



HM Treasury



Women in Finance Charter

List of signatories

36 new Charter signatories announced on 14 March 2019

ABN AMRO
Addidi Wealth Limited
AEGON UK
Also Communications
AMC Executive Search
AMP Capital Investors UK
Amundi London
Ark Wealth Ltd
Bibby Financial Services Ltd
Bluestone Leasing Limited
BMW Financial Services (GB)
Bridging Finance Solutions Group
Cameron Hume Limited
Castle Trust
CDC Group
Commerzbank AG
Crito Capital LLP
Crowe U.K. LLP
Everyday Loans Group
The Finance and Leasing Association (FLA)
Glenhawk
Hope Capital
HW Global Talent Partner
Income Protection Task Force (IPTF)
International Swaps and Derivatives Association (ISDA)
Paysafe
Provident Financial plc
Sapphire Capital Partners LLP
Skipton Building Society
Stifel Nicolaus Europe Limited
St Mary's Private Wealth
Tom French & Associates Limited (TFA)
Triodos Bank
Uinsure Ltd
Vanilla Thinking Limited (ACQ5)
Vitality

14 March 2019

Charter signatories announced before November 2018	Link to gender diversity targets
10x Future Technologies Ltd	https://www.10xbanking.com/careers
Admiral Group Ltd	https://admiralgroup.co.uk/our-business/corporate-governance/women-in-finance-charter
AE3 Media	Link pending
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 Insurance	https://www.allianz.co.uk/about-allianz-insurance/careers-at-allianz/diversity-inclusion.html#women-in-finance-charter
Aon	http://www.aon.com/unitedkingdom/life-at-aon/gender-balance/women-in-finance-charter.jsp
Armstrong Wolfe	www.armstrongwolfe.com/wcooc/
Association for Financial Markets in Europe	https://www.afme.eu/en/about-us/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/
Atom Bank	https://www.atombank.co.uk/women-in-finance
Australia and New Zealand Banking Group Limited	https://www.anz.com/unitedkingdom/en/about-us/our-company/anz-united-kingdom/
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/
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
Bank of Ireland Retail UK Division	https://www.bankofirelanduk.com/about/responsible-business/colleagues/#panel3
Banking Standards Board	https://www.bankingstandardsboard.org.uk/wp-content/uploads/2019/03/Gender-policy-BSB.pdf
Barcadia Media Ltd	https://www.barcadiamedia.co.uk/about/women-in-finance-charter/
Barclays Bank	https://home.barclays/who-we-are/our-strategy/diversity-and-inclusion/gender/
Barrington Hibbert Associates	Link pending
Beazley	https://www.beazley.com/women_in_finance_charter.html
Beckett Investment Management Group	http://beckettinvest.com/women-in-finance/

BFC Bank Limited	https://www.bfcbank.co.uk/women-in-finance-charter/
BlackRock	https://www.blackrock.com/corporate/en-us/careers/diversity-and-inclusion
BNP Paribas London CIB	http://www.bnpparibas.co.uk/en/engagement/women-finance-charter/cib/
BNP Paribas Personal Finance	http://www.bnpparibas.co.uk/en/engagement/women-finance-charter/
BNY Mellon	https://www.bnymellon.com/emea/en/who-we-are/careers/women-in-finance-charter.jsp
BondMason	https://www.bondmason.com/women-finance-charter
Bovill Ltd	https://www.bovill.com/careers/
Bower Retirement	https://www.bowerretirement.co.uk/about/women-in-finance
BP Supply & Trading	https://www.bp.com/en/global/corporate/what-we-do/global-energy-trading.html
Brewin Dolphin	https://www.brewin.co.uk/careers/working-here/
Brickendon Consulting	http://www.brickendon.com/people/equal-opportunities-diversity/
Brightstar Financial	http://brightstarhub.co.uk/careers/women-in-finance/
British Business Bank	https://www.british-business-bank.co.uk/careers/hm-treasurys-women-in-finance-charter/
British Insurance Brokers' Association	https://www.biba.org.uk/about/women-in-finance/
Brooks Macdonald plc	https://www.brooksmacdonald.com/careers/working-for-us/diversity
Brown Shipley	Link pending
Cambridge & Counties Bank	https://ccbanc.co.uk/about-us/our-commitments/women-finance-charter/
Cameron and Company Financial Planning Ltd	Link pending
Canada Life	https://www.canadalife.co.uk/about-us/women-in-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
Charter Court Financial Services plc	https://www.chartercourtfsc.co.uk/AboutUs/GenderGap
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	https://www.cityhive.co.uk/wifc-pledge.php
City of London Corporation	Link pending

