



FAST-Infra Label

P003: Diversity, Equity, and Inclusion Policy

Version 0.1

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fastinfralabel.org

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The FAST-Infra Label is a credible, consistent, integrative, and globally applicable labelling system designed to empower investors to identify and evaluate the sustainability and resilience performances of sustainable infrastructure projects, with the overarching objective of supporting potential investors investment into sustainable infrastructure to make informed decisions and play a role in the development of creating a liquid asset class.

The FAST-Infra Label took effect in January 2025 with V1.0. All revision cycles begin from this date. In line with ISEAL requirements, the Secretariat will review all Label documents at least every five years, and may revise them earlier if needed.

1 INTRODUCTION

The FAST-Infra Label has diversity, equity, and inclusion at the core of its nature. In line with its goal to promote sustainable and resilient infrastructure in order to improve human and environmental wellbeing, the FAST-Infra Label acknowledges the importance of building and enacting a system that is inclusive and non-discriminatory, enabling infrastructure projects to serve a variety of human needs across a diversity of communities. Furthermore, the FAST-Infra Label recognises the importance of involving and empowering various stakeholders in decision-making processes, ensuring accountability of the system and upholding the credibility of the Label. To achieve a truly diverse and balanced representation, the Label must practise non-discriminatory actions and set forth targeted efforts to drive diversity, equity and inclusion.

2 DRIVING DIVERSITY, EQUITY, AND INCLUSION

2.1 EQUITY

The FAST-Infra Label aims to promote equity through shaping and fostering inclusive and accessible organisational systems and cultures. Equity is about recognising differences between people, communities and societies, and acknowledging different treatments or responses may be required to ensure equal opportunities and a level playing field. Thus, the Label promotes equitable treatment and opportunities for everyone, regardless of age, disability, ethnicity (including race, colour, and nationality), gender, sexual orientation, marital status, pregnancy or parenthood, religion or other belief.

The FAST-Infra Label and its Secretariat act on equity by:

- Promoting the balanced representation of stakeholders from different regions of the world throughout the governance bodies (Steering Committee, Executive Advisory Committee and the Secretariat): ensuring a balanced and diverse representation encourages discussion and consensus among various groups/stakeholders, mitigates the possibility of having dominant voices govern the field, and rejects Western-centric or colonialist approaches to promoting sustainable infrastructure.
- Ensuring the equal treatment of all staff members and stakeholders: the Label's Secretariat commits to treating staff members, governance stakeholders and external stakeholders in an equitable and non-discriminatory manner at all times.
- Embedding equity and non-discrimination actively in the FAST-Infra Label, and keeping a focus on Human Rights throughout the lifecycle of participating infrastructure projects. Projects are required to comply with the Label's minimum safeguards, which include the IFC Performance Standard on Environmental and Social Sustainability (2012), as well as other relevant criteria.

2.2 DIVERSITY AND INCLUSION

For the FAST-Infra Label, valuing differences and promoting inclusion are stepping stones to innovation and collaboration, which are required to tackle the environmental and sustainability challenges of our time. Diverse teams have nuanced perspectives on problems and leverage each other's background and experience to propose solutions and make better decisions.

The FAST-Infra Label and its Secretariat act on diversity and inclusion by:

- Engaging with multiple stakeholders from the field of infrastructure development: the Label encourages the participation of stakeholders with different profiles and working in different sectors (public sector, financial sector, development and private sector, NGO, associations and academia). More than 50 organisations are involved and invited to provide their expert advice and support, share their needs and points of view and help improve the system as part of the Label's governance bodies.
- Fostering the inclusion of stakeholders across the globe, with particular attention to those from emerging markets and developing economies.
- Ensuring the diversity of Secretariat staff through transparent and fair recruitment processes that encourage broad participation, clearly outline required competencies, and attract a diversity of profiles.
- Welcoming all inputs, comments, concerns, or complaints from any interested party at any time via the [Contact Form](#) and the Complaints Form, both of which are available on the [FAST-Infra Label website](#).
- Emphasising diversity and inclusion throughout the social dimension of the Label's framework, namely in the indicators of S6 Gender and Inclusion.

2.3 GENDER

The FAST-Infra Label and its Secretariat aim to help remove any barriers to the development and wellbeing of all genders, to address gender imbalances in decision-making processes, and to ensure that gender and differing impacts on gender are adequately considered at all times throughout the governance of the Label and any decision to issue or extend the Label to an infrastructure project.

The FAST-Infra Label and its Secretariat act on gender equality by:

- Ensuring that all staff are given equal treatment regardless of gender. Our understanding of equality includes, but is not limited to, the creation of equal opportunities for all staff and a guarantee of equal pay.
- Adequately considering gender and differing impacts on gender throughout the Label's operations, governance and impact on global infrastructure and explicitly including gender equality principles in the Label's criteria (S6 Gender and inclusion).
- Committing to promote gender equality across the Label's governance bodies; for instance, by fostering female representation in the Secretariat, Executive Advisory Committee and the Steering Committee.

2.4 ZERO-TOLERANCE POLICY

The Label has zero tolerance for:

- Direct or indirect discrimination of any kind.
- Harassment of any kind, including sexual harassment, and other unwanted conduct related to a protected characteristic, which violates someone's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment for them.
- Retaliation against someone who has complained or has supported someone else's complaint about discrimination or harassment.

3 WELCOMING FEEDBACK

Along with the above, the Secretariat is committed to always improving its policy. If the Secretariat has missed anything, contact the Secretariat through the Contact Form available on our website and let us know how we can improve.