

MINISTRY OF FOREIGN AFFAIRS
OF DENMARK
Danida

GUIDELINES
BUSINESS EXPLORER

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INTRODUCTION

These guidelines explain how a Danish company can apply for support under Business Explorer and which criteria to consider in preparing the application.

Business Explorer helps Danish businesses enter developing countries and emerging markets by providing support for their exploration of potential business cases in these markets, both to clarify the business case and plan their market entry. The grants are available in countries eligible for development assistance and with a Danish representation (see page 5).

Under Business Explorer, companies can receive support to such exploration projects in the form of 50% matching grants up to DKK 500,000 and for a maximum 12-month duration.

The support is funded under the Danish development cooperation, and potential business cases explored should lead to social or environmental development benefits that align with the Sustainable Development Goals and the Paris agreement.

During 2026, applications for the Business Explorer should be submitted to the Ministry of Foreign Affairs/Department for Green Diplomacy & Climate on klima@um.dk. A Fund Manager will by the end of 2026 be assigned with the responsibility for the administration of the projects on behalf of the Ministry of Foreign Affairs.

The Business Explorer is an initiative under Denmark's Strategy for Development Cooperation, `A Changing World - Partnerships in Development´, which envisages a stronger role for the Danish private sector in development cooperation, both to support development in Danish partner countries and to open up new markets and investment opportunities for Danish companies. Business Explorer builds on the previous Danida Innovation and Business Explorer (DIBE).

WHAT BUSINESS EXPLORER OFFERS

Business Explorer aims to strengthen the private sector's contribution to sustainable development, job creation, and inclusive growth, especially in the low- and lower middle-income countries, by expanding the pool of potentially viable business cases for companies to pursue and which contribute to development in these countries.

The focus is on Danish companies at the stage where they have identified specific, potential business opportunities in these markets, but where they require further information, assessment and planning to be able to adequately confirm their potential commercial viability and firmly plan how to move forward with a business case.

Business Explorer addresses constraints in the company's possibilities to obtain the necessary market information and do the initial planning, thereby reducing its early-stage risks and helping it decide next steps.

To this end, Business Explorer offers financial support for exploration projects by Danish companies for activities such as market studies, value-chain and partner identification, regulatory and standards analyses, workshops, testing and preparing business plans.

Business Explorer does not support demonstration, piloting, commercial deployment, acquisition of equipment or assets, or marketing including branding and promotions. Companies can only be supported for one exploration project at a time to ensure sufficient strategic and managerial focus and depth of analysis.

Companies must meet certain requirements to receive support under Business Explorer. The business case explored should address relevant local development needs in the partner country and be part of the Danish company's core business. The company must also document that it possesses the financial, technical and management resources to implement the planned commercial engagement. The following sections specify and explain these criteria further.

The 2030 Agenda for Sustainable Development serves as framework for the implementation of the instrument, with the 17 Sustainable Development Goals (SDGs) and 169 associated targets. The SDG's can be found on this link.

The business cases explored should lead to development effects in the local context. Focus should be on contributing to sustainable growth including responsible business in accordance with the principles of the UN Global Compact which can be accessed on this link, and the UN Guiding Principles on Business and Human Rights (link).

COUNTRIES WHERE BUSINESS EXPLORER IS AVAILABLE

Least developed countries	Low-income countries
Bangladesh Ethiopia Rwanda Senegal Somalia Tanzania Uganda	Syria
Lower middle-income countries	**Upper middle-income countries**
Algeria Egypt Ghana India Iran Kenya Lebanon Morocco Nigeria Pakistan Philippines Tunisia Ukraine Vietnam	Albania Argentina Brazil China Colombia Georgia Indonesia Malaysia Mexico Moldova South Africa Thailand Türkiye West Bank

EU STATE AID RULES

Financial support under the Business Explorer is subject to the European Union's de minimis State aid regulation[1] which allows for aid of maximum EUR 300,000 to be provided from public funds to any business enterprise over a rolling three-year period. Companies applying for support must submit a statement of support received during the previous three years.

If a project relates to the fisheries and aquaculture sector or the primary production of agricultural products, special de-minimis regulations apply, as these sectors have lower aid ceilings.[2] Possible support to projects within these sectors will be subject to an assessment of the individual project and its potential to distort competition and negatively affect free competition and trade between EU Member States.

[1] Commission Regulation (EU) 2023/2831 of 13 December 2023 on the application of Articles 107 and 108 of the Treaty on the Functioning of the European Union to de minimis aid, OJ L, 2023/2831, 15.12.2023, (http://data.europa.eu/eli/reg/2023/2831/oj).

