



HM Treasury



Women in Finance Charter

List of signatories

45 new Charter signatories announced on 23 June 2022

Allica Bank
Anglia Capital Group
Argo Managing Agency Limited
Bain & Company Inc. United Kingdom
Bank of London and the Middle East
Belmont Green Finance Limited
Benchmark Capital Ltd
BGC Brokers L.P.
BLM LLP
Brown Advisory Ltd
Canopus
Carpenters Group
Dabbl invest
Executive Benefit Services (UK) Ltd
Howard Mortgages
International Capital Market Association
Lucas Fettes & Partners (Financial Services) Limited
Marsden Building Society
Masthaven Bank
Mitsubishi HC Capital UK PLC
MWA Financial Ltd
New World Financial Group Ltd
Octopus Investments
Olive Rossley Ltd
Operis Group
Path Financial Ltd
Revolut
River and Mercantile Group Plc
Saffron Building Society
Sayer Haworth Ltd
Secure Trust Bank
Sedgwick International UK
South West Business Finance

23 June 2022

Stonehage Fleming
Suffolk Building Society
Tallaght Financial Limited
Tatton Asset Management
The Bank of London Group Limited
The Fry Group
The Melton Building Society
The Openwork Partnership
Tilney Smith & Williamson
Together Financial Services Ltd
Trust Payments Ltd
Zip

14 Charter signatories removed on 23 June 2022

Bullionblock Ltd
Graphite Partners
Longhurst limited
Mint Bridging Ltd
Moneemint (Ummah Ventures Limited)
Glenhawk
IPTF (Income Protection Task Force)
Vanilla Thinking Limited (ACQ5)
HBB Bridging Loans
People risk management Ltd
Capital b Property Finance
Catalyst Claims
Iona Capital
Wealth Matters Ltd

Charter signatories announced before March 2021	Link to gender diversity targets
10x Future Technologies Ltd	https://www.10xbanking.com/careers
57 Finance Ltd	https://www.57finance.co.uk
AAT, Association of Accounting Technicians	https://www.aat.org.uk/about-aat/careers-at-aat/women-in-finance-charter
ABN AMRO UK	https://www.abnamro.co.uk/en/about/diversity-and-inclusion/women-in-finance-charter.html
abr dn	https://www.abr dn.com/corporate/about-us/diversity-and-inclusion/our-diversity-targets
Action 365	www.action365.co.uk
Addleshaw Goddard LLP	Link pending
Admiral Group Ltd	https://admiralgroup.co.uk/our-business/corporate-governance/women-in-finance-charter
AE3 Media	www.ae3media.co.uk
Aegon Asset Management (Kames Capital plc)	https://www.aegonam.com/en/about-us/inclusion--diversity/
AEGON UK	https://www.aegon.co.uk/about-aegon/corporate-responsibility/women-in-finance-charter.html
Ageas UK	https://www.ageas.co.uk/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 Global Investors	Allianz Global Investors Inclusion and diversity (allianzgi.com)
Allianz Insurance	https://www.allianz.co.uk/about-allianz/social-responsibility/employees/inclusion.html
AMC Executive Search	https://www.amc-search.com/diversity/
American Express	https://www.americanexpress.com/uk/legal/inclusion-and-diversity.html?inav=gb_sitefooter_gender_payreporting
AMP Capital Investors UK	https://www.ampcapital.com/europe/en/about/culture-diversity
Amundi London	https://www.amundi.co.uk/professional/About-Amundi/Amundi-UK
Aon	http://www.aon.com/unitedkingdom/life-at-aon/gender-balance/women-in-finance-charter.jsp
Appreciate Group (Formerly Park Group)	https://www.appreciategroup.co.uk/about-us/gender-balance/women-in-finance-charter
Archipelago Eco Investors Ltd	Link pending
Ark Investment Management Ltd (formerly Ark Wealth Ltd)	https://www.arkim.co.uk/women-in-finance-charter
Armstrong Wolfe	www.armstrongwolfe.com/wcooc/
Artemis Investment Management LLP	https://www.artemisfunds.com/en/about-artemis/diversity-and-inclusion
Ask Inclusive Finance	Link pending
Association of British Insurers (ABI)	https://www.abi.org.uk/about-the-abi/abi-diversity-hub/achieving-gender-parity/
Atom Bank	https://www.atombank.co.uk/women-in-finance/
Australia and New Zealand Banking Group Limited	https://institutional.anz.com/markets/united-kingdom/en

