



HM Treasury

Women in Finance Charter



List of 273 signatories

68 new Charter signatories announced on 11 July 2018

Links to gender diversity targets to be published here in September

Admiral Group

AE3 Media

Armstrong Wolfe

Australia and New Zealand Banking Group Limited

Barrington Hibbert Associates

BNP Paribas Personal Finance

BondMason

Bovill Ltd

Bower Recruitment

Brooks Macdonald plc

Canada Life

Coventry Building Society

Daiwa Capital Markets Europe Ltd

EIS Association

Ellis Davies Financial Planning Ltd

Engage Financial Services Ltd

Equifax Ltd

Evolution Financial Planning

Fintech Strategic Advisors Ltd

Fintellect Recruitment

First Wealth LLP

Flood Re Ltd

Foresight

Franklin Templeton Investments

GAM

Global Processing Services

Goji Investments

Grant Thornton

Hinckley and Rugby Building Society

HUBX

ICAEW

Intermediate Capital Group

Investec Asset Management Limited

11 July 2018

J. P. Morgan
Kames Capital plc
Lazard & Co Limited
Lazard Asset Management Limited
LifeSearch
Magenta Financial Planning
Marsh Ltd
Medianett Ltd
Mortgages for Businesses Ltd
MT Finance Ltd
Mustard Seed Impact Ltd
National Association of Commercial Finance Brokers
Nomura International
PIMCO
Prytania Solutions Limited
Pukka Insure Ltd
Rathbone Brothers plc
Scottish Equity Partners
SDB Bookkeeping Services
Semper Capital Management
Shepherd Compello Ltd
St. James's Place plc
Stonehaven International
Sussex Independent Financial Advisers Ltd
Tesco Underwriting
The British United Provident Association (BUPA)
The Meyer Partnership
The Mortgage & Insurance Bureau
TP ICAP
UK Government Investments
UniCredit Group
Vanguard Asset Services Limited
Whyfield
Yorkshire Building Society Group
Zopa Limited

45 new Charter signatories announced on 16 March 2018

Links to gender diversity targets to be published here in September

Aon
Bank of Ireland (UK) plc
Banking Standards Board
Barcadia Media Ltd
BFC Bank Limited
BNP Paribas London CIB

Brewin Dolphin
British Business Bank
British Insurance Brokers' Association
Brown Shipley
Cameron and Company Financial Planning Ltd
Charter Court Financial Services plc
City of London Corporation
Close Brothers Group Plc
Crowdcube
Danske Bank
Financial Services Compensation Scheme
Goldman Sachs International
Hargreaves Lansdown
House of Beaufort
Invesco
Investec Bank plc
Investec Wealth & Investment
Investing Ethically Ltd
IPC Systems
Just Group plc
LGT Vestra
Man Group plc
Mazars
Metro Bank PLC
Motor Insurers' Bureau
OMFIF
QBE European Operations
rebuildingsociety.com
Sainsbury's Bank
Sesame Bankhall Group
The Alternative Investment Management Association
The Board of the Pension Protection Fund
The British Private Equity & Venture Capital Association
TotallyMoney
UBS
Visa
Wellington Management International Ltd
Wesleyan Assurance Society
XL Catlin

Charter signatories announced before March 2018	Link to gender diversity targets
10x Future Technologies Ltd	https://www.10xbanking.com/impact
Affinity Capital	http://www.affinitycapital.co.uk/latest-investment-financial-strategy-news/affinity-news/women-in-finance-charter-update
Ageas UK	https://www.ageas.co.uk/about-ageas/important-information/women-in-finance-charter/
AIB UK	https://aibgb.co.uk/help-and-guidance/important-