[2] Commission Regulation (EU) No 717/2014 of 27 June 2014 on the application of Articles 107 and 108 of the Treaty on the Functioning of the European Union to de minimis aid in the fishery and aquaculture sector, as amended (http://data.europa.eu/eli/reg/2014/717/2023-10-25). And the Commission Regulation (EU) No 1408/2013 of 18 December 2013 on the application of Articles 107 and 108 of the Treaty on the Functioning of the European Union to de minimis aid in the agriculture sector, as amended (http://data.europa.eu/eli/reg/2013/1408/2024-12-16).

ELIGIBILITY FOR SUPPORT

The Business Explorer is open for applications from companies that meet the eligibility criteria listed below.

Applications that meet the eligibility criteria will be assessed based on the evaluation criteria described on p. 10-11. Applications that do not meet the eligibility criteria will be rejected and the applicant informed.

To be eligible for support under Business Explorer, the company must:

- be registered in Denmark
- not have outstanding debt to public authorities
- submit annual accounts in accordance with categories B, C or D in the Danish Act on Accounts[3] (companies in category A are not eligible for support)
- have a minimum DKK 1 million in equity according to the most recent audited accounts
- have a minimum of 5 full-time employed staff according to the most recent audited accounts
- have a turnover of minimum DKK 2.5 million according to the most recent audited accounts
- be able to provide annual audited accounts for at least the latest financial year; and
- not have another pending application or ongoing exploration project under Business Explorer.

[3] https://www.retsinformation.dk/eli/lta/2026/402

WHAT BUSINESS EXPLORER COVERS

The Business Explorer gives financial support to a Danish company for undertaking an **exploration project** that examines and clarifies the commercial potential and way forward for a specific potential **business case** in one of the countries listed on page 5.

The maximum financial support is 50 % of the total actual costs of the exploration project, with a maximum support of DKK 500,000.

The minimum financial support for an exploration project is DKK 250,000.

Companies about to complete a supported exploration project can apply for additional support of up to DKK 250,000 which would be granted subject to documented results and clear justification (see page 16).

What expenses can be supported?

The following expenses can be supported under a business exploration project:

- The company's expenses for salaries for work carried out in the project country by its Denmark-based permanently employed staff.
- Up to 20 % of the exploration project budget to salaries of staff permanently employed in a branch of the company located in the project country.
- International travel and expenses for per diems (accommodation, meals, local transport) for Denmark-based staff of the Danish company included in the project as well as for international consultants (all travel days covered).
- A total of 80 hours of work in Denmark for preparation and completion of the project by the company's permanent staff (other costs incurred in Denmark are not supported).
- Technical services provided by consultants that supplement the technical capacity of the Danish company, including international or local consultants in the project country, up to a maximum of 20 % of the exploration project budget. Maximum and justified hourly rates apply (see page 10).
- Specified non-salary activities in the developing country necessary for the exploration to clarify and develop the business case in the local context up to 20% of the exploration project budget. This includes workshops, testing equipment or products/services locally, or other well justified activities.
- Expenses for an Independent Auditor's Report of factual findings regarding the accounts settlement of expenses eligible for support under Business Explorer.

Limitations and expenses <u>not</u> supported:

1) Market studies and analyses with a general and/or regional focus cannot be supported; any market study/analysis supported must concern a specific business opportunity in a specific country.
2) Activities or product areas listed on the European Development Finance Institutions Exclusion List (Annex 1) cannot be financed.
3) Consultancy services for project administration and management.
4) Hardware including equipment, tools, and other tangible as well as software and other items with economic value beyond the project period are not eligible for support. Transport and custom clearing of equipment is not eligible for support.
5) Costs of any services by the Trade Council is not eligible for financial support, but may be included in the budget as the commercial partner's own contribution. Assistance from the Trade Council can be provided in accordance with the terms and conditions as specified on the Trade Council's website (link).

Fixed hourly rates and calculation of eligible costs:

The cost of staff and consultancy work time for supported activities is based on the planned input of hours multiplied by the hourly rates[4] listed below.

A standard hourly rate applies for the company's permanent staff in Denmark of DKK 525/hour[5]. Permanent staff at project country-level is set at 50% of that amount, i.e. DKK 263/hour.

The rate for external consultants is a maximum of DKK 1100/hour, including overheads, with the level justified based on seniority.

The maximum number of hours is 8 hours per day and 40 hours per week.

