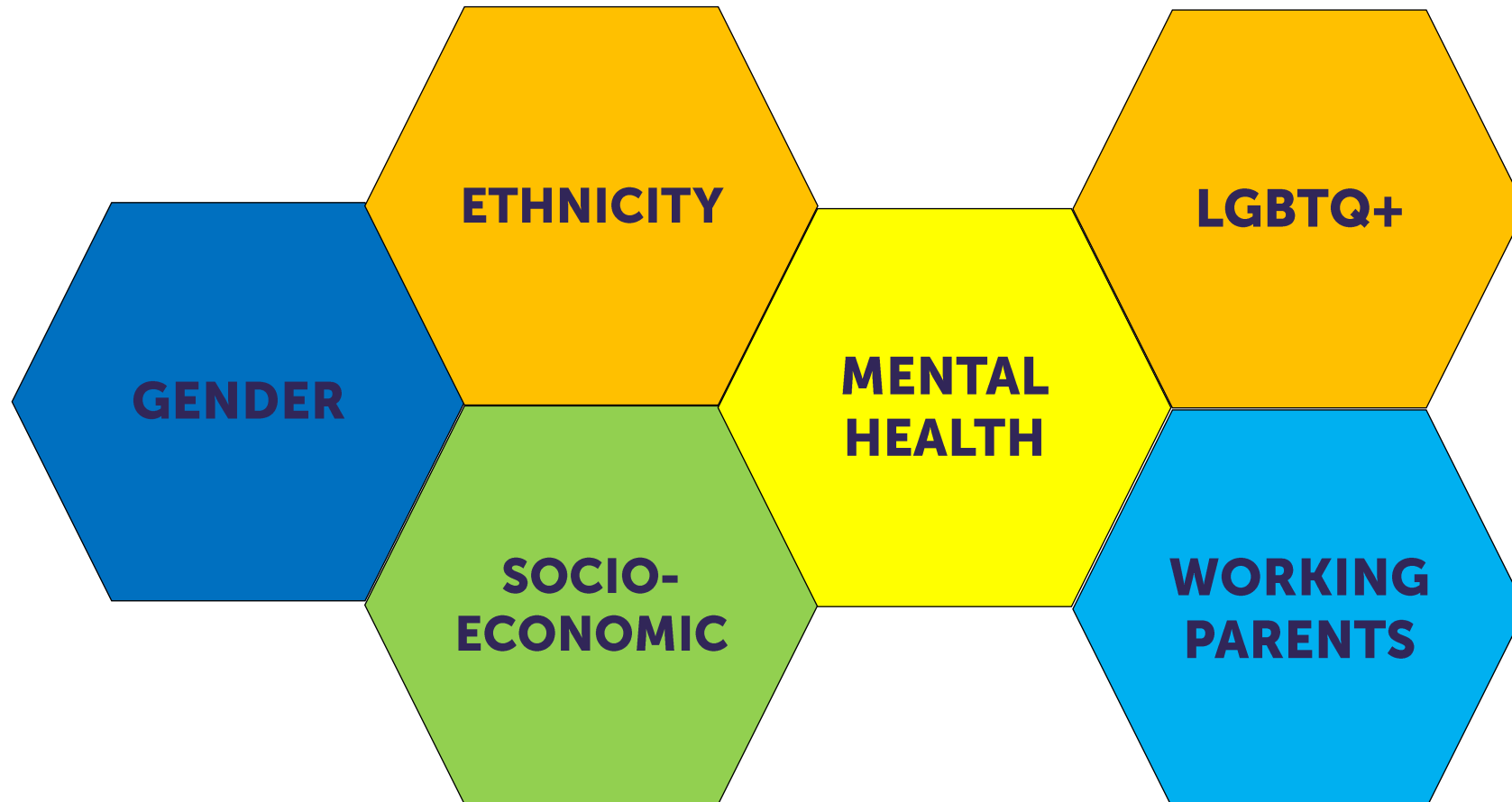




Our ambition is to be an inclusive company, more reflective of society. Our aim is to be free from nepotism and breaking the habits of continually hiring in our own image. Welcoming all backgrounds yet without compromising quality of new hires, and allowing individuals to feel comfortable being themselves, not seeing this factor as a barrier to success at Hanover. We will achieve this by:

- Creating a diverse and inclusive culture, providing a safe space for employees to educate themselves on social issues around race, religion, mental health and socio-economic backgrounds
- Providing a support network for working parents and LGBTQ+ employees with progressive workplace policies
- Committed to supporting gender equality and equal pay, maintaining balanced representation across all levels

The Hanover IN Network has workstreams in six key areas:



Each workstream has two co-leads who report back bi-monthly.