

GENDER ACTION PLAN

Actions	Indicators/Targets	Budget and sources	Timeframe	Responsible agencies
Output 1: the Bank of Xingtai's green finance system established				
1. Platform to identify sustainable development co-benefits.	1. An IT system that performs (i) ESG risk identification, (ii) green finance taxonomy compliance and certification, (iii) subproject environmental impact assessments, (iv) ESG information disclosures, (v) environmental and risk data analysis and feedbacks, and (vi) sex-disaggregated data operationalized by 2020 (2020: no such IT system)	Capacity Development Component	2020-2026	The Bank of Xingtai
Output 2: Green finance by Bank of Xingtai initiated and increased				
2. Mainstreaming gender equality considerations in Bank of Xingtai's lending decision-making process.	2. 100% of the loan applicants that seek ADB financing will be screened for potential gender features ^a by 2026 (2020 baseline: 0)	Capacity Development Component	2020-2026	The Bank of Xingtai
Output 3: Bank of Xingtai's environment, social, and governance (ESG) and related institutional capacities improved				
3. Bank of Xingtai prepares a corporate HR action plan for gender equality	3. A gender-sensitive human resources and/or operational guideline approved by 2022 (2020 baseline: no gender-sensitive operational guideline)	Capacity Development Component	2020-2026	The Bank of Xingtai
4. Bank of Xingtai establishes a dedicated unit for gender equality	4. A gender unit for developing gender-sensitive lending products established, operational, and working with borrowers by 2022 (2020 baseline: no such unit)	Capacity Development Component	2020-2026	The Bank of Xingtai
5. Bank of Xingtai facilitates women with small children to combine work and care	5. 5 breast-feeding rooms (1 in headquarters and 1 in each of the 4 branches and subbranches) operational (2019 baseline: 0)	Capacity Development Component	2020-2026	The Bank of Xingtai

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6. Bank of Xingtai tracks progress in implementation of HR gender equality plan	6. Sex disaggregated data points integrated in information system (2019 baseline: sex-disaggregated data not tracked or reported)	Capacity Development Component	2020-2026	The Bank of Xingtai
7. Bank of Xingtai increases institutional capacity for gender mainstreaming	7. At least 500 loan officers and credit staff in headquarters and branch offices participated in environmental and social safeguard training (including gender) and reported increased knowledge by 2026 (2020 baseline: 0)	Project budget of Capacity Development Component	2020-2026	The Bank of Xingtai
8. Break traditional gender roles and stereotypes when new posts are allocated	8. 100% of new advertisement for any position explicitly indicates equal opportunity in recruitment for men and women ^b (baseline 2019: N/A) 9. At least two leadership related trainings will be conducted per year during project implementation (2019 baseline: 1) 10. Percentage of female trainees in leadership training is no less than 50% (2019 baseline: 40%)		2020-2026	The Bank of Xingtai
9. Serve female entrepreneurs with targeted product	11. At least one lending product targeting female entrepreneurs developed by 2025 (baseline 2019: 0)	Capacity Development Component	2020-2026	The Bank of Xingtai

ADB = Asian Development Bank; ESG = environment, social, and governance; HR = human resources; IT = information technology.

^a To be conducted based on gender assessment questionnaire.

^b The principle of open competition is upheld and internal and external job advertising fully refrains from indicating any gender requirement.