



# Hastings

## Women in Finance Charter

**At Hastings we are committed to promoting gender diversity across our workforce, in particular improving the representation of women in senior roles.**

We want to make sure Hastings remains a place where all colleagues can contribute, thrive and be who they are. We're proud to be a Company that encourages colleagues to be themselves because we believe diversity of thinking and different perspectives strengthen the way we work and make us successful.

When we signed up to the Charter in October 2019 we had 27% female representation in senior management. Since joining we've launched several initiatives to give women the best environment to succeed and move us towards being an even more inclusive and diverse workplace. We continue to implement gender balanced hiring shortlists and are working with our high potential female talent 1:1 in support of their career advancement.

As of 31 December 2021 we have 30% female representation in senior management, meeting our Charter target.

**Pam Angel – Group HR Director**