Aviva	https://www.aviva.com/responsible-sustainable-business/our-people/women-in-finance-charter/
AXA Investment Managers	https://www.axa-im.com/careers/building-inclusive-culture
AXA UK	www.axa.co.uk/about/corporate-responsibility/empowering-women-at-axa/
AXA XL	https://axaxl.com/about-us/women-in-finance-charter
B&CE Holdings Limited	https://bandce.co.uk/about-us/how-we-work/financial-reports/
Bank of America	https://about.bankofamerica.com/en/making-an-impact/women-in-finance-charter
Bank of England	https://www.bankofengland.co.uk/about/corporate-responsibility
Bank of Ireland Retail UK Division	https://www.bankofirelanduk.com/about/responsible-business/colleagues/
Barcadia Media Ltd	http://barcadiamedia.co.uk/about/women-in-finance-charter
Barclays Bank	https://home.barclays/who-we-are/our-strategy/diversity-and-inclusion/gender/women-in-finance/
BDO LLP	https://www.bdo.co.uk/en-gb/unifying-culture/our-commitment-to-gender-balance
Beaufort Group Consulting Ltd	http://www.houseofbeaufort.com/women-in-finance-charter/
Beazley	https://www.beazley.com/inclusion_and_diversity/women_in_finance_charter.html
Beckett Investment Management Group	http://beckettinvest.com/women-in-finance/
Berry & Oak	https://berryandoak.com/women-in-finance-charter/
Big Society Capital	https://bigsocietycapital.com/about-us/careers/diversity-and-inclusion-plan/
BlackRock	https://careers.blackrock.com/life-at-blackrock/diversity-equity-and-inclusion
Blakeney Partners	https://blakeney-partners.com/women-in-finance-charter-pledge/
Bluecoat Software	Link pending
Bluestone Leasing Limited	http://www.bluestoneleasing.com/women-in-finance-charter/
BMW Financial Services (GB)	https://www.bmw.co.uk/en/footer/quick-links/women-in-finance-charter.html
BNP Paribas London CIB	http://www.bnpparibas.co.uk/en/engagement/women-finance-charter/cib/
BNP Paribas Personal Finance	https://cdn.bnpparibas-pf.co.uk/public/documents/bi11638_women_in_finance_charter_0918_final.pdf
BNY Mellon	https://www.bnymellon.com/emea/en/who-we-are/careers/women-in-finance-charter.jsp
Bovill Ltd	https://www.bovill.com/careers/
Bower	https://www.bowerhomefinance.co.uk/about/women-in-finance
BP Supply & Trading	https://www.bp.com/en/global/corporate/careers/life-at-bp/diversity-equity-and-inclusion/gender.html?
Bravura Solutions	Link pending
Brewin Dolphin	https://www.brewin.co.uk/careers/working-here/
Brickendon Consulting	https://www.brickendon.com/people-organisation/
Bridging Finance Solutions Group	Women in Finance Charter - Bridging Finance Solutions (bridgingfinance-solutions.co.uk)
Brightstar Financial Ltd	https://brightstarhub.co.uk/careers/women-in-finance/

British Business Bank	https://www.british-business-bank.co.uk/british-business-bank-signs-up-to-the-women-in-finance-charter/
British Friendly Society	https://members.britishfriendly.com/about-us/diversity-and-inclusion/
British Insurance Brokers' Association	https://www.biba.org.uk/responsibility/diversity-inclusion/
Brooks Macdonald plc	https://www.brooksmacdonald.com/careers/working-for-us#diversity
Brown Shipley	https://brownshipley.com/en-gb/join-the-team
BRUIN Financial	https://www.bruinfinancial.com/women-in-finance-charter-gender-diversity-plan-2021/
Building Societies Association (BSA)	https://www.bsa.org.uk/about-us/women-in-finance-charter
Cambridge & Counties Bank	https://ccbanc.co.uk/about-us/our-commitments/women-finance-charter/
Campbell & Fletcher Recruitment	https://www.cfrecruitment.co.uk/women-in-finance/
Canada Life	https://www.canadalife.co.uk/our-company/careers/women-in-finance/
Canadian Imperial Bank of Commerce	https://www.cibc.com/en/about-cibc/careers/life-at-cibc.html#inclusion
Capco	https://www.capco.com/About-Us/Diversity-and-inclusion/Our-commitment-to-diversity-and-inclusion
Capital Credit Union	http://www.capitalcreditunion.com/about_us/about_capital_credit_union
Capital One (Europe) Plc	http://www.capitalone.co.uk/aboutus/who-are-capital-one.jsf
Carrington Wealth Management	https://carringtonwm.co.uk/about-us/our-community/our-team/
Castle Trust Bank	https://www.castletrust.co.uk/about-us
Castlefield Partners Ltd	https://www.castlefield.com/about-castlefield/thoughtful-investing/diversity-at-castlefield/
CDC Group	www.cdcgroup.com
Channel Islands Adjusters Limited	http://www.ciadjusters.com/the-team/
Charles Stanley & Co. Limited	https://www.charles-stanley.co.uk/about-us/who-we-are/csr/women-finance
Chartered Insurance Institute	https://www.cii.co.uk/about-us/work-for-us/supporting-diversity-in-the-profession/
Chaucer Group	https://www.chaucergroup.com/diversity-inclusion
Cicero Consulting Ltd	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	https://www.citigroup.com/citi/about/countries-and-jurisdictions/united-kingdom.html
City Hive	http://www.cityhive.co.uk/wifc-pledge
City of London Corporation	https://www.cityoflondon.gov.uk/about-us/plans-policies/equality-inclusion
ClearBank	https://www.clear.bank/people
ClearlySo	https://www.clearlyso.com/clearlyso-gender-equality-statement/
ClearScore	Link pending
Close Brothers Group Plc	https://www.closebrothers.com/inclusion
CNA Hardy	https://www.cnahardy.com/site-services/gender-pay-gap-report

