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# **SUPPORT TO COMPANIES AND INVESTORS**

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PREVENTION AND RESPONSE TO SEXUAL  
EXPLOITATION, ABUSE AND HARASSMENT

## **WHY WORK WITH SEXUAL EXPLOITATION, ABUSE AND HARASSMENT**

The support to companies and investors in the private sector aims to improve the Environmental, Social and Governance (ESG) work by establishing a systemic approach on how to concretely prevent and respond to gender-based violence, and specifically to sexual exploitation, abuse and sexual harassment (SEAH) in their supply chains as well as their immediate context.

Safeguarding the right to live a life free of violence, discrimination and SEAH at work, to and from work, and at home is a matter of protecting **Human Rights**. Responding and preventing SEAH is fundamental to strengthen women's economic empowerment and rights.

Our support facilitates for companies and investors to **align with international standards** and requirements such as UNGPs<sup>1</sup>, ILO190, 2X Challenge<sup>2</sup> and the EU Corporate Sustainability Reporting Directive (CSRD)<sup>3</sup> and EU Corporate Sustainability Due Diligence Directive that large companies need to comply with since July 2024<sup>4</sup>.

Besides the legal obligation, there is a growing **stakeholder expectation** for businesses, including investors, to prevent and respond to risks related to SEAH. An increased recognition of the importance of making specific efforts to support gender equality, non-discrimination and prevention of and response to SEAH in the private sector, including by incorporating these areas into the ESG agenda and practices.

**It is also a business benefit.** Efforts to improve gender equality and strengthen the prevention of and response to SEAH are linked and contribute to achieving safe and inclusive and thereby more productive workplaces.

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<sup>1</sup> [guidingprinciplesbusinesshr\\_en.pdf \(ohchr.org\)](#)

<sup>2</sup> [2X Challenge](#)

<sup>3</sup> [Directive - 2022/2464 - EN - CSRD Directive - EUR-Lex \(europa.eu\)](#)

<sup>4</sup> [Corporate sustainability due diligence: Council gives its final approval - Consilium \(europa.eu\)](#)



Image: why companies and investors should act to prevent SEAH.

## WHAT WE CAN OFFER

### ASSESSMENTS AND ANALYSIS

- Full organisational capacity assessment and analysis of preparedness to prevent and respond to SEAH.
- Facilitating dialogue about entry-points for improvements, facilitating the identification of needs and hands-on solutions.

### TRAININGS

- 'What is SEAH'- introductory training for all staff.
- In-depth training on prevention and response to SEAH for ESG and Impact team.
- SEAH-trainings for management/board.
- In-depth training on prevention and response to investment teams, portfolio companies and fund managers.

### CONCRETE OUTPUT

- ✓ SEAH Risk identification tool.
- ✓ SEAH prevention and response organisational maturity index.
- ✓ SEAH support questions, methods and survey example.
- ✓ SEAH site visit guidelines.
- ✓ SEAH policy guidance.
- ✓ SEAH mitigation measures at organisational and individual level.
- ✓ Terms of Reference for procurement of SEAH expert.
- ✓ KPIs to measure progress/set-backs at company and investment level and recommendations on how to include in CSRD reporting.
- ✓ SEAH information leaflet for initial dialogue and spreading further information.

## RESULTS

- Increased awareness and understanding of what, why, how and when to prevent and respond to SEAH in company/corporation and/or investment processes.
- Improved dialogue between investor and portfolio companies, funds and banks as well as companies and their supply chain on SEAH by all relevant staff.
- Improved knowledge and access to tools for corporations, portfolio companies, fund managers and banks.
- Improved Due Diligence processes.
- Branding of company/investor as a go-to-partner on prevention and response to SEAH.
- Ability to report on company's engagement to address Sexual Exploitation, Abuse and Harassment in relevance to ESG and CSRD.

## PREVIOUS EXPERIENCE

In 2020, The Kvinna till Kvinna Foundation initiated a partnership with Swedfund, the Swedish Development Finance Institution<sup>5</sup>, to build capacity and knowledge around Sexual Exploitation, Abuse and Harassment (SEAH) to align efforts for women's empowerment and gender equality. This has resulted in:

- **Improved dialogue** between Swedfund and portfolio companies, funds and banks on SEAH.
- **Improved knowledge** and **access to tools** for Swedfund's portfolio companies, fund managers and banks.
- **Improved Due Diligence** processes being undertaken by Swedfund.
- **Branding** of Swedfund as a go-to-partner amongst Development Finance Institutions (DFIs) on prevention and response to SEAH.

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<sup>5</sup> [Swedfund - Sweden's Development Finance Institution - Swedfund](#)

## **WHO WE ARE**

**The Kvinna till Kvinna Foundation** has defended women's rights since 1993. For every woman and girl's right to be safe and to be heard.

Today, we are one of the world's leading women's rights organisations, working directly in areas affected by war and conflict to strengthen women's influence and power. We work closely together with more than 100 local partner organisations in 20 countries to end violence against women, reach lasting peace and close the gender gap once and for all. The future is equal. And together, we are change.

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For all women's rights, in every corner of the world.  
Visit [kvinnatillkvinna.org](https://kvinnatillkvinna.org) to find out more about our work.