	information/board-diversity-policy-statement
Aldermore Group	http://www.aldermore.co.uk/about-us/women-in-finance-charter/
Allianz Insurance	https://www.allianz.co.uk/about-allianz-insurance/careers-at-allianz/diversity-inclusion.html#women-in-finance-charter
Association of Accounting Technicians	https://www.aat.org.uk/about-aat/careers-at-aat/women-finance-charter
Association of British Insurers	https://www.abi.org.uk/about-the-abi/abi-diversity-hub/promoting-gender-equality/
Association for Financial Markets in Europe	https://www.afme.eu/en/about-us/women-in-finance-charter/
Atom Bank	https://www.atombank.co.uk/careers/women-in-finance
Avem Capital Limited	https://avemcapital.com/?s=women+in+finance
Aviva	https://www.aviva.com/responsible-sustainable-business/our-people/women-in-finance-charter/
AXA Investment Managers	https://www.axa-im.com/en/empowering-female-talent
AXA UK	https://www.axa.co.uk/inside-axa/empowering-women-at-axa/
Azimo	https://azimo.com/en/support/solutions/articles/11000034610-does-azimo-support-women-
B&CE Holdings Limited	https://bandce.co.uk/about-us/how-we-work/financial-reports/
Bacs Payment Schemes Limited	https://www.bacs.co.uk/About/WorkingForBacs/Pages/EmployeeDiversity.aspx
Bank of America Merrill Lynch	http://about.bankofamerica.com/en-us/what-guides-us/women-in-finance-charter.html
Bank of England	https://www.bankofengland.co.uk/about/corporate-responsibility
Barclays Bank	https://www.home.barclays/about-barclays/diversity-and-inclusion/gender/women-in-finance-charter.html
Beazley	https://www.beazley.com/women_in_finance_charter.html
Beckett Investment Management Group	http://beckettinvest.com/women-in-finance/
BlackRock	https://www.blackrock.com/corporate/en-us/careers/diversity-and-inclusion
BNY Mellon	https://www.bnymellon.com/emea/en/who-we-are/careers/women-in-finance-charter.jsp
BP Supply & Trading	https://www.bp.com/en/global/corporate/what-we-do/global-energy-trading.html
Brickendon Consulting	http://www.brickendon.com/people/equal-opportunities-diversity/
Brightstar Financial	http://brightstarhub.co.uk/careers.php
Cambridge & Counties Bank	https://ccbanc.co.uk/about-us/our-commitments/women-finance-charter/
Canadian Imperial Bank of Commerce	https://www.cibc.com/ca/inside-cibc/careers/equity-and-diversity/diversity-matters.html
Capital Credit Union	http://www.capitalcreditunion.com/about_us/about_capital_credit_union
Capital One Europe	http://www.capitalone.co.uk/aboutus/who-are-capital-one.jsf