Collinson Group	https://www.collinsongroup.com/en/women-in-finance-charter
Columbia Threadneedle Investments	www.columbiathreadneedle.co.uk/en/intm/about-us/responsible-business/
Commerzbank AG	https://www.commerzbank.com/media/karriere/diversity_neu/Commerzbank_Women_in_Finance_Charter_October_2021_v2.pdf
Connect IFA Ltd	https://connectmortgages.co.uk/women-in-finance-charter/
Coreco	https://www.corecogroup.co.uk/about/women-in-finance/
Covea Insurance	https://www.coveainsurance.co.uk/about-us/diversity-inclusion/
Coventry Building Society	https://www.coventrybuildingsociety.co.uk/member/sustainability/women-in-finance.html
Credit Services Association Limited	https://www.csa-uk.com/page/women-finance-charter
Credit Suisse	https://www.credit-suisse.com/about-us/en/our-company/corporate-responsibility/employer/diversity-inclusion.html
Crito Capital LLP	Link pending
Crowe U.K. LLP	https://www.crowe.com/uk/about-us/taking-our-women-further
Crown Agents Bank	https://www.crownagentsbank.com/
CrownStone Consulting Ltd	Link pending
Daiwa Capital Markets Europe Ltd	http://www.uk.daiwacm.com/about-us/diversity-equality
Danske Bank	https://danskebank.co.uk/about-us/responsibility/women-in-finance
Darcey Quigley & Co Ltd	Link pending
DAS UK Ltd	https://www.dasinsurance.co.uk/careers/life-at-das/inclusion/spark-network
DDGI Limited	https://www.ddcap.com/who-we-are/our-sustainable-responsible-actions/our-corporate-social-responsibility/diversity-and-inclusion/
Deloitte	https://www2.deloitte.com/uk/en/pages/careers/articles/respect-and-inclusion.html
Deutsche Bank AG	https://www.db.com/cr/en/our-people/diversity--management.htm
Direct Line Group	https://www.directlinegroup.co.uk/en/responsibility/people/women-in-finance-charter.html
E2W Limited	https://www.e2w.co/about-e2w
Earth Capital UK Ltd	https://www.earthcapital.net/women-in-finance/
Ecclesiastical Insurance	https://www.ecclesiastical.com/corporate-responsibility/women-in-finance/
EdAid	https://www.edaid.com/women-in-finance
EIS Association	https://eisa.org.uk/about-eis/
Electron Capital Partners LLC	Link pending
Ellis Davies Financial Planning Ltd	www.ellisdaviesfp.co.uk/WIF
Enra Specialist Finance Ltd	https://www.enra.co.uk/careers/women-in-finance
EQ Investors Limited	https://eqinvestors.co.uk/individuals/hub/article/women-in-finance-charter
Equifax Ltd	https://www.equifax.co.uk/about-equifax/corporate-social-responsibility/en_gb
esure	http://www.esuregroup.com/corporate-information/corporate-social-responsibility.aspx

