

Gender Policy

Introduction

At AAE, we recognize that environmental and social challenges are deeply interconnected with structural inequalities between women, men, and people with diverse gender identities. These inequalities do not operate in isolation; they intersect with age, ethnicity, geographic origin, socioeconomic status, disability, and other identity dimensions. Through these intersections, gender inequalities directly and indirectly influence access to resources, environmental impacts, and the distribution of project benefits and burdens. At AAE, we integrate this perspective across all our actions and not as an accessory element, but as an essential, holistic component of everything we do. This Gender Policy reflects our institutional commitment to promoting equity and equality as guiding principles in our vision of sustainability and inclusive development.

Commitment and vision

At AAE, we believe that gender equity and equality are not merely objectives, but the pathway to truly sustainable and just environmental development. We are committed to integrating a gender perspective into all our actions and projects, not only to promote equity and equality but also to reduce social risks and strengthen the sustainability of interventions. This commitment ensures that our work is more inclusive, effective, and aligned with national and international frameworks on human rights, climate finance, and environmental and social safeguards.

AAE has a specialized gender team that guides the systematic integration of this approach across all services, projects, and institutional processes. The gender team supports our clients in identifying gender biases in project planning and implementation, as well as in understanding and addressing the differentiated impacts that climate change and environmental transformations have on women, men, youth, older adults, and historically excluded groups. However, we recognize that the responsibility for promoting gender equity and equality does not lie solely with the gender team: it is a cross-cutting commitment that involves every area of AAE. All members of the organization share the responsibility of ensuring that our work actively contributes to closing gaps, reducing social risks, and promoting more just, inclusive, and sustainable environmental development.

Strategic framework Key Objectives

- **Mainstreaming:** Ensure that a gender perspective is present at all stages of AAE's projects and operations.
- **Equitable access and participation:** Promote equitable access to benefits and resources and ensure equal participation of women, men, and people of all gender identities in project decision-making.
- **Inclusive organizational culture:** Foster a work environment free from discrimination, where gender diversity is valued and promoted, with flexible work arrangements that support work-life balance.
- **Gender-focused partnerships:** Collaborate with partners and communities to strengthen gender capacities and promote equity in joint initiatives.

Conceptual and legal framework

This Policy is aligned with the following international instruments and standards:

1. Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)
- 2030 Agenda for Sustainable Development and SDG 5 on Gender Equality
2. Paris Agreement and the UNFCCC Gender Framework, including the Lima Work Programme on Gender and the Gender Action Plan
3. Gender policies, social and environmental safeguards, and standards of international organizations and financial institutions such as the Green Climate Fund, GEF, Adaptation Fund, UNDP, the World Bank, among others.

Guiding principles

AAE's Gender Policy is grounded in a set of principles that guide all institutional decisions, actions, and relationships:

Human rights-based approach: All actions are guided by universal human rights and the obligation to promote equality and non-discrimination, in line with the international frameworks ratified by the States we work with.

Gender equality and equity: AAE promotes equal opportunities for all people, recognizing the structural inequalities affecting women and historically excluded groups, and applying measures to address them.

Intersectionality: We recognize that gender interacts with factors such as age, ethnicity, sexual orientation, disability, social class, or territory, generating multiple forms of inequality that require comprehensive and context-specific responses.

Inclusive participation and empowerment: We promote meaningful, equitable participation of women and people of diverse gender identities in decision-making, ensuring their knowledge, experiences, and priorities are recognized and valued.

Shared institutional responsibility: Gender mainstreaming is a responsibility of the entire organization. Every area and every team member contributes actively to ensuring equality and preventing discrimination or violence.

Environmental sustainability and coherence: Gender equality and environmental sustainability are interdependent. Integrating a gender perspective into environmental action strengthens effectiveness, legitimacy, and justice.

Scope of action and reach

This Policy applies to:

- AAE's core team
- Individual consultants contracted for specific projects
- Strategic partners and allies in joint initiatives and consortia led by AAE
- All projects, consultancies, and operations in which AAE leads or has influence

Internal operations

AAE promotes an organizational culture based on equal opportunities, shared responsibility, and respect for diversity. The organization supports work-life balance through flexible work arrangements and safe, harassment-free and discrimination-free work environments. These principles are complemented by AAE's institutional Code of Ethics and the company's Grievance Redress Mechanism.

Projects and consultancies with inclusive participation

In line with our Policy Statement and Approach to the Engagement of Rightsholders and Stakeholders, we ensure that the voices and needs of women, men, and people of diverse gender identities are included and considered in project consultation, participation, and decision-making processes.

Communication

All AAE institutional communication uses inclusive, non-discriminatory language and promotes images and narratives that reflect gender diversity and avoid reinforcing stereotypes.

Collaboration with gender perspective

In our work with partners and allies, we encourage them to respect and share the principles of this Policy.

This Policy will be reviewed annually, or earlier if required by the context, to ensure its relevance and effectiveness. It must be read in conjunction with AAE's other institutional policies and is mandatory for all.

December 2025



Diego Martino, Director



Guido Fernández de Velasco, Director

Glossary

Gender equity: Fair conditions that acknowledge and correct historical and structural inequalities affecting people based on gender.

Gender equality: A situation in which women, men, and people of all gender identities have the same rights, responsibilities, and opportunities across all spheres of life.

Intersectionality: An approach that recognizes how gender intersects with factors such as ethnicity, age, social class, sexual orientation, disability, or territory, generating differentiated forms of discrimination or privilege.

Empowerment: A process through which women and historically excluded groups strengthen their capacity for decision-making, action, and leadership in social, political, economic, and environmental spheres.

Gender sensitivity: The capacity to identify and respond to the specific differences and needs of people based on gender, avoiding “gender-neutral” approaches that perpetuate inequalities.

Gender gap: Systematic differences in access to resources, decision-making power, opportunities, and benefits among women, men, and people of other gender identities.

Gender mainstreaming: A strategy that integrates a gender perspective into all institutional policies, programs, projects, and processes rather than treating it as a standalone topic.

Gender justice: The transformation of power structures, norms, and relationships that perpetuate inequalities, ensuring the full exercise of human rights for all people.