ensuring that loans translate into economic empowerment for female agripreneurs.
- **Reward-Based System:** Banks that achieve high scores in social impact largely driven by their gender-inclusive practices become eligible for financial rewards, such as interest drawbacks or cash awards.

- **Lowering Barriers:** By rewarding banks for lending to "pooled" groups (like cooperatives), NIRSAL encourages them to bypass traditional land-based collateral requirements that frequently bar women from accessing agro-credit.

OPERATIONAL REQUIREMENTS (ALIGNED TO THE STANDARDS OF GCF AND INTERNATIONAL CLIMATE FUNDERS)

5. OPERATIONAL REQUIREMENTS (ALIGNED TO THE STANDARDS OF GCF AND INTERNATIONAL CLIMATE FUNDERS)

5.1 Project Preparation Phase

At the project preparation stage, NIRSAL requires all its Delivery Partners and Agricultural Value Chain (AVC) actors to adhere to the following:

- **5.1.1 Mandatory Gender Assessment (GA):**
  - Every funding proposal must be accompanied by a comprehensive Gender Assessment.
  - The assessment must analyse the specific context and socio cultural factors underlying gender inequality within the project's target area.
  - The funding proposal should identify the different needs, roles and potential contributions of women and men to ensure that climate interventions optimize their participation and resilience.

5.1.2 Development of Project-Level Gender Action Plan (GAP):

- A project-level GAP is a mandatory component of the funding proposal.
- The GAP must outline specific activities, gender-responsive indicators and clear targets designed to advance gender equality and women's empowerment.
- The GAP must ensure that both women and men are provided with equal opportunities to participate in stakeholder consultations and decision-making during the design phase.

5.2 Implementation and Monitoring

During project execution, NIRSAL ensures continuous oversight of gender objectives:

5.2.1 Protocols for Sex-Disaggregated Data Collection:

- NIRSAL requires the collection and reporting of sex-disaggregated data for all project activities, providing both qualitative and quantitative insights.
- This data is essential for tracking the different impacts of climate finance on women and men and for ensuring accountability.

5.2.2 Refining Gender Indicators and Targets:

- Partners are required to periodically update and refine gender related baselines and indicators as the project evolves.
- NIRSAL must be notified of any major changes in project design or execution that could affect the implementation of the Gender Action Plan.
- Annual performance reports must explicitly include progress made against the project-level GAP.

5.3 Accountability Mechanisms

NIRSAL maintains a robust framework for addressing grievances and ensuring compliance:

5.3.1 Gender-Inclusive Grievance Redress Mechanism (GRM):

- Every project must utilize a Grievance Redress Mechanism that is accessible and responsive to gender-related issues, including reports of discrimination or unequal access.
- The GRM will leverage NIRSAL's existing organizational structures to ensure timely resolution of complaints.

5.3.2 Coordination with the GCF Independent Redress Mechanism:

- o Gender-related grievances that cannot be resolved at the project level may be processed through the GCF's Independent Redress Mechanism (IRM).
- o NIRSAL committed to providing transparent information about these mechanisms to all stakeholders, as per its Information Disclosure Policy.

GOVERNANCE AND INSTITUTIONAL CAPACITY

6. GOVERNANCE AND INSTITUTIONAL CAPACITY

6.1 Institutional Arrangements: Roles and Responsibilities

NIRSAL's integration of gender considerations into its existing organizational structure is to ensure that mainstreaming is both a top-down and bottom-up process.

Board of Directors and Executive Management:

- The Board holds ultimate accountability for the policy's success and will approve periodic updates to the Gender Policy and Action Plan.
- Executive Management will ensure that gender objectives are integrated into NIRSAL's annual corporate goals and strategic planning.

The Gender Specialist (Policy Lead):

- NIRSAL's **Gender Specialist** designated within its management team is to serve as the primary architect and overseer of the policy.
- **Responsibilities:** Coordinating the implementation of Project-Level Gender Action Plans (GAPs), overseeing sex-disaggregated data collection and leading coordination with the National Council on Climate Change (NCCC) and the GCF Secretariat.

Departmental Gender Focal Points:

- Gender Focal Points appointed across NIRSAL's core departments Risk Sharing, Technical Assistance, Insurance and Incentive Mechanisms is to ensure that gender-sensitive strategies are operationalized within each pillar.

Gender Advisory Group:

- As required, NIRSAL may establish a group of external experts or consultants to provide technical guidance on complex gender assessments or to review high-risk projects if required.

6.2 Resource Allocation and Budgeting

NIRSAL is committed to dedicating the financial and human resources necessary to make its gender approach effective as mandated by the standards of GCF and other international climate funders.

Dedicated Gender Budgeting:

- o NIRSAL will allocate specific annual budget lines for gender-related activities, including project-level Gender Assessments (GA) and the implementation of GAPs.