Castlefield Partners Ltd	http://www.castlefield.com/about-castlefield/thoughtful-investing/diversity-at-castlefield/
Chaisson Cassius	http://www.chaissoncassius.com/diversity-and-inclusion-policy.html
Channel Islands Adjusters Ltd	http://www.ciadjusters.com/the-team/
Charles Stanley & Co. Limited	https://www.charles-stanley.co.uk/women-finance-charter
Chartered Insurance Institute	http://www.cii.co.uk/about/about-the-cii/women-in-finance-charter/
Cicero Group	https://cicero-group.com/cicero-group-provides-commitments-to-women-in-finance-initiative/
Circle	https://blog.circle.com/2016/07/11/circle-champions-womens-equality-in-partnership-with-uk-government/
Citi	http://citigroup.com/citi/about/countrypresence/data/emea_diversity.pdf?ieNocache=418
City Hive	http://www.cityhive.co.uk/wifc-pledge
ClearlySo	https://www.clearlyso.com/clearlyso-gender-equality-statement/
Collinson Group	https://www.collinsongroup.com/women-in-finance-charter
Columbia Threadneedle Investments	http://www.columbiathreadneedle.co.uk/en/corporate-responsibility/responsible-employer/
Coreco	https://www.corecogroup.co.uk/about/women-in-finance/
Covea Insurance	https://www.coveainsurance.co.uk/about-us/diversity-inclusion/
Credit Suisse	https://www.credit-suisse.com/corporate/en/responsibility/employer/global-diversity-inclusion.html
Crossflow Payments Solutions Trading Ltd	https://crossflowpayments.co.uk/about
CYBG	http://www.cybg.com/about-us/inclusion/
Deloitte	https://www2.deloitte.com/uk/en/pages/careers/articles/respect-and-inclusion.html
Deutsche Bank AG	https://www.db.com/newsroom_news/2016/hr/deutsche-bank-signs-uk-treasury-s-women-in-finance-charter-en-11630.htm
Direct Line Group	http://www.directlinegroup.com/our-responsibilities/proud-to-be-here-nav/human-rights-and-diversity.aspx
E2W Limited	https://www.e2w.co/women-in-finance/women-in-financial-services/article/e2w-commits-to-women-in-finance-charter-2
East Sussex Credit Union	http://www.eastsussexcu.org.uk/women-in-finance-charter
Ecclesiastical Insurance	http://www.ecclesiastical.com/womeninfinance
EdAid	https://www.edaid.com/women-in-finance
Emerging Payments Association	http://emergingpayments.org/about/careers/
Esure	http://www.esuregroup.com/corporate-information/corporate-social-responsibility.aspx
EY	http://www.ey.com/uk/en/about-us/our-people-and-culture/diversity-and-inclusiveness/about-ey---diversity-and-inclusiveness---uk-and-ireland-diversity-and-inclusiveness

Fidelity International UK	http://www.fidelityrecruitment.com/uk-ireland/working-here/
Financial Conduct Authority	https://www.fca.org.uk/about/corporate-responsibility/diversity-inclusion
Financial Ombudsman Service	http://www.financial-ombudsman.org.uk/about/diversity-policy-inclusion.html
Financial Reporting Council Ltd	http://frc.org.uk/about-the-frc/women-in-finance-charter
FINTECH Circle	http://fintechcircle.com/wif/
Funding Circle Ltd	Link pending.
GAAPweb	http://www.gaapweb.com/news/gaapweb-tackle-workplace-inequality/220724/
Handelsbanken	http://handelsbanken.co.uk/shb/inet/ICentRb.nsf/Default/q38BFE9C220A5933E80257ECE003FE700?Opendocument
Hannay Investments	http://www.hannayinvestments.co.uk/women-in-finance/4594128723
Hermes Investment Management	https://www.hermes-investment.com/ukw/women-finance-charter/
HM Treasury	https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/681603/HMT_gender_diversity_targets_Feb_2018.pdf
HSBC UK	http://www.about.hsbc.co.uk/~/_/media/uk/en/news-and-media/rbwm/employer-charter-hsbc-uks-response.pdf
Independent Women	www.independentwomen.co.uk/advancingwomen/womeninfinancecharter
Innovate Finance	http://new.innovatefinance.com/women-finance-charter/
ionStar	http://www.ionstar.co.uk/diversity-champions
Janus Henderson Investors	https://www.janushenderson.com/careers/content/diversity
Jupiter Asset Management	http://www.jupiteram.com/global/en/investor-relations/governance/women-in-finance-charter
KPMG LLP	https://home.kpmg.com/uk/en/home/about/people/inclusion-diversity.html
Landbay	http://blog.landbay.co.uk/blog/2016/6/17/landbay-signs-women-in-finance-charter
Leeds Building Society	http://www.leedsbuildingsociety.co.uk/your-society/financial-information/diversity/
Legal & General	https://www.legalandgeneralgroup.com/csr/our-approach/diversity/
Lloyds Banking Group	http://www.lloydsbankinggroup.com/our-group/responsible-business/inclusion-and-diversity/gender/
Lloyd's of London	www.lloyds.com/womeninfinance
London Capital Credit Union	http://www.credit-union.coop/content.asp?section=222&sf=86
London Stock Exchange Group	www.lseg.com/womeninfinance
LV=	https://www.lv.com/about-us/lv-cares/gender-pay-gap-report
Market Harborough Building Society	http://www.mhbs.co.uk/diversity.aspx