EY (Ernst & Young LLP)	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
Family Assurance Friendly Society Ltd	https://www.onefamily.com/company-information/
Fidelity International UK	www.fidelity.com.uk/diversity-and-inclusion-matters/gender/
Fiduciam Nominees Limited	https://fiduciam.co.uk/people/
Financial Conduct Authority	https://www.fca.org.uk/about/diversity-and-inclusion-why-it-matters-us/women-finance-charter-and-progress-against-targets
Financial Ombudsman Service	https://www.financial-ombudsman.org.uk/publications/diversityreport2018/index.html
Financial Reporting Council Ltd	http://frc.org.uk/about-the-frc/women-in-finance-charter
Financial Services Compensation Scheme	https://www.fscs.org.uk/about-fscs/women-in-finance-charter/
Financial Services Culture Board (formerly Banking Standards Board)	https://financialservicescultureboard.org.uk/who-we-are/our-governance/
FINTECH Circle	http://fintechcircle.com/wif/
FinTech Strategic Advisors Ltd	www.ftadvisory.co.uk
Fintellect Recruitment	https://www.fintellectrecruitment.co.uk/womeninfinance
First Central Services UK Limited	Link pending
First Wealth LLP	https://www.firstwealth.co.uk/about-us/our-purpose/women-in-finance
FLA (The Finance & Leasing Association)	https://www.fla.org.uk/about-us/women-in-finance-charter/
Flood Re Ltd	https://www.floodre.co.uk/wp-content/uploads/women-in-finance.pdf
Foresight Group LLP	https://www.foresightgroup.eu/responsible-investing/governance/women-in-finance-charter/
Form3	http://www.form3.tech/
Franklin Templeton Investments	https://www.franklintempleton.co.uk/institutions/our-approach/our-company/diversity-and-inclusion
Funding Circle Ltd	https://corporate.fundingcircle.com/who-we-are/our-people/diversity-and-inclusion/
Funding Options	https://www.fundingoptions.com/blog/press/funding-options-signs-the-women-in-finance-charter-to-accelerate-focus-on-diversity-and-inclusion
GAAPweb	https://www.gaapweb.com/article/gaapweb-pledges-to-promote-gender-equality-in-the-finance-and-accountancy-profession-for-another-year/
GAM Investments	https://www.gam.com/en/diversity-and-inclusion#women-in-finance
Global Processing Services (UK) Ltd	https://www.globalprocessing.com/our-commitments/
Goldman Sachs International	https://www.goldmansachs.com/our-firm/people-and-culture/
Grant Thornton	https://www.grantthornton.co.uk/en/about-us/inside-grant-thornton/our-gender-and-ethnicity-commitments/
Handelsbanken	https://www.handelsbanken.co.uk/shb/inet/icentrb.nsf/vlookupppics/handelsbankenrb_aboutthegroup_diversity_women_in_finance_targets/\$file/diversity_women_in_finance_targets.pdf
Hannay Investments	http://www.hannayinvestments.co.uk/women-in-finance
Hargreaves Lansdown	https://www.hl.co.uk/about-us/diversity
Hartsfield Financial Services Ltd	Hartsfield.co.uk/wifc
Hastings Direct (Insurance)	https://www.hastingsplc.com/corporate-responsibility/diversity

Hermes Fund Managers Ltd, HFML Board	https://www.hermes-investment.com/about-us/diversity-and-inclusion/
Higgins Fairbairn Advisory LLP	https://www.hfadvisory.co.uk/us/community/
Hinckley and Rugby Building Society	https://www.hrbs.co.uk/about-us/governance/women-in-finance-charter/
HM Treasury	https://www.gov.uk/government/publications/women-in-finance-charter
Hodge (formerly Julian Hodge Bank)	https://hodgebank.co.uk/women-in-finance/
Homes England	Link pending
Hope Capital	https://hope-capital.co.uk/values/women-in-finance-charter/
HSBC UK	https://www.about.hsbc.co.uk/hsbc-uk/diversity-and-inclusion
HW Global Talent Partner	https://www.hwglobalpartner.com/diversity-and-inclusion/
ICAEW	https://www.icaew.com/en/about-icaew/who-we-are/icaew-target-to-improve-management-gender-diversity
IFast Global Bank Limited (formally known as BFC Bank Limited)	https://www.bfcbank.co.uk/
IM Asset Management	https://www.irwinmitchell.com/about-us/social-responsibility/diversity/women-in-finance
Independent Women	https://www.independentwomen.co.uk/advancing-women/women-finance-charter/
Innovate Finance	http://new.innovatefinance.com/women-finance-charter/
Interactive Investor	Diversity and inclusion - interactive investor (ii.co.uk)
Intermediate Capital Group PLC	http://www.icgam.com/about/diversity-inclusion
Invesco UK	https://www.invesco.co.uk/uk/about-us/diversity-inclusion
Investec Bank plc	https://www.investec.com/en_gb/welcome-to-investec/about-us/investor-relations/women-in-finance-reporting.html
Investec Wealth & Investment	https://www.investec.com/en_gb/welcome-to-investec/corporate-responsibility/our-people/inspire.html
Investing Ethically Ltd	https://www.investing-ethically.co.uk/investing-ethically-ltd-proud-sign-women-finance-charter/
IPC Systems	http://www.ipc.com/about-us/mission-and-values
iPipeline Limited	https://uk.ipipeline.com/women-in-finance/
IRESS Limited	https://www.iress.com/about/diversity-iress/
ISDA (International Swaps & Derivatives Association)	www.isda.org
J.P. Morgan	https://www.jpmorgan.com/disclosures/gender-pay-gap-uk/2017-gender-pay-gap-uk
Jane Smith Financial Planning Limited	www.janesmithfinancial.com/women-in-finance-charter
Janus Henderson Investors	https://www.janushenderson.com/careers/partners-recognition-pledges/
JM Finn & Co	Women in Finance Charter JM Finn
Julius Baer International Ltd.	Link pending
Jupiter Asset Management	https://www.jupiteram.com/women-in-finance-charter/
Just Group plc	http://www.justgroupplc.co.uk/about-us/gender-pay-report
Key Fund Investments Limited	Link pending
Khandokar & Co Limited	https://khandokar.co.uk/wp-content/uploads/2021/08/Gender-Diversity-Target.pdf
KPMG LLP	https://home.kpmg.com/uk/en/home/about/people/inclusion-diversity.html
Landbay	http://blog.landbay.co.uk/blog/2018/4/18/0rcug60la053y2n06ss9yf3i5tzbvv
Lazard & Co Limited	https://lazardltd.gcs-web.com/corporate-governance