All travel days, including travel days during weekends, are considered working days, so must be included in the 40 hours work week.

The per diems should cover accommodation, meals, and local transport (i.e. intra-city) for staff and international consultants during travel which can be supported based on the rates set by Europaid per diem rates[6].

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[5] The rate for calculating the fixed hourly rate is "Samlede arbejdsomkostninger per time, Virksomheder og organisationer, Arbejde der forudsætter højt vidensniveau, i alt eksl. Unge og elever, 2024, =DKK 510/time,opjusteret for lønstigning 2026-2025 på 3%, i alt DKK 525/time.
[6] Most recent obtainable list can be found here: Current per diem rates

International travel can be supported at rates based on the most appropriate means of public transport on economy class and as cheaply as possible, and the most direct and practicable route.

Local travel at country-level, i.e. between cities, can be supported based on a clearly provided justification (local intra-city transport should be covered by per diems) and should be budgeted for as “specific activities non-salary”.

Example of budget calculation: A Business Exploration project in Kenya undertaken by two Denmark-based company staff, one Kenya-based staff, one international consultant and one Kenyan consultant. Each of the Denmark-based staff members travel to Kenya three times in total, each trip over 12 days including 2 travel days and 10 workdays in Kenya. The international consultant travels once, in total 12 days including travel days and workdays. The Kenyan consultant works 10 days.

Name (salary costs)	**Position**		**Activities**	**Rate**	**Total**		
H. Hansen	Production Manager		240	525	126.000		
P. Petersen	Marketing Manager		240	525	126.000		
N. Nielsen	Local staff		240	263	63.120	9%	<20%
O. Smith	Consultant		80	1000	80.000		
J. Mwangi	Consultant		80	700	56.000	19%	<20%
Preparation and completion			80	525	42.000		
TRAVEL			**Quantity**	**Unit rate**			
Per diems (2x3x12 days+1x12 days)			84	1680	141.120		
Airfare r/t (2x3+1)			7	8000	56.000		
Specific activities (non-salary)							
Workshop		Location rental and catering			12.500		
Grand Total budget					702.740		
Total financial support budget					351.370		

HOW TO APPLY

Applications for support should be submitted to the Ministry of Foreign Affairs.

- Applications can be submitted throughout the year until 6 November 13:00 CET 2026.

- Applications must be submitted as one pdf document by e-mail to klima@um.dk.

- The Application Form available here must be used.

The application has annexes and compulsory information which must be filled in and submitted with the application. The complete application includes:

- Application form, signed by two authorized representatives of the company
- De-minimis declaration signed by an authorized representative of the company
- Curriculum vitae for company staff and consultants
- Restanceerklæring from SKAT/Gældsstyrelsen or service attest from erhvervsstyrelsen.dk[7]
- Company's annual audited report for the most recent financial year

Do not include company brochures and technical documents with the application.

Companies are welcome to contact the Department for Green Diplomacy for questions on the Guidelines and Application Form, but please note the Ministry will not be able to provide guidance on specifics in the formulation of your application as this would be a conflict of interest with our evaluation of applications.

An application submitted by the Danish company to the Ministry of Foreign Affairs and related correspondence is subject to Danish Access to Public Information Act[8].

[7] Please note that average processing times for a service certificate from Erhvervsstyrelsen are about 2 weeks.
[8] Lov om offentlighed i forvaltningen

ASSESSMENT OF APPLICATIONS

Application process

The application is first checked to ensure the company meets the eligibility criteria listed on page 7. Applicants who do not meet the eligibility criteria will not be considered in the next evaluation step. Rejected applicants will be informed as soon as possible.

Applications that meet the eligibility criteria will be included in the further evaluation where they are assessed based on the evaluation criteria (explained further below).

The evaluation will result in a total score for each application of up to 100 points (see table with weighted criteria further below).

Applications with a total score below 70 points will not be considered for support.

Applications with a total score of 70 points and above will be considered for support.

Final approval of support for an application is subject to funds available. Companies whose application cannot be accommodated will receive a letter notifying this.

Companies whose applications have been approved will receive a letter stating the conditions for support and the amount granted. The application, including budget and annexes, thereby becomes the legally binding documents governing the grant given by the Ministry of Foreign Affairs.

The Ministry's assessment of the applications will under normal circumstances take approximately eight weeks.