Operational Funding:

- o Resources will be earmarked for independent project verifications, reviews, and the publication of "best practices" in gender-inclusive agribusiness.

Equity in Resource Access:

- o Budgetary processes will ensure that resources are accessible to women-led cooperatives and female smallholder farmers participating in NIRSAL-funded activities.

6.3 Staff Competency and Capacity Development

Building institutional knowledge is a key priority for operationalizing this policy.

Continuous Internal Training:

- o NIRSAL will organize mandatory gender-sensitization training for all staff to ensure they possess the competencies to meet policy requirements.
- o Specialized training will be provided to the Risk Management and Credit teams on gender-sensitive credit appraisal and social risk mitigation.

Partner and Delivery Partner Capacity Building:

- o NIRSAL will extend its training modules to Financial Institutions (Fis) and Agricultural Value Chain (AVC) actors to build a gender responsive agricultural finance ecosystem.
- o Training will focus on the collection of sex-disaggregated data and the design of inclusive agribusiness models.

This governance structure ensures that NIRSAL achieves the gender balance and institutional excellence required to lead Nigeria's transition toward a climate-resilient and inclusive agricultural sector.

KNOWLEDGE MANAGEMENT AND COMMUNICATION

7. KNOWLEDGE MANAGEMENT AND COMMUNICATION

7.1 Documentation of Best Practices

NIRSAL Plc., will move beyond simple reporting to active knowledge generation, ensuring that successful gender-inclusive agribusiness models are documented and scaled.

- **Capturing Innovation:** NIRSAL will generate, document and archive experiences gained through its five business pillars to promote learning from the best-practice implementation of its partners and value chain actors.
- **Success Stories and Case Studies:** The Gender Specialist will lead the production of annual case studies highlighting female-led agribusinesses that have successfully utilized NIRSAL's Risk Sharing and Technical Assistance tools to achieve climate resilience.
- **Cross-Institutional Learning:** NIRSAL commits to capitalizing on knowledge and expertise gained from other organizations, such as the World Bank and comparable climate finance mechanisms, to refine its own gender-responsive interventions.
- **Archiving for Transparency:** All gender-related assessments, project action plans and evaluation reports will be archived and made available for independent review to document the social dividends of NIRSAL's portfolio.

7.2 Communication and Information Disclosure Strategy

To foster transparency and encourage participation, NIRSAL will implement a comprehensive communication strategy aligned with the GCF Information Disclosure Policy.

- **Accurate and Timely Information:** NIRSAL endeavours to provide accurate, gender-related and timely information to its stakeholders, including Financial Institutions (FIs), the public and the National Council on Climate Change (NCCC), regarding its policy guidelines and project operations.

Multi-Channel Outreach:

- o **Digital Platforms:** Use of NIRSAL's website and social media to profile "Gender Champions" and share sex-disaggregated impact data.
- o **Community Engagement:** Tailored communication for rural female smallholder farmers using local languages and non-digital formats to ensure they are informed of available insurance and technical support.
- · **Stakeholder Consultations:** NIRSAL will ensure that communication during project preparation is gender-sensitive and culturally aware, providing both women and men with equal opportunities to engage in decision-making.
- · **Reporting Progress:** Gender-related achievements will be a mandatory feature of NIRSAL's **Annual Performance Reports**, ensuring accountability to the GCF and the Nigerian public.

This section ensures that the impact of NIRSAL's gender interventions is visible, verifiable and valuable to the entire Nigerian agricultural ecosystem and the international climate finance community.

EFFECTIVENESS AND REVISION

8. EFFECTIVENESS AND REVISION

8.1 Periodic Review and Updates

NIRSAL recognizes that approaches to gender equality and women's empowerment evolve over time. To maintain institutional excellence, the following review framework is established:

- **Review Cycle:** This policy will be subject to a comprehensive review every three to five years to ensure it remains responsive to the culturally diverse context of Nigeria and global best practices.
- **Alignment with International Standards:** NIRSAL will proactively update this policy to align with any amendments or new directives issued by the GCF Board, the World Bank or the United Nations Framework Convention on Climate Change (UNFCCC).
- **Ad-Hoc Revisions:** The Secretariat, through the Gender Specialist, may recommend ad-hoc revisions to the Board to address emerging climate-related risks or to integrate new qualitative and quantitative indicators as required by the GCF's results management framework.

Management Summary

The adoption of this NIRSAL Plc Gender Policy marks a transformative shift from simple gender awareness to a gender-transformative climate action framework. By integrating these standards across its five core business pillars: Risk Sharing, Technical Assistance, Insurance, Incentive Mechanism and Bank Rating Mechanism.

This policy ensures that NIRSAL's de-risking operations not only drive agricultural productivity but also serve as a powerful tool for social equity, empowering Nigerian women as the vanguard of a climate-resilient future.