Lazard Asset Management Limited	https://lazardltd-preview.gcs-web.com/corporate-governance
Leeds Building Society	http://www.leedsbuildingsociety.co.uk/your-society/financial-information/diversity/
Leek United Building Society	https://www.leekunited.co.uk/about/women-in-finance-charter/
Legal & General	http://csr.legalandgeneralgroup.com/csr/servicepages/downloads/files/women_in_finance_charter.pdf
Leverton Search	Link pending
LGT Vestra	https://www.lgtvestra.com/en/about-us/company-profile/women-in-finance-charter/
LifeSearch	https://www.lifesearch.com/Women-in-Finance
Lloyds Banking Group	http://www.lloydsbankinggroup.com/our-group/responsible-business/inclusion-and-diversity/gender/
Lloyd's of London	https://www.lloyds.com/about-lloyds/diversity-and-inclusion-at-lloyds/women-in-finance-charter
Lomond Wealth Management	https://www.lomondwealth.com/about-us/women-in-finance-charter/
London Capital Credit Union	http://www.credit-union.coop/content.asp?section=222&sf=86
London Stock Exchange Group	www.lseg.com/womeninfinance
LV = General Insurance (Liverpool Victoria General Insurance Group Ltd)	https://www.lv.com/insurance/about-us/corporate-responsibility/people-culture/diversity-and-inclusion
LV= Liverpool Victoria Financial Services (LVFS)	https://www.lv.com/about-us/lv-cares/people-culture/gender-pay-gap-report/lvfs
M&G PLC	https://www.mandgplc.com/~/_media/Files/M/MandG-Plc/documents/Diversity-and-Inclusion/MGplc-Diversity-Inclusion-strategy-infographic-09-20.pdf
Macquarie Group	https://www.macquarie.com/uk/en/careers/diversity-and-inclusion.html
Magenta Financial Planning	www.magentafp.com
Man Group plc	www.man.com/diversity
Market Harborough Building Society	https://mhbs.co.uk/ethics-diversity/
Marsh Guy Carpenter (formerly Marsh UK)	https://www.marsh.com/uk/about-marsh/women-in-finance.html and https://www.guycarp.com/
MasterCard (UK&I Division)	https://www.mastercard.co.uk/content/mccom/en-gb/about-mastercard/who-we-are/diversity-inclusion/women-in-finance-charter.html/
Mazars	https://www.mazars.co.uk/Home/About-us/Corporate-Publications/Diversity-goals
Medianett Ltd	https://www.bridgingandcommercial.co.uk/page_about
Mercer	https://www.uk.mercer.com/gender-diversity-targets.html
MetLife UK	https://www.metlife.co.uk/about-us/our-culture/
Metro Bank Plc	https://www.metrobankonline.co.uk/about-us/culture-diversity/
Mizuho Bank Ltd	https://www.mizuhogroup.com/emea/who-we-are/inclusion-diversity/women-in-finance-charter
Mizuho International plc	https://www.mizuhogroup.com/emea/who-we-are/inclusion-diversity/women-in-finance-charter
Monzo	https://monzo.com/blog/an-update-on-the-women-in-finance-charter-2020
Morgan Stanley International	https://www.morganstanley.com/about-us/diversity/UK-Women-In-Finance-Charter

