

CNA / HARDY

Women In Finance Charter

30th September 2026



Women in Finance Charter

In 2025, we set a target of achieving 35% female representation in senior management by the end of 2026. We are pleased to have reached this target ahead of schedule and remain focused on maintaining this progress and continuing to strengthen diversity across the organisation. Over the next 12 months, we will continue to focus on the following areas:

- Inclusion at CNA Hardy committee delivering topics across the year, including the celebration of International Women's Day and sessions featuring our senior female leaders sharing their experiences and insights.
- A continued focus on succession planning, ensuring diversity in talent slates.
- Utilising our Employee Value Proposition to enhance our brand externally.
- Continuing to deliver our Inclusive Recruitment Strategy. Building on the insights gained from our data, we will continue to look at how we attract more diverse applicants for open roles. This includes partnerships with organisations such as ICAN and SEO London.

Achieving our target ahead of schedule is an important milestone, but inclusion remains an ongoing priority for us as an organisation.