Criteria for evaluation of applications

The applications will be assessed against three main criteria and a number of sub criteria, as follows:

1. **Capacity of the company to implement the project**
    a. Technical and management capability: Extent to which the company has adequate technical, management, and organizational capacity to effectively implement and follow-up the business case. Based on the business case's fit with the company's core business, technical expertise, management competences, and previous experiences.
    b. Financial capacity: Extent to which the company financially is in a solid position to secure the follow-up investment and financing of the business case. Based on key figures on liquidity, return on assets and equity ratio.
    c. Relevant international experience: Extent to which the company has experience in working in developing countries or emerging markets (based on case examples documented in the application).

2. Exploration project approach and plan

a. Exploration project plan: Extent to which the plan for the exploration project is focused, clear, sound, and cost-effective. Based on the application's project description, approach, team, activity plan, and budget (i.e. the application form section 2, "exploration project description" and sections 3+4).

b. Development effects: Extent to which the potential business case can be expected to result in relevant development effects. Based on indicative local development challenges tackled, expected creation of jobs, incomes, products or services that meet local social or environmental/climate needs and priorities and contribute to SDGs (i.e. application form section 2).

c. Commercial viability: Extent to which the potential business case to be explored can be expected to lead to a commercially viable business venture. Based on confirmation that the potential business opportunity is described in a focused and concrete way; a good match with the company's business model and product-line; indications of market demand and niche, indicative financial projections (i.e. application form section 2).

Applications will be assessed according to the following criteria:

Criteria	Weight	Weight
1. Evaluation of the Danish company's capacity		40 %
1.a. Financial capacity	20 %	
1.b. Technical and management capability	50 %	
1.c. International experience	30 %	
2. Evaluation of the exploration project plan		60 %
2.a. Exploration project plan*	30 %	
2.b. Development effects	35 %	
2.c. Commercial viability	35 %	

*Based on application form section 2, "Exploration project description" and sections 3 and 4

Each criterion will be rated according to the following scale:

- Very good 100 points
- Good 90 points
- Satisfactory 70 points
- Not satisfactory 40 points

Top-up grant

The use of the top-up mechanism will be applied on a case-by-case basis and will not be standard practice across the applicants. The top-up consists of a 50% matching grant not exceeding 50% of the original grant, and at a maximum of DKK 250.000. The duration of a top-up project is maximum 6 months. It may be granted to exploration projects near completion that show promising results for further business viability, but which require final clarification of market information or plans that were not possible to foresee in the initial application. The same conditions as for the base grant received by the company will apply to the top-up grant.

The application for a top-up grant will require a short status report (format available) describing:

(i) Status and preliminary results
(ii) Rationale for top-up grant (including business rationale and why the additional work cannot be covered within the original grant scope)
(iii) The additional planned activities under the top-up grant.

The main criteria for awarding the top-up grant will be:

a) The preliminary results of the exploration project point to high probability of a business case with significant commercial results.
b) The preliminary results confirm the expected positive development effects,
c) The needs for the additional exploration activities could not be foreseen in the initial application stage.
d) The additional support brings critical added value to the exploration project.

GETTING STARTED AND REPORTING ON RESULTS

The exploration project should be initiated no later than three months after the approval by the Ministry of Foreign Affairs.

The approval will take effect when the Ministry has received the applicant company's acceptance of the terms and conditions by signing and returning a copy of the Ministry of Foreign Affair's approval letter to klima@um.dk.

Please note that the commitment can only be used for activities taken place after the Ministry of Foreign Affairs has received the signed approval from the Danish company.

As a general rule, the exploration project should be completed within a maximum of 12 months from the approval date.

It is a requirement that the Danish company arranges a meeting with the Embassy of Denmark in the project country in connection with the first visit to the country to exchange information relevant to the project.

Moreover, the Danish company is required to arrange a debriefing meeting with the Embassy to report on the preliminary results of the exploration project and the company's plan for further activities by the end of the project.

The company will be required to submit a project completion report which should document activities, results of the exploration project, and planned way forward (see template overleaf).

COMPLETING THE EXPLORATION PROJECT AND CLAIMING FUNDS

The condition for disbursement of financial support to the Danish Company is documentation that the project has been carried out in accordance with the application approved by the Ministry of Foreign Affairs.

Therefore, the Danish company must prepare the following documents for completion of the project (see documents here).