Morningstar	https://go.morningstar.com/woman-in-finance-charter
Mortgage Scout (The Mortgage & Insurance Bureau)	https://www.mortgagescout.co.uk/knowledge-and-resources/mortgage-news/the-women-in-finance-charter
Mortgages for Business Ltd	https://www.mortgagesforbusiness.co.uk/mission-vision-values/women-in-finance-charter/
Motor Insurers' Bureau	https://www.mib.org.uk/about-mib/management-and-governance/gender-pay-gap-report-women-in-finance-charter/
MT Finance Ltd	https://www.mt-finance.com/women-in-finance-charter/
MUFG	https://www.mufgemea.com/governance/hm-treasury-women-in-finance-charter/
Mustard Seed Impact Ltd	http://mustardseed.vc
Muzinich & Co Limited	https://www.muzinich.com/about/corporate-responsibility
Nacional Financiera SNC London Branch	https://www.nafin.com/portalfn/content/nafin-internacional/london-branch/about_us.html
National House Building Council	http://www.nhbc.co.uk/DiversityatNHBC/
Nationwide Building Society	https://www.nationwide.co.uk/about/media-centre-and-specialist-areas/gender-equality/women-in-finance-charter
Natixis	https://www.natixis.com/natixis/en/supporting-the-company-s-transformation-hr-rpaz5_119243.html
Natwest Group (formally RBS)	https://www.natwestgroup.com/who-we-are/working-at-natwest-group/building-a-more-inclusive-bank.html
NEST Corporation	https://www.nestpensions.org.uk/schemeweb/nest/nestcorporation/how-nest-is-run/policy-and-procedures.html
Newcastle Building Society	https://www.newcastle.co.uk/about-us/governance/our-commitment-to-the-women-in-finance-charter/
NFU Mutual (The National Farmers Union Mutual Insurance Society Limited)	https://www.nfumutual.co.uk/about-us/women-in-finance-charter/
Ninety One	https://www.investecassetmanagement.com/document/pdf/Investec-the-women-in-finance-charter.pdf
Nomura International	https://www.nomuraholdings.com/csr/employee/diversity/emea.html
Northern Trust	https://www.northerntrust.com/about-us/corporate-social-responsibility/diversity-and-inclusion
NS&I	https://nsandi-corporate.com/careers/how-we-recruit
Nucleus Financial	https://nucleusfinancial.com/blog/our-commitment-women-finance-charter
Nutmeg Saving and Investment	https://apply.workable.com/careersatnutmeg/
OAC	http://www.oacplc.com/about-us/diversity-women-in-finance
OneSavings Bank (OSB Group)	http://www.onesavingsbank.com/corporate-responsibility/women-in-finance-charter
OSTC Ltd	https://www.ostc.com/about-us/diversity/
Pantheon Ventures (UK) LLP	https://www.pantheon.com/diversity/
Paragon Group of Companies (Paragon Banking Group Plc)	https://www.paragonbankinggroup.co.uk/careers/life-at-paragon/diversity-and-inclusion/wif-diversity-targets
Parker Fitzgerald	Link pending
Partners Credit Union Ltd	Link pending
Payment Systems Regulator	https://www.psr.org.uk/about-us/diversity-and-inclusion-at-the-psr/
Pays Services UK Limited (Paysafe)	https://www.paysafe.com/uk/paysafegroup/culture/
PensionBee	https://www.pensionbee.com/women-in-finance