ClearlySo	https://www.clearlyso.com/clearlyso-gender-equality-statement/
Close Brothers Group Plc	https://www.closebrothers.com/inclusion
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/
Coventry Building Society	https://www.coventrybuildingsociety.co.uk/our-performance/corporate-governance/women-in-finance.html
Credit Suisse	https://www.credit-suisse.com/corporate/en/responsibility/employer/global-diversity-inclusion.html
Crowdcube	Link pending
CYBG	http://www.cybg.com/about-us/inclusion/
Daiwa Capital Markets Europe Ltd	https://www.uk.daiwacm.com/about-us/diversity-equality
Danske Bank	https://danskebank.co.uk/about-us/responsibility/women-in-finance
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	https://www.directlinegroup.co.uk/en/responsibility/people/women-in-finance-charter.html
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
EIS Association	Link pending
Ellis Davies Financial Planning Ltd	https://www.ellisdaviesfp.co.uk/WIF/
Emerging Payments Association	http://emergingpayments.org/about/careers/
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
Evolution Financial Planning	Link pending
EY	https://www.ey.com/uk/en/about-us/our-people-and-culture/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
Financial Services Compensation Scheme	https://www.fscs.org.uk/about-fscs/women-in-finance-charter/
FINTECH Circle	http://fintechcircle.com/wif/
FinTech Strategic Advisors Ltd	Link pending
Fintellect Recruitment	https://www.fintellectrecruitment.co.uk/womeninfinance
First Wealth LLP	https://firstwealth.co.uk/who/
Flood Re Ltd	https://www.floodre.co.uk/wp-content/uploads/women-in-finance.pdf
Foresight Group LLP	Link pending
Franklin Templeton Investments	https://www.franklintempleton.co.uk/investor/our-company/our-firm/diversity-at-work
Funding Circle Ltd	Link pending
GAAPweb	http://www.gaapweb.com/news/gaapweb-tackle-workplace-inequality/220724/
GAM	https://www.gam.com/en/diversity-and-inclusion#Women
Global Processing Services Ltd	https://globalprocessing.net/our-commitments/
Goji Investments	https://www.goji.investments/women-in-finance-charter/
Goldman Sachs International	https://www.goldmansachs.com/our-firm/people-and-culture/index.html
Grant Thornton	https://www.grantthornton.co.uk/about-us/transparency-report/gender-pay-gap-report/
Handelsbanken	http://handelsbanken.co.uk/shb/inet/ICentRb.nsf/Default/q38BFE9C220A5933E80257ECE003FE700?OpenDocument
Hannay Investments	http://www.hannayinvestments.co.uk/women-in-finance/4594128723
Hargreaves Lansdown	https://www.hl.co.uk/about-us/diversity
Hermes Investment Management	https://www.hermes-investment.com/about-us/responsibility/women-in-finance-charter/
Hinckley and Rugby Building Society	https://www.hrbs.co.uk/about-us/governance/women-in-finance-charter/
HM Treasury	https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/681603/HMT_gender_diversity_targets_Feb_2018.pdf
House of Beaufort	http://www.houseofbeaufort.com/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
HUBX	https://hubx.capital/culture/
ICAEW	https://www.icaew.com/about-icaew/diversity-and-icaew
Independent Women	https://www.independentwomen.co.uk/advancing-women/women-finance-charter/
Innovate Finance	http://new.innovatefinance.com/women-finance-charter/
Intermediate Capital Group PLC	http://www.icgam.com/about/diversity-inclusion
Invesco	https://www.invesco.co.uk/uk/about-us/diversity-inclusion

