



HM Treasury



Women in Finance Charter

List of 162 signatories

26 new Charter signatories announced on 10 November 2017

Links to gender diversity targets to be published here in February

Allianz Insurance

Association for Financial Markets in Europe

AXA Investment Managers

B&CE Holdings Limited

Bank of England

Beazley

Beckett Investment Management Group

Castlefield Partners Ltd

Coreco

Deloitte

Financial Reporting Council Ltd

Funding Circle Ltd

Goodman Masson Limited

Nucleus Financial

Old Mutual Wealth

Payment Systems Regulator

Personal Investment Management and Financial Advice Association

RSA Insurance Group

SMBC Nikko Capital Markets Limited

Teamspirit

Tesco Bank

The Building Societies Association (BSA)

The Institute of Legal Finance & Management Ltd

Twenty7Tec

UK Export Finance

UK Finance

10 November 2017

Charter signatories announced in July 2017	Link to gender diversity targets
10x Future Technologies Ltd	https://www.10xbanking.com/impact
Aberdeen Asset Management	http://careers.aberdeen-asset.com/en/careers/diversity—equality
Affinity Capital	http://www.affinitycapital.co.uk/latest-investment-financial-strategy-news/the-greater-good/affinity-capitals-women-in-finance-charter-targets
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/
Association of Accounting Technicians	https://www.aat.org.uk/about-aat/women-in-finance-charter
Association of British Insurers	https://www.abi.org.uk/News/News-updates/2016/09/ABI-publishes-targets-for-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 UK	www.axa.co.uk/about/corporate-responsibility/empowering-women-at-axa/
Azimo	https://azimo.com/en/support/solutions/articles/11000034610-does-azimo-support-women-
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
Barclays Bank	https://www.home.barclays/citizenship/our-approach/diversity-and-inclusion/women-in-finance-charter.html
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	http://www.bp.com/en/global/corporate/about-bp/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
Chaisson Cassius	https://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	http://cicero-group.com/media-centre/news/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/insights/women-in-finance-charter
Columbia Threadneedle Investments	http://www.columbiathreadneedle.co.uk/en/about-us/corporate-responsibility/
Covea Insurance	https://www.coveainsurance.co.uk/about-us/diversity-inclusion/
Credit Suisse	https://www.credit-suisse.com/ch/en/about-us/responsibility/employer/global-diversity-inclusion.html
Crossflow Payments Solutions Trading Ltd	https://crossflowpayments.co.uk/about
CYBG	http://www.cybg.com/about-us/inclusion/
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
FINTECH Circle	http://fintechcircle.com/wif/
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/gender-diversity/4593074276
Hermes Investment Management	https://www.hermes-investment.com/ukw/women-finance-charter/
HM Treasury	https://www.gov.uk/government/publications/women-in-finance-charter
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	https://www.jupiteram.com/Global-homepage_articles/News/Jupiter-signs-up-to-HM-Treasury-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	http://csr.legalandgeneralgroup.com/csr/governance-and-policies/our-policies.html
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/diversity-and-inclusion
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	http://www.metlife.co.uk/about/diversity-inclusion/index.html
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/transparency/

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/AboutNHBC/Careers/Diversity/
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/
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/#section3
Paragon Group of Companies	http://www.paragon-group.co.uk/about-us/corporate-responsibility/women-in-finance
Pension Bee	https://www.pensionbee.com/blog/2017/june/weve-signed-the-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
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/
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-us/diversity-and-inclusion/women-finance-charter.html
Standard Life	http://www.standardlife.com/dotcom/sustainability/employment/women-in-finance.page
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/
The Co-operative Bank	http://www.co-operativebank.co.uk/aboutus/ourbusiness/women-in-finance
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	http://thomsonreuters.com/content/dam/openweb/documents/pdf/corporate/corporate-responsibility/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/
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