Pensions and Lifetime Savings Association (PLSA)	https://www.plsa.co.uk/About-us/Diversity/Women-in-Finance-Charter
Pepper (UK) Limited	https://www.peppergroup.co.uk/about-us/women-in-finance-charter
Perella weinberg Partners	https://pwpartners.com/women-in-finance-charter/
Personal Investment Management and Financial Advice Association	www.pimfa.co.uk/news/women-in-finance-charter/
Phoenix Group	http://www.thephoenixgroup.com/corporate-responsibility/diversity-inclusion.aspx
PIMCO Europe	https://www.pimco.co.uk/en-gb/our-firm/policy-statements
Post Office	http://www.onepostoffice.co.uk/secure/latest-news/our-business/women-in-finance-charter
Principality Building Society	https://www.principality.co.uk/en/gender-pay-gap-and-women-in-finance
Progeny Wealth	https://theprogenygroup.com/wp-content/uploads/2021/09/Women-Finance-Charter-2021.pdf
Progressive Building Society	https://theprogressive.com/your-society/our-responsibilities/hm-treasury-women-in-finance-charter
Provident Financial plc	https://www.providentfinancial.com/sustainability/supporting-our-colleagues/
Prudential	https://www.prudentialplc.com/~/_media/Files/P/Prudential-V3/policies-and-statements/prudential-diversity-and-inclusion.pdf
Prytania Solutions Limited	https://www.prytania.com/
PwC UK	https://www.pwc.co.uk/who-we-are/annual-report.html
QBE European Operations	https://qbeeurope.com/community/diversity-inclusion
Quilter Plc (Old Mutual Wealth)	https://prod.plc.quilter.com/responsible-business/reports-policies-and-statements/gender-and-ethnicity-reporting/
Rathbone Brothers plc	https://www.rathbones.com/about-us/responsible-business/our-people
Redwood Bank	https://redwoodbank.co.uk/inside-redwood/women-in-finance-charter/
Ridgeway Partners	https://ridgewaypartners.com/#press
Rothschild & Co	https://www.rothschildandco.com/en/careers/working-at-rothschild-and-co/diversity/
Royal Bank of Canada	http://www.rbc.com/diversity/support-for-diverse-groups.html
RSA Insurance Group Ltd	https://www.rsagroup.com/responsibility/disclosures/
Sainsbury's Bank	https://www.sainsburysbank.co.uk/jobs/aboutus#tab--women-in-finance-charter-
Sainty Hird & Partners Limited	https://www.saintyhird.com/about#diversity
Santander UK	https://www.santanderjobs.co.uk/womeninfinance.php
Sapphire Capital Partners LLP	https://www.sapphirecapitalpartners.co.uk/sapphire-diversity
Schroders	http://www.schroders.com/en/people/diversity-and-inclusion/
Scottish Equity Partners	www.sep.co.uk/who-we-are/diversity
Scotwest Credit Union	www.scotwest.co.uk/women-in-finance
Seedrs Limited	https://www.seedrs.com/learn/blog/weve-signed-the-women-in-finance-charter
Sesame Bankhall Group	https://www.sbg.co.uk/SiteCollectionDocuments/SBG-Gender-Pay-Gap.pdf
Sestini & Co	http://www.sestiniandco.co.uk/about-sestini-co/
Seven Investment Mangement LLP	Link pending
Shawbrook Bank	https://www.shawbrook.co.uk/about-us

Shepherd Global	http://www.shepherdcompello.com/women-in-finance-charter/
Shepherds Friendly Society	https://www.shepherdsfriendly.co.uk/resources/shepherds-friendly-women-in-finance-charter/
Simply Business	http://www.simplybusiness.co.uk/about-us/inclusion-is-everything/
Skipton Building Society	https://www.skipton.co.uk/about-us/women-in-finance
Skybound Wealth Management	Link pending
SMBC Bank International	https://www.smbcgroup.com/emea/about-us/diversity-inclusion/
SMBC Nikko Capital Markets	https://www.smbcgroup.com/emea/about-us/diversity-inclusion/
Social Investment Scotland	https://www.socialinvestmentscotland.com/sis-diversity/
Societe Generale	https://www.societegenerale.co.uk/en/about/women-finance-charter/
St Mary's Private Wealth	https://www.spwinvestment.com/post/st-mary-s-private-wealth-committed-to-women-in-finance-charter
St. James's Place plc	https://www.sjp.co.uk/about-us/inclusion-diversity
Standard Chartered	https://www.sc.com/en/about/diversity-and-inclusion/gender-equality/
Starling Bank	https://www.starlingbank.com/blog/women-in-finance-charter-2019-update/
State Street	http://www.statestreet.com/about/office-locations/unitedkingdom/women-in-finance.html
Stifel Nicolaus Europe Limited	Link pending
Stonehaven International	https://www.stonehaveninternational.com/about-us/diversity-and-inclusion/
Sturgeon Ventures LLP	http://www.sturgeonventures.com/about-us/equality-diversity-policy/
Swansea Building Society	https://swansea-bs.co.uk/content/diversity-and-inclusion
Swoop Funding	Link pending
Tail O' The Bank Credit Union	Link pending
Target Group Ltd	https://www.targetgroup.com/latest-thinking/articles/targets-women-in-finance-charter-commitments
Teamspirit	www.teamspirit.uk.com/what-we-think/teamspirit-signs-the-women-in-finance-charter
Tesco Bank	Gender - Tesco Bank (tescoplc.com)
Tesco Underwriting	https://www.tesco-underwriting.com/about-us/publications-and-reports/
TFA (Tom French & Associates Limited)	https://tfagroup.co.uk/tfa-signs-women-finance-charter/
The Alternative Investment Management Association	https://www.aima.org/about/women-in-financecharter.html
The Association for Financial Markets in Europe	https://www.afme.eu/en/about-us/women-in-finance-charter/
The Board of the Pension Protection Fund	https://www.ppf.co.uk/our-commitment-diversity-inclusion
The British Private Equity & Venture Capital Association	https://www.bvca.co.uk/Our-Industry/Diversity
The British United Provident Association Limited (BUPA)	https://www.bupa.com/corporate/legal-notice/women-finance-charter
The Cambridge Building Society	https://www.cambridgebs.co.uk/women-in-finance
The Co-operative Bank	https://www.co-operativebank.co.uk/aboutus/ourbusiness/women-in-finance