1. Completion Report with a description of the activities and results of the exploration project
2. Request for Disbursement
3. The Auditor's report made by the Danish Company's own external auditor

Prior to submitting the completion material, the Request for Disbursement must be submitted to the Danish company's external auditor for examination together with the following vouchers and documents to obtain the Auditor's report:

- Vouchers for international flights (incl. all boarding passes)
- Invoices from consultants with specification of hours worked and proof of payment
- Time sheets for company employees and pay slips

The Completion Report, the Request for Disbursement and the Auditor's report must be submitted to the Ministry of Foreign Affairs (klima@um.dk) no later than 3 months after completion of the project. The documents should be sent as one pdf document.

After submitting the documentation, the company must forward an invoice to the Ministry of Foreign Affairs via virk.dk, in order to receive the disbursement. The invoice must correspond to the amount stated in the disbursement request. The following information should be stated when forwarding the invoice:

- CVR number: 4327 1911
- EAN number: 5798 00000 5600
- The name of the contact person in the Ministry of Foreign Affairs

CONTACT DETAILS

For information please contact:

Ministry of Foreign Affairs of Denmark
Department for Green Diplomacy & Climate (KLIMA)
Asiatisk Plads 2
1402 Copenhagen Denmark
klima@um.dk
+45 33 92 00 00

ANNEX 1: HARMONIZED EDFI EXCLUSION LIST

According to The European Development Finance Institution (EDFI) “Principles for Responsible Financing”, EDFI members have mutually agreed on the following Harmonized EDFI Exclusion List for co-financed projects:

EDFI Members will not finance any activity, production, use, distribution, business or trade involving:

1. Forced labor[9] or child labor[10]
2. Activities or materials deemed illegal under host country laws or regulations or international conventions and agreements, or subject to international phase-outs or bans, such as:
    a. Ozone depleting substances, PCB's (Polychlorinated Biphenyls) and other specific, hazardous pharmaceuticals, pesticides/herbicides or chemicals;
    b. Wildlife or products regulated under the Convention on International Trade in Endangered Species or Wild Fauna and Flora (CITES); or
    c. Unsustainable fishing methods (e.g. blast fishing and drift net fishing in the marine environment using nets in excess of 2.5 km in length).
3. Cross-border trade in waste and waste products, unless compliant with the Basel Convention and the underlying regulations.
4. Destruction[11] of High Conservation Value areas[12].
5. Radioactive materials[13] and unbounded asbestos fibers
6. Pornography and/or prostitution
7. Racist and/or anti-democratic media
8. In the event that any of the following products form a substantial part of a project’s primary financed business activities[14]:
    a. Alcoholic Beverages (except beer and wine);
    b. Tobacco;
    c. Weapons and munitions; or
    d. Gambling, casinos and equivalent enterprises.

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[9] Forced labor means all work or service, not voluntarily performed, that is extracted from an individual under threat of force or penalty as defined by ILO conventions.

[10] Persons may only be employed if they are at least 14 years old, as defined in the ILO Fundamental Human Rights Conventions (Minimum Age Convention C138, Art. 2), unless local legislation specifies compulsory school attendance or the minimum age for working. In such cases the higher age shall apply.

[11] Destruction means the (1) elimination or severe diminution of the integrity of an area caused by a major, long-term change in land or

water use or (2) modification of a habitat in such a way that the area’s ability to maintain its role is lost.

[12] High Conservation Value (HCV) areas are defined as natural habitats where these values are considered to be of outstanding significance or critical importance (See http://www.hcvnetwork.org).

[13] This does not apply to the purchase of medical equipment, quality control (measurement) equipment or any other equipment where the radioactive source is understood to be trivial and/or adequately shielded.

[14] For companies, “substantial” means more than 10 % of their consolidated balance sheets or earnings. For financial institutions and investment funds, “substantial” means more than 10% of their underlying portfolio volumes.

ANNEX 2: RESPONSIBLE BUSINESS CONDUCT

Companies with a Business Explorer grant must carry out the exploration project in a responsible and sustainable manner. This applies equally to the company and to other parties such as consultants involved in the project.

Companies with a Business Explorer grant must integrate respect for human rights and labour rights, and address environmental sustainability and anti-corruption concerns, into their operations and strategy. This should both strengthen the project's positive impact on local sustainable economic growth, and help identify, prevent, and mitigate risks of negative impact. Companies with a Business Explorer grant must assess and address these issues throughout the preparation and implementation of the project.

Key international frameworks serve as benchmarks, including: UN Global Compact, UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, and the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration). The EU Corporate Sustainability Reporting Directive (CSRD), Corporate Sustainability Due Diligence Directive (CSDDD), and EU Deforestation Regulation (EUDR) also apply where the company is above the defined scale. Companies with a Business Explorer grant must comply with national legislation from the start of the project.