MasterCard (UK&I Division)	https://www.mastercard.co.uk/en-gb/about-mastercard/careers/diversity-inclusion/women-in-finance-charter.html
Mercer	https://www.uk.mercer.com/gender-diversity-targets.html
MetLife UK	https://www.metlife.co.uk/womeninfinancecharter/
Mizuho Bank	https://www.mizuho-emea.com/what-we-stand-for/diversity/women-in-finance-charter/mizuho-bank-targets/women-in-finance-targets
Mizuho International	https://www.mizuho-emea.com/what-we-stand-for/diversity/women-in-finance-charter/mizuho-international-targets
Monzo	https://monzo.com/blog/2017/05/31/women-in-finance/
Morgan Stanley International	http://www.morganstanley.com/about-us/diversity/UK-Women-In-Finance-Charter.html?v=2
MUFG	https://www.mufgemea.com/governance/hm-treasury-women-in-finance-charter/
National House Building Council	http://www.nhbc.co.uk/DiversityatNHBC/
National Skills Academy for Financial Services	http://www.nsafs.co.uk/about-us/
Nationwide Building Society	http://www.nationwide.co.uk/about/media-centre-and-specialist-areas/women-in-finance-charter
NEST Corporation	http://www.nestpensions.org.uk/schemeweb/NestWeb/public/aboutnestcorporation/contents/policy-and-procedures.html
Northern Trust	https://www.northerntrust.com/about-us/corporate-social-responsibility/diversity-inclusion
Nottingham Building Society	https://www.thenottingham.com/your-society/inside-the-society/women-in-finance-charter/
NS&I	http://nsandi-corporate.com/about-nsi/our-performance/equality-and-diversity/
Nucleus Financial	https://nucleusfinancial.com/women-finance-charter/
Nutmeg Saving and Investment	https://www.nutmeg.com/about/diversity
OAC	http://www.oacplc.com/about-us/diversity-women-in-finance
Old Mutual Wealth	https://www.oldmutualwealth.co.uk/careers/inclusion-and-diversity/
OneSavings Bank	http://www.onesavingsbank.com/corporate-responsibility/women-in-finance-charter/
Paragon Banking Group PLC	http://www.paragon-group.co.uk/about-us/corporate-responsibility/women-in-finance
Payment Systems Regulator	https://www.psr.org.uk/diversity-and-inclusion-at-psr/women-in-finance
PensionBee	https://www.pensionbee.com/blog/2017/june/weve-signed-the-women-in-finance-charter
Personal Investment Management and Financial Advice Association	https://www.pimfa.co.uk/news/women-in-finance-charter/
Phoenix Group	http://www.thephoenixgroup.com/corporate-responsibility/diversity-inclusion.aspx
Pinsent Masons LLP	https://www.pinsentmasons.com/en/about-us/starfish/our-people/