The Cumberland Building Society	https://www.cumberland.co.uk/about/gender-pay-gap-report
The Institute of Legal Finance & Management Ltd	http://www.ilfm.org.uk/site/about/
The Investment Association	https://www.theia.org/about-us
The London Metal Exchange	https://www.lme.com/en/Company/Responsibility/Diversity-and-inclusion
The Nottingham Building Society	https://www.thenottingham.com/your-society/inside-the-society/women-in-finance-charter/
The Royal London Group (The Royal London Mutual Insurance Society)	https://www.royallondon.com/careers/inclusion-and-diversity/
The UK Adviser	Link pending
TheCityUK	https://www.thecityuk.com/research/supporting-recovery-shaping-an-agenda-for-the-future-annual-report-and-accounts-2020-21/
Tide Platform Limited	https://www.tide.co/diversity-and-inclusion/
Tokio Marine Kiln	Link pending
TotallyMoney	https://www.totallymoney.com/diversity/
TP ICAP	https://www.tpicap.com/responsibility/our-commitments
Tribe Impact Capital	https://www.tribeimpactcapital.com/news/women-in-finance/
Triodos Bank UK Ltd	https://www.triodos.co.uk/careers
True Bearing Ltd	Link pending
TSB Bank	www.tsb.co.uk/our-plan/creating-a-truly-inclusive-workplace
Tullow Oil Plc	https://www.tulloil.com/sustainability/people/women-finance-charter/
UBS	https://www.ubs.com/global/en/our-firm/our-culture/diversity-and-inclusion/gender-balance.html
Uinsure Ltd	www.uinsure.co.uk
UK Export Finance	https://www.gov.uk/government/organisations/uk-export-finance/about/equality-and-diversity
UK Finance	https://www.ukfinance.org.uk/women-finance-charter
UK Government Investments	https://www.ukgi.org.uk/who-we-are/memberships-and-charter-signatories/
UniCredit Group	Woman in finance - UniCredit (unicreditgroup.eu)
Unity Trust Bank plc	https://www.unity.co.uk/supporting-gender-equality/
Unividual	https://unividual.co.uk/women-in-finance-charter/
Unum	Celebrating Inclusion and Diversity at Unum
Valorem Partners	Link pending
Vanguard Asset Services Limited	https://www.vanguard.co.uk/adviser/adv/about-vanguard/women-in-finance
Venture Founders	Link pending
VIBE Financial Services Ltd	www.vibesf.co.uk
Virgin Money UK PLC	https://www.virginmoneyukplc.com/corporate-sustainability/inclusion/
Visa	https://www.visa.co.uk/about-visa/visa-in-europe.html
Vitality Corporate Services Limited	https://www.vitality.co.uk/women-in-finance-charter/
Warren Partners	http://www.warrenpartners.co.uk/why-warren-partners/diversity-and-equality.php
Wave Community Bank [previously known as East Sussex Credit Union]	Women in Finance Charter - Wave Community Bank (wavecb.org.uk)
Wellington Management International Ltd	https://www.wellington.com/en-gb/diversity-inclusion/

Wesleyan Assurance Society	https://www.wesleyan.co.uk/about-us/women-in-finance-charter
West Bromwich Building Society	https://www.westbrom.co.uk/careers/diversity-and-inclusion
Whitechurch Securities Ltd	https://www.whitechurch.co.uk/financial-advisors/about-us/awards/
Whitehelm Capital Ltd	https://www.whitehelmcapital.com/about-us/diversity-and-inclusion/
Whyfield	www.whyfield.co.uk/women-in-finance-charter
Willis Owen Limited	www.willisowen.co.uk/about-us/
Wise Payments Limited (previously TransferWise)	https://transferwise.com/gb/blog/gender-pay-gap
Yorkshire Building Society Group	https://www.ybs.co.uk/women-in-finance-charter.html
Zebedee Capital Partners LLP	www.zebedeecapital.com/women-in-finance-charter/
Zopa Limited	https://blog.zopa.com/2018/10/15/women-in-finance-charter/
Zurich Insurance	https://www.zurich.co.uk/en/about-us/corporate-responsibility/workplace/diversity-and-inclusion