

Gender Screening Questionnaire: Infrastructure

This questionnaire is to be completed by investees and/or clients during the screening stage of the deal process to enable potential investors to better understand the current level of gender diversity and inclusion, initiatives to support women entrepreneurs, and efforts to serve female users and customers. Some of the questions are derived from the 2X Challenge.

CDC is a founding member of the 2X Challenge, a DFI initiative to mobilise \$3 billion for investment in business activities that benefit women by 2020. To qualify, investments must meet the criteria for female entrepreneurship, leadership, employment or consumption. More details on the 2X Challenge can be found at 2xchallenge.org.

	YES	NO	Current %	No data/unclear
1. OWNERSHIP. Was the business founded by a woman or do women own a majority share of the business?				
	Notes			
2. BOARD. Do women represent 30% or more of the board?				
	Notes			
3. SENIOR MANAGEMENT. Do women represent 30% or more of the senior management team? ³				
	Notes			
4. EMPLOYEES. Do women make up 30% or more of the workforce? ⁴				
	Notes			
5. CUSTOMERS. Does the business specifically target female customers and/or design products or services tailored to women's needs, preferences or behaviours? ⁵			N/A	
	Notes			
6. [FOR INFRASTRUCTURE-FOCUSED FUNDS ONLY] Do 30%+ portfolio companies answer yes to at least one of the questions 1-5?				
	Notes			
7. Is there commitment or capacity to create significant jobs for women, refine product and/or service offerings to better serve female customers and/or undertake workforce gender diversity efforts? Is the investee interested in scaling-up its efforts?			N/A	
	Notes			