



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

<b>Charter signatories announced before March 2018</b>	<b>Link to gender diversity targets</b>
10x Future Technologies Ltd	<a href="https://www.10xbanking.com/impact">https://www.10xbanking.com/impact</a>
Ageas UK	<a href="https://www.ageas.co.uk/about-ageas/important-information/women-in-finance-charter/">https://www.ageas.co.uk/about-ageas/important-information/women-in-finance-charter/</a>
AIB UK	<a href="https://aibgb.co.uk/help-and-guidance/important-information/board-diversity-policy-statement">https://aibgb.co.uk/help-and-guidance/important-information/board-diversity-policy-statement</a>
Aldermore Group	<a href="http://www.aldermore.co.uk/about-us/women-in-finance-charter/">http://www.aldermore.co.uk/about-us/women-in-finance-charter/</a>
Allianz Insurance	<a href="https://www.allianz.co.uk/about-allianz-insurance/careers-at-allianz/diversity-inclusion.html#women-in-finance-charter">https://www.allianz.co.uk/about-allianz-insurance/careers-at-allianz/diversity-inclusion.html#women-in-finance-charter</a>
Association of Accounting Technicians	<a href="https://www.aat.org.uk/about-aat/careers-at-aat/women-finance-charter">https://www.aat.org.uk/about-aat/careers-at-aat/women-finance-charter</a>
Association of British Insurers	<a href="https://www.abi.org.uk/about-the-abi/abi-diversity-hub/promoting-gender-equality/">https://www.abi.org.uk/about-the-abi/abi-diversity-hub/promoting-gender-equality/</a>
Association for Financial Markets in Europe	<a href="https://www.afme.eu/en/about-us/women-in-finance-charter/">https://www.afme.eu/en/about-us/women-in-finance-charter/</a>
Atom Bank	<a href="https://www.atombank.co.uk/women-in-finance">https://www.atombank.co.uk/women-in-finance</a>
Avem Capital Limited	<a href="https://avemcapital.com/?s=women+in+finance">https://avemcapital.com/?s=women+in+finance</a>
Aviva	<a href="https://www.aviva.com/responsible-sustainable-business/our-people/women-in-finance-charter/">https://www.aviva.com/responsible-sustainable-business/our-people/women-in-finance-charter/</a>
AXA Investment Managers	<a href="https://www.axa-im.com/en/empowering-female-talent">https://www.axa-im.com/en/empowering-female-talent</a>
AXA UK	<a href="https://www.axa.co.uk/inside-axa/empowering-women-at-axa/">https://www.axa.co.uk/inside-axa/empowering-women-at-axa/</a>
B&CE Holdings Limited	<a href="https://bandce.co.uk/about-us/how-we-work/financial-reports/">https://bandce.co.uk/about-us/how-we-work/financial-reports/</a>
Bacs Payment Schemes Limited	<a href="https://www.bacs.co.uk/About/WorkingForBacs/Pages/EmployeeDiversity.aspx">https://www.bacs.co.uk/About/WorkingForBacs/Pages/EmployeeDiversity.aspx</a>
Bank of America Merrill Lynch	<a href="http://about.bankofamerica.com/en-us/what-guides-us/women-in-finance-charter.html">http://about.bankofamerica.com/en-us/what-guides-us/women-in-finance-charter.html</a>
Bank of England	<a href="https://www.bankofengland.co.uk/about/corporate-responsibility">https://www.bankofengland.co.uk/about/corporate-responsibility</a>
Barclays Bank	<a href="https://www.home.barclays/about-barclays/diversity-and-inclusion/gender/women-in-finance-charter.html">https://www.home.barclays/about-barclays/diversity-and-inclusion/gender/women-in-finance-charter.html</a>
Beazley	<a href="https://www.beazley.com/women_in_finance_charter.html">https://www.beazley.com/women_in_finance_charter.html</a>
Beckett Investment Management Group	<a href="http://beckettinvest.com/women-in-finance/">http://beckettinvest.com/women-in-finance/</a>
BlackRock	<a href="https://www.blackrock.com/corporate/en-us/careers/diversity-and-inclusion">https://www.blackrock.com/corporate/en-us/careers/diversity-and-inclusion</a>
BNY Mellon	<a href="https://www.bnymellon.com/emea/en/who-we-are/careers/women-in-finance-charter.jsp">https://www.bnymellon.com/emea/en/who-we-are/careers/women-in-finance-charter.jsp</a>
BP Supply & Trading	<a href="https://www.bp.com/en/global/corporate/what-we-do/global-energy-trading.html">https://www.bp.com/en/global/corporate/what-we-do/global-energy-trading.html</a>
Brickendon Consulting	<a href="http://www.brickendon.com/people/equal-opportunities-diversity/">http://www.brickendon.com/people/equal-opportunities-diversity/</a>
Brightstar Financial	<a href="http://brightstarhub.co.uk/careers.php">http://brightstarhub.co.uk/careers.php</a>
Cambridge & Counties Bank	<a href="https://ccbanc.co.uk/about-us/our-commitments/women-finance-charter/">https://ccbanc.co.uk/about-us/our-commitments/women-finance-charter/</a>
Canadian Imperial Bank of Commerce	<a href="https://www.cibc.com/ca/inside-cibc/careers/equity-and-diversity/diversity-matters.html">https://www.cibc.com/ca/inside-cibc/careers/equity-and-diversity/diversity-matters.html</a>

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

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

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

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

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

## 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