

Hummingbird™ META

2026 Progress Snapshot

Effective date: 30 July 2026 | Version 1.2 | Report owner: Justin Hoang, Founding Director

1. Purpose

This snapshot reports Hummingbird™ META's actual progress against the targets set out in our Gender Action Plan. It is published and re-issued quarterly, alongside our Impact & Readiness reporting cycle, so progress can be tracked over time rather than asserted once.

2. Programme Participation

- GSS+ participation: 90% of participants are women, 10% are men
- HCM Elevate mentors: 100% women — 8 of 8 certified mentors, across our current cohort spanning Fiji, Samoa, Tonga and Palau.
- The 2026 Elevate cohort across the Pacific was fully funded by Hummingbird™ META, at no cost to participating entrepreneurs or mentors.

3. Leadership and Management

- Women in management-level roles: 100% (2 of 2 HCM Fiji Country Leads).
- 2 mentors promoted to HCM Fiji Country Lead in 2026, both women.

4. Safeguarding

- Discrimination-related incidents reported to date: zero, tracked via our confidential safeguarding channel and incident register.

5. Pay Equity

- Unadjusted gender pay gap: 0%. Pay equity ratio: 1:1 (work of equal value remunerated equally, per Inclusive Engagement Policy Section 8).

This reflects that 100% of current HCM mentors are women, paid on identical fee criteria — there is not yet a male comparison group. This figure is recalculated and reported each quarter as the mentor cohort grows, via the annual compensation audit's mean and median fee calculation, disaggregated by gender.

6. Community Investment, Partnerships & Advocacy

Hummingbird's commitment to gender equality extends beyond internal practice into how the company invests, partners, and advocates: the 2026 Elevate cohort was fully funded by Hummingbird (see Section 2); HCMs have been onboarded as paid mentors with Business Link Pacific, extending their reach and income beyond Hummingbird's own programming; and Hummingbird's partnership with the Fiji Counsellors Association supports delivery of GSS+ in-market. Hummingbird's public policies and this reporting cycle itself are a standing form of public advocacy for gender equality in Pacific MSME development.

7. Reporting Cadence

Progress against our 2026 targets is reviewed and this snapshot is re-issued quarterly, in line with Hummingbird's quarterly Impact & Readiness reporting cycle. Prior versions are retained for reference.