

Are you addressing social risks before they impact your business?



Gender-based violence and harassment (GBVH), sexual exploitation, abuse and harassment (SEAH), child abuse, discrimination and workplace misconduct can affect productivity, workforce wellbeing, reputation, compliance, investment performance and stakeholders trust.

Social Development Direct helps businesses, investors and development finance institutions (DFIs) identify, manage and prevent these social risks.

Since 2018, we have supported organisations to strengthen governance, build effective safeguarding systems, meet international standards, and create safer workplaces, investments and supply chains. We have worked with actors across 10+ sectors, including financial services, agriculture and related business, energy, manufacturing, infrastructure, and telecommunications.

Proven Experience

10+

DFIs supported

11

guidance & good practice documents developed

5

practical how-to resources on managing SEAH risks

387

professionals trained across 14 markets to address GBVH in business

96%

of GBVH training participants report applying learning within their organisation



Social risks, such as GBV, SEAH and child abuse, are significant and immediate. They affect an organisation's ability to achieve its objectives and influence other organisational decisions. Not addressing social risks across investments can impact workers, survivors of harm (including children), businesses and productivity, investors and the wider market.

How we address social risks

Investors, businesses and DFIs take different approaches to social risk. We provide contextualised support throughout the investment cycle and across the IFC Performance Standards. We offer technical assistance, training and research services on:

- 1 Strategy, framework & policy development
- 2 Risk management systems & delivery
- 3 Audits & self-assessments
- 4 Labour standards & protections (with partner)
- 5 Community health, safety & security, including child protection
- 6 Grievance, reporting & accountability mechanisms
- 7 Vulnerable group inclusion & protection, including of children
- 8 Monitoring, evaluation & learning of social safeguards measures
- 9 Incident response, management & investigation support
- 10 Organisational culture change
- 11 Workplace harms, including discrimination and harassment

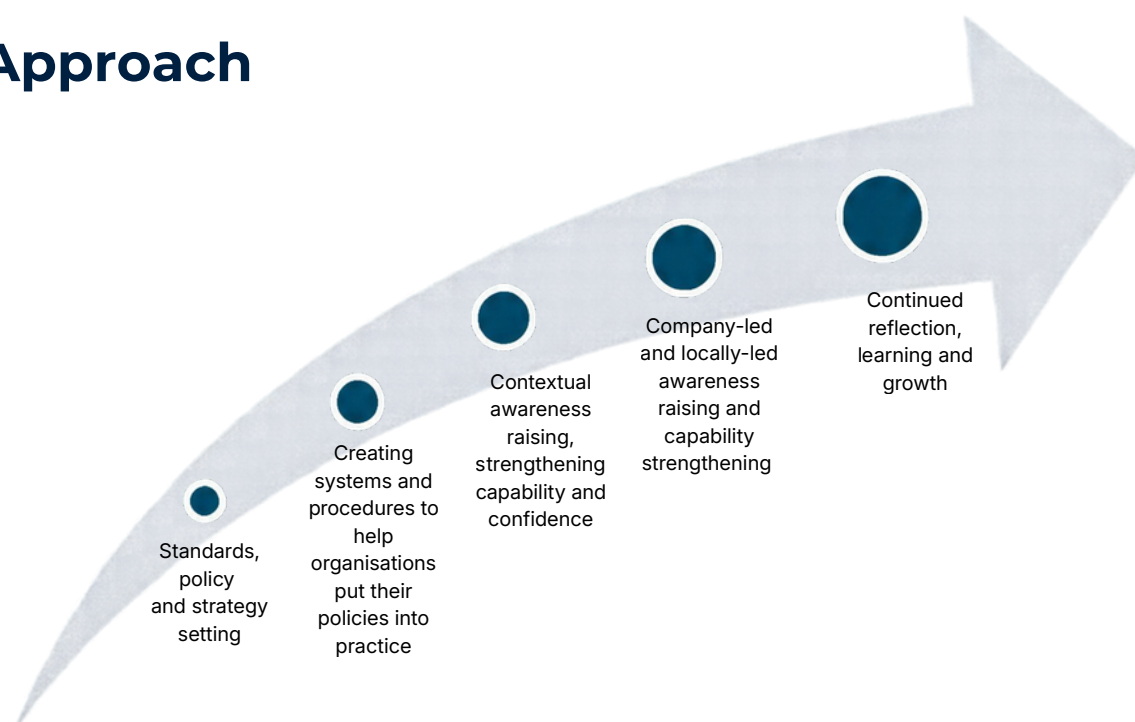


“Our collaboration with SDDirect will help light the way to real improvements in the way AfDB’s seeks to prevent, mitigate and respond to SEA risks in its operations.”

— Independent Recourse Mechanism, African Development Bank (AfDB)



Our Approach



Safer workplaces. Stronger investments. Better business outcomes.



Our experience addressing social risks in development finance



Technical support on GBVH, SEAH and Child SEA (EBRD, 2026)

Technical Advisory Committee member on MOPAN [IFI PSEAH Assessment](#) (2025)

[Advanced GBVH training](#) (BII, Proparco, Norfund, DEG, 2023 & 2024-26)

SEAH Training and Sensitisation program for IFC staff (IFC, 2025-26)

[Research on compensation for survivors of SEA](#) (IFC, 2024-26)

Addressing Child Safeguarding in the Private Sector: [Good Practice Note](#) (IFC, 2023-24)

How To Guidance Notes (IFC, 2023):

- How to support survivors of SEA;
- Sexual exploitation, abuse and harassment case handling;
- Effective messaging to safeguard against sexual exploitation, abuse and harassment;
- Identifying entry points for positive engagement in sexual exploitation, abuse and harassment;
- Addressing sexual exploitation, abuse and harassment through organisational behaviour and practice.

Addressing SEA in the Private Sector: Researching lessons for private sector solutions with reference to fragile and conflict-affected contexts (IFC, 2023)

[Advisory Note](#) on Preventing, mitigating, and responding to sexual exploitation, abuse and harassment (SEAH) within AFDB operations (AFDB, 2021-22)

[Sexual Exploitation, Abuse and Harassment \(SEAH\) guidelines](#) and technical assistance for Asian Development Bank operations (ADB, 2019-20 & 2020-22)

Addressing gender and GBV risks in IFC portfolio (IFC, 2021 - 2022)

Gender Sector Resource Packs and Gender Helpdesk (European Investment Bank, 2020-21)

Addressing Gender-Based Violence and Harassment: [Emerging Good Practice for the Private Sector](#) (EBRD, IFC & BII, 2019-20)

Addressing Gender-Based Violence and Harassment across various sectors (EBRD, IFC & BII, 2019-20), including in the

- [Agribusiness Sector](#),
- [Construction Sector](#),
- [Education Sector](#),
- [Hotels, Catering and Tourism \(HCT\) Sector](#),
- [Manufacturing Sector](#) and the
- [Public Transport Sector](#).



Reach out to [Anna Gawn](#), *Head of Safeguarding Portfolio*, to learn more about our work and services.