Investec Asset Management Limited	https://www.investecassetmanagement.com/en/about-us/corporate-social-responsibility/
Investec Bank plc	https://www.investec.com/en_gb/welcome-to-investec/corporate-responsibility/our-people.html
Investec Wealth & Investment	Link pending
Investing Ethically Ltd	https://www.investing-ethically.co.uk/investing-ethically-ltd-proud-sign-women-finance-charter/
ionStar	http://www.ionstar.co.uk/diversity-champions
IPC Systems	https://www.ipc.com/about-us/diversity-and-inclusion/
J.P. Morgan	https://www.jpmorgan.com/global/disclosures/gender-pay-gap-uk
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
Just Group plc	http://www.justgroupplc.co.uk/~/_media/Files/J/JRMS-IR/documents/Just%20Group%20plc%20signs%20Women%20in%20finance%20charter.pdf
Kames Capital plc	https://www.kamescapital.com/corporateprofile.aspx
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
Lazard & Co Limited	https://lazardltd.gcs-web.com/corporate-governance
Lazard Asset Management Limited	https://lazardltd.gcs-web.com/corporate-governance
Leeds Building Society	http://www.leedsbuildingsociety.co.uk/your-society/financial-information/diversity/
Legal & General	https://www.legalandgeneralgroup.com/csr/our-approach/diversity/
LGT Vestra	https://www.lgtvestra.com/en/about-us/companyprofile/diversity
LifeSearch	http://www.lifesearch.co.uk/about-lifesearch
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	https://www.credit-union.coop/images/library/documents/26012018-123813.pdf
London Stock Exchange Group	www.lseg.com/womeninfinance
LV=	https://www.lv.com/about-us/lv-cares/people-culture
Magenta Financial Planning	Link pending
Man Group plc	www.man.com/diversity
Market Harborough Building Society	http://www.mhbs.co.uk/diversity.aspx
Marsh UK	https://www.marsh.com/uk/about-marsh/women-in-finance.html
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
Mazars	https://www.mazars.co.uk/Home/About-us/Corporate-publications/Diversity-goals
Medianett Ltd	Link pending

Mercer	https://www.uk.mercer.com/gender-diversity-targets.html
MetLife UK	https://www.metlife.co.uk/womeninfinancecharter/
Metro Bank Plc	https://www.metrobankonline.co.uk/about-us/culture-diversity/
Mizuho Bank	https://www.mizuhobank.com/uk/careers/wif/index.html
Mizuho International	https://www.mizuho-emea.com/who-we-are/citizenship/diversity
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
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/archives/press/women-in-finance-charter
National Association of Commercial Finance Brokers	https://www.nacfb.org/nacfb-joins-the-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	https://www.nationwide.co.uk/about/media-centre-and-specialist-areas/gender-equality/women-in-finance-charter
NEST Corporation	http://www.nestpensions.org.uk/schemeweb/NestWeb/public/aboutnestcorporation/contents/policy-and-procedures.html
Nomura International	https://www.nomuraholdings.com/csr/employee/di_emea.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/about-us/inclusion-and-diversity
Nutmeg Saving and Investment	https://www.nutmeg.com/about/diversity
OAC	http://www.oacplc.com/about-us/diversity-women-in-finance
OMFIF	https://www.omfif.org/about/diversity/
OneSavings Bank	http://www.onesavingsbank.com/corporate-responsibility/women-in-finance-charter/
Paragon Banking Group PLC	http://www.paragon-group.co.uk/about-us/corporate-responsibility/women-in-finance
Payment Systems Regulator	https://www.psr.org.uk/diversity-and-inclusion-at-psr/women-in-finance

