

CNA / HARDY

Women In Finance Charter

30th September 2025



Women in Finance Charter

We are committed as an organisation to achieving our target of 35% female representation in senior management by end of 2026. We are on track to hit the target specified above. For us to do that we will be focusing on the following areas over the next 12 months:

1. Recruitment inclusion Strategy – following the data gathering that we have conducted we now have a plan to look at how we attract more diverse applicants for open roles. E.g. we partner with ICAN, utilise our partnership with SEO London to recruit for our Trainee Programme and Internship scheme.
2. The inclusion Self ID Data collection in Workday Q3 2024-which is now part of the onboarding process going forward and updated annually.
3. Inclusion metrics for all HR practices.
4. Critical role succession planning with pipelining to include diverse slates.