



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. For example, we are training leaders on inclusive behaviours, taking action to attract candidates with diverse backgrounds and improving our approach to flexible working.

One of our key actions is to continue this progress across our senior executive team through both internal talent development and external recruitment. Supported by a company-wide focus on gender neutral recruitment marketing and by implementing gender balanced internal and external shortlists for new hires and promotions.

For the first 5 months in 2020 we had 30% or above female representation in senior management. As of 31 August 2020 we have 29% female representation in senior management, and we believe we are on track to meet our Charter target by our deadline of 31st January 2021.

Pam Angel – Group HR Director