Pioneer Mutual Credit Union	https://www.pioneercu.coop/about-us/
Post Office	https://www.onepostoffice.co.uk/secure/latest-news/our-business/women-in-finance-charter/
Principality Building Society	http://www.principality.co.uk/womeninfinance
Progressive Building Society	http://theprogressive.com/your-society/hm-treasury-women-in-finance-charter/
Prudential	http://www.prudential.co.uk/site-services/governance-and-policies/diversity-and-inclusion-statement
PwC UK	https://www.pwc.co.uk/who-we-are/annual-report/annual-report-2016--our-people.html#content-free-1-3978
RateSetter	http://www.ratesetter.com/aboutus
ReAssure Group	https://www.reassure.co.uk/article/reassure-diversity-inclusion-statement/
Ridgeway Partners	https://ridgewaypartners.com/#press
Royal Bank of Canada	http://www.rbc.com/careers/women.html
RSA Insurance Group	https://www.rsagroup.com/responsibility/responsible-business/disclosures/
Santander UK	http://www.santanderjobs.co.uk/diversity
Santander UK Technology	http://www.santandertechnology.co.uk/women-in-finance
Scalable Capital	https://uk.scalable.capital/women-in-finance-charter
Schroders	http://www.schroders.com/en/people/diversity-and-inclusion/
Sestini & Co	http://www.sestiniandco.co.uk/about-sestini-co/
Shawbrook Bank	https://www.shawbrook.co.uk/wif
Simply Business	http://www.simplybusiness.co.uk/about-us/women-in-finance/
SMBC Nikko Capital Markets Limited	http://www.smbcnikko-cm.com/about-us/our-people.html
SMBCE	https://www.smbcgroup.com/emea/careers/about/equal-opportunities
Smith and Williamson	http://smithandwilliamson.com/about-us/diversity-and-inclusion
South Manchester Credit Union	http://smcreditunion.co.uk/about-us/women-in-finance-charter/
Standard Chartered	https://www.sc.com/en/about/diversity-and-inclusion/women-in-finance-charter/
Standard Life Aberdeen PLC	https://www.standardlifeaberdeen.com/news-and-media/all-news-articles/2017/women-in-finance-charter
Starling Bank	https://www.starlingbank.com/women-finance-charter-mindset/
State Street	http://www.statestreet.com/about/office-locations/unitedkingdom/women-in-finance.html
Sturgeon Ventures LLP	http://www.sturgeonventures.com/about-us/equality-diversity-policy/
Teamspirit	www.teamspirit.uk.com/what-we-think/teamspirit-signs-the-women-in-finance-charter
Tesco Bank	https://corporate.tescobank.com/189/about-us/women-in-finance
The Building Societies Association (BSA)	https://www.bsa.org.uk/about-us/women-in-finance-

	charter
The Co-operative Bank	http://www.co-operativebank.co.uk/aboutus/ourbusiness/women-in-finance
The Institute of Legal Finance & Management Ltd	http://www.ilfm.org.uk/site/about/
The Investment Association	https://www.theinvestmentassociation.org/about-the-investment-association/charter.html
The Royal Bank of Scotland	http://www.rbs.com/sustainability/working-at-rbs/inclusion.html
The Royal London Mutual Insurance Society	http://www.royallondon.com/about/whoweare/diversity-and-inclusion/
TheCityUK	https://www.thecityuk.com/assets/2017/Reports-PDF/Women-in-Finance-Charter.pdf
Thomson Reuters	https://www.thomsonreuters.com/content/dam/ewp-m/documents/thomsonreuters/en/pdf/corporate-responsibility/women-in-banking-and-finance-charter-2017.pdf
Tribe Impact Capital	https://www.tribeimpactcapital.com/news/women-in-finance/
TSB Bank	http://www.tsb.co.uk/straightforward-money/gender-balance/
Twenty7Tec	http://www.twenty7tec.com/women-in-finance.php
UK Export Finance	[https://www.gov.uk/government/organisations/uk-export-finance/about/equality-and-diversity]
UK Finance	https://www.ukfinance.org.uk/about-us/uk-finance-commits-to-the-hm-treasury-women-in-finance-charter/
Unity Trust Bank plc	https://www.unity.co.uk/supporting-gender-equality/
Unum	www.unum.co.uk/diversity
Virgin Money	http://uk.virginmoney.com/virgin/about/recognising-everyone/
Warren Partners	http://www.warrenpartners.co.uk/why-warren-partners/diversity-and-equality.php
West Bromwich Building Society	http://www.westbrom.co.uk/your-society/careers
Zerado	http://zerado.com/en/news/hmt-women-in-finance-charter-why-signing-matters/
Zurich Insurance	https://www.zurich.co.uk/en/about-us/corporate-responsibility/workplace/diversity-and-inclusion