

**CNA / HARDY**

# Women In Finance Charter

20<sup>th</sup> January 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. The Current level of women in senior management is 33%. Historically, in 2023 this percentage has been 24%. 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 D&I 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. This with the use of different job boards and the relationship with career returners programme.
2. Launch of DE&I Self ID Data collection in Workday Q3 2024-which will be part of the onboarding process going forward and also updated annually.
3. DE&I Metrics for all HR practices.
4. Critical role succession planning with pipelining to include diverse slates.

## Industries

Construction  
Energy  
Financial Institutions  
Healthcare  
Life Science  
Manufacturing  
Mining, Metals & Minerals  
Power & Utilities  
Professional Services  
Technology  
Wholesale Durable Goods

## Products

Casualty  
Cyber  
Management Liability  
Marine  
Package  
Political Violence  
Professional Indemnity  
Property



## **CNA / HARDY**

For more information, visit [cnahardy.com](http://cnahardy.com)

20 Fenchurch Street London EC3M 3BY United Kingdom.

Tel +44 (0)20 7743 6800

The information contained in this document does not represent a complete analysis of the topics presented and is provided for information purposes only. It is not intended as legal advice and no responsibility can be accepted by CNA Hardy for any reliance placed upon it. Legal advice should always be obtained before applying any information to the particular circumstances. Please remember that only the relevant insurance policy can provide the actual terms, coverages, amounts, conditions and exclusions for an insured. All products may not be available in all countries. CNA Hardy is a trading name of CNA Insurance Company Limited ("CICL", company registration number 950) and/or Hardy (Underwriting Agencies) Limited ("HUAL", company registration number 1264271) and/or CNA Services (UK) Limited ("CNASL", company registration number 8836589) and/or CNA Hardy International Services Limited ("CHISL", company registration number 9649484) and/or CNA Insurance Company (Europe) S.A., UK Branch ("CICE UK", company registration number FC035780). CICL, HUAL and CICE UK are authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority (firm reference numbers 202777, 204843 and 822283 respectively). The above entities are all registered in England with their registered office at 20 Fenchurch Street, London, EC3M 3BY. VAT number 667557779.