If complaints or disagreements arise, for example with local stakeholders, the Danish Ministry of Foreign Affairs encourages companies with a Business Explorer grant to use the Mediation and Complaints-Handling Institution for Responsible Business Conduct in Denmark, where relevant.

Suspected irregularities

The company must notify the MFA as soon as possible if it suspects irregularities in the management of grant funds. This includes signs of serious problems with implementing activities, suspected breaches of guidelines (for example, suspected corruption), or significant difficulties with authorities in partner countries or with the company's own management of the grant.

The company must notify the MFA if it has reasonable grounds to suspect, or establishes, theft, fraud, corruption, misuse, support for terrorist activities, financial losses, or similar irregularities. If an extraordinary audit of the project is initiated, the company must notify its auditor and the MFA. The company has a maximum of 14 days to notify the MFA of irregularities or suspected irregularities.

As a general rule, the company need not notify the MFA of robbery or simple theft by a third party, minor cash discrepancies, bankruptcy, missing documentation for minor accounts, or similar minor administrative delays, provided these are not the result of grossly negligent management. The MFA must always be informed if an external investigation is initiated.

In its notification, the company must explain, as far as possible, why its oversight and control measures could not prevent the situation. In special circumstances, notifications may be kept confidential, for example where they include sensitive personal information or information that could harm Danish foreign policy interests or compromise an investigation.

Mandatory MFA clauses: Anti-corruption, anti-terrorism, child protection and safeguarding

The following MFA clauses on anti-corruption, anti-terrorism, child protection, and the prevention of sexual exploitation, abuse and harassment (PSEAH) apply to companies with a Business Explorer grant, and to any partners, sub-contractors, or other parties involved in the project. They must be included in agreements and contracts, as applicable.

Anti-corruption:

"No offer, payment, consideration or benefit of any kind, which could be regarded as an illegal or corrupt practice, shall be made - neither directly nor indirectly - as an inducement or reward in relation to tendering, award of the contract, or execution of the contract. Any such practice will be grounds for the immediate cancellation of this contract and for such additional action, civil and/or criminal, as may be appropriate. At the discretion of the Danish Ministry of Foreign Affairs, a further consequence of any such practice can be the definite exclusion from any tendering for projects, funded by the Danish Ministry of Foreign Affairs."

Anti-terrorism:

"If, during the course of implementation of this Project/Programme, the Implementing Partner discovers that any funds in relation to the Project/Programme have been made available to, or for the benefit of, persons, groups or entities associated with terrorism or subject to UN Sanctions or EU Restrictive Measures, it must inform the Danish Ministry of Foreign Affairs immediately. The Implementing Partner agrees and the Ministry of Foreign Affairs shall promptly consult each other with a view to jointly determine remedial measures in accordance with their respective application legal framework. Such measures may include, but shall not be limited to, the reallocation of the remaining Ministry of Foreign Affairs funds under the Agreement."

Child protection:

"The Implementing Partner shall abide by applicable national laws as well as applicable international instruments, including the UN Convention on the Rights of the Child and International Labour Organisation conventions. Any violation will be ground for immediate termination of the Agreement."

SEAH:

"The Danish Ministry of Foreign Affairs has a zero tolerance for inaction approach to tackling sexual exploitation, abuse and harassment (SEAH[15]) as defined in UNSG Bulletin ST/SGB/2003/13 and the definition of sexual harassment in UNGA Resolution A/RES/73/148. The Implementing Partner, and its sub-grantees, will take appropriate measures to protect people, including beneficiaries and staff, from SEAH conducted by its employees and associated personnel including any sub-grantee staff and take timely and appropriate action when reports of SEAH arise. In the event that the Implementing Partner receives reports of allegations of SEAH, the Implementing Partner will take timely and appropriate action to investigate the allegation and, where warranted, take disciplinary measures or civil and/or criminal action. Any violation of this clause will be ground for the immediate termination of this Agreement."

[15] **Sexual harassment** is understood as any kind of unwanted verbal, non-verbal, or physical behaviour of a sexual nature with the aim or effect that a person's dignity is violated, especially where it occurs in a threatening, hostile, degrading, humiliating, or offensive environment. **Sexual exploitation** is understood as attempts at, or actual abuse of, a position of power to exploit a person's vulnerability for sexual gain. This also applies to relationships where economic, social, or political advantage is gained from another person on the basis of sexual exploitation. **Sexual abuse** may consist of either a threat of, or actual, physical abuse of a sexual nature.