



## 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 26.6% female representation. We met our initial Charter target of 31% ahead of deadline and are now working to further increase female representation to 35% by end of 2025, and currently have achieved 32%.

Pam Angel – Group HR Director