



HM Treasury



Women in Finance Charter

List of 300 signatories

33 new Charter signatories announced on 20 November 2018

American Express

BDO LLP

Berry & Oak

British Friendly Society

Bullionblock Ltd

Carrington Investment Consultants Limited

CNA Hardy

Darcey Quigley & Co Ltd

DST Financial Services International Ltd

Earth Capital Partners

FTI Consulting LLP

Graphite Partners

Hastings Direct

IRESS Limited

JM Finn & Co

Longhurst Limited

LV=General Insurance

Mint Bridging Ltd

Muzinich & Co Limited

Nacional Financiera SNC London Branch

Pantheon Ventures (UK) LLP

Pensions and Lifetime Savings Association (PLSA)

Refinitiv

Societe Generale

Sustainable Technology Investors Ltd

Target Group Ltd

The Cumberland Building Society

The National Farmers Union Mutual Insurance Society Limited

Tullow Oil Plc

Ummah Ventures Limited (Moneemint)

Venture Founders

Veritas Commercial Services

Willis Owen Limited

20 November 2018

Charter signatories announced before March 2018	Link to gender diversity targets
10x Future Technologies Ltd	https://www.10xbanking.com/impact
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/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/
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/
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/careers/women-in-finance/
Credit Suisse	https://www.credit-suisse.com/corporate/en/responsibility/employer/global-diversity-inclusion.html
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.creditunion.coop/content.asp?section=222&sf=86
London Stock Exchange Group	www.lseg.com/womeninfinance
LV=	https://www.lv.com/about-us/lv-cares/people-culture/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
Maynard Capital Management	http://www.maynardcapitalmanagement.com/diversity-and-inclusion-policy.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
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.pioneerco.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
Quilter plc	https://www.quilter.com/careers/inclusion-and-diversity/collaborating-with-others/
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
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
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

New Charter signatories announced between March – October 2018

Links to gender diversity targets to be published in January 2019

Admiral Group Ltd
AE3 Media
Aon
Armstrong Wolfe
Australia and New Zealand Banking Group Limited
Bank of Ireland (UK) plc
Banking Standards Board
Barcadia Media Ltd
Barrington Hibbert Associates
BFC Bank Limited
BNP Paribas London CIB
BNP Paribas Personal Finance
BondMason
Bovill Ltd
Bower Retirement
Brewin Dolphin
British Business Bank
British Insurance Brokers' Association

Brooks Macdonald plc
Brown Shipley
Cameron and Company Financial Planning Ltd
Canada Life
Charter Court Financial Services plc
City of London Corporation
Close Brothers Group Plc
Coventry Building Society
Crowdcube
Daiwa Capital Markets Europe Ltd
Danske Bank
EIS Association
Ellis Davies Financial Planning Ltd
Equifax Ltd
Evolution Financial Planning
Financial Services Compensation Scheme
FinTech Strategic Advisors Ltd
Fintellect Recruitment
First Wealth LLP
Flood Re Ltd
Foresight Group LLP
Franklin Templeton Investments
GAM
Global Processing Services Ltd
Goji Investments
Goldman Sachs International
Grant Thornton
Hargreaves Lansdown
Hinckley and Rugby Building Society
House of Beaufort
HUBX
ICAEW
Intermediate Capital Group PLC
Invesco
Investec Asset Management Limited
Investec Bank plc
Investec Wealth & Investment
Investing Ethically Ltd
IPC Systems
J.P. Morgan
Just Group plc
Kames Capital plc
Lazard & Co Limited
Lazard Asset Management Limited
LGT Vestra
LifeSearch
Magenta Financial Planning
Man Group plc
Marsh UK
Mazars

Medianett Ltd
Metro Bank Plc
Mortgages for Business Ltd
Motor Insurers' Bureau
MT Finance Ltd
Mustard Seed Impact Ltd
National Association of Commercial Finance Brokers
Nomura International
OMFIF
PIMCO
Prytania Solutions Limited
Pukka Insure Ltd
QBE European Operations
Rathbone Brothers plc
rebuildingsociety.com
Sainsbury's Bank
Scottish Equity Partners
SDB Bookkeeping Services
Semper Capital Management
Sesame Bankhall Group
Shepherd Compello Ltd
St. James's Place plc
Stonehaven International
Sussex Independent Financial Advisers Ltd
Tesco Underwriting
The Alternative Investment Management Association
The Board of the Pension Protection Fund
The British Private Equity & Venture Capital Association
The British United Provident Association Limited (BUPA)
The Meyer Partnership
The Mortgage & Insurance Bureau
TotallyMoney
TP ICAP
UBS
UK Government Investments
UniCredit Group
Vanguard Asset Services Limited
Visa
Wellington Management International Ltd
Wesleyan Assurance Society
Whyfield
XL Catlin
Yorkshire Building Society Group
Zopa Limited