PensionBee	https://www.pensionbee.com/women-in-finance
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
PIMCO	https://www.pimco.co.uk/en-gb/our-firm/policy-statements
Pinsent Masons LLP	https://www.pinsentmasons.com/en/media/press-releases/2018/pinsent-masons-announces-2018-partner-promotions/
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
Prytania Solutions Limited	https://www.prytania.com/
Pukka Insure Ltd	http://www.pukka.gi/wp-content/uploads/2019/01/Diversity_and_Inclusion_for_web_and_whole_statement.pdf
PwC UK	https://www.pwc.co.uk/who-we-are/annual-report/annual-report-2016--our-people.html#content-free-1-3978
QBE European Operations	https://qbeeurope.com/community/diversity-inclusion/
Quilter plc	https://www.quilter.com/careers/inclusion-and-diversity/collaborating-with-others/
RateSetter	http://www.ratesetter.com/aboutus
Rathbone Brothers plc	https://www.rathbones.com/about-us/corporate-responsibility/people
ReAssure Group	https://www.reassure.co.uk/article/reassure-diversity-inclusion-statement/
rebuildingsociety.com	https://www.rebuildingsociety.com/women-finance-charter/
Ridgeway Partners	https://ridgewaypartners.com/#press
Royal Bank of Canada	http://www.rbc.com/diversity/europe-limited-board.html%20
RSA Insurance Group	https://www.rsagroup.com/responsibility/responsible-business/disclosures/
Sainsbury's Bank	https://www.sainsburysbank.co.uk/jobs/aboutus#tab-women-in-finance-charter-
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/
Scottish Equity Partners	www.sep.co.uk/who-we-are/diversity
SDB Bookkeeping Services	Link pending
Semper Capital Management	Link pending
Sesame Bankhall Group	https://www.sbg.co.uk/Pages/About-SBG.aspx
Sestini & Co	http://www.sestiniandco.co.uk/about-sestini-co/
Shawbrook Bank	https://www.shawbrook.co.uk/wif
Shepherd Compello Ltd	http://www.shepherdcompello.com/women-in-finance-charter/

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/about-us/diversity-inclusion/
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/
St. James's Place plc	https://www.sjp.co.uk/the-group/corporate-responsibility
Standard Chartered	https://www.sc.com/en/about/diversity-and-inclusion/women-in-finance-charter/
Standard Life Aberdeen PLC	https://www.standardlifeaberndeen.com/news-and-media/all-news-articles/2017/women-in-finance-charter
Starling Bank	https://www.starlingbank.com/blog/women-in-finance/
State Street	http://www.statestreet.com/about/office-locations/united-kingdom/corporate-responsibility.html
Stonehaven International	Link pending
Sturgeon Ventures LLP	http://www.sturgeonventures.com/about-us/equality-diversity-policy/
Sussex Independent Financial Advisers Ltd	Link pending
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
Tesco Underwriting	https://www.tescounderwriting.com
The Alternative Investment Management Association	https://www.aima.org/about/women-in-finance-charter.html
The Board of the Pension Protection Fund	https://www.pensionprotectionfund.org.uk/About-Us/Pages/About-Us.aspx
The British Private Equity & Venture Capital Association	Link pending
The British United Provident Association Limited (BUPA)	https://newsroom.bupa.com/our-commitment-to-gender-balance/
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 Meyer Partnership	Link pending
The Mortgage & Insurance Bureau	Link pending
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/e033dbd9e8/TheCityUK-Women-in-Finance-Charter.pdf
TotallyMoney	http://www.totallymoney.com/info/careers/
TP ICAP	https://www.tpicap.com/responsibility/our-commitments
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
UBS	https://www.ubs.com/global/en/about_ubs/about_us/diversity/gender-balance.html
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/women-in-finance-charter/
UniCredit Group	http://www.unicreditgroup.eu/womeninfinancecharter
Unity Trust Bank plc	https://www.unity.co.uk/supporting-gender-equality/
Unum	www.unum.co.uk/diversity
Vanguard Asset Services Limited	https://www.vanguard.co.uk/adviser/adv/about-vanguard/women-in-finance
Virgin Money	http://uk.virginmoney.com/virgin/about/recognising-everyone/
Visa	https://www.visaeurope.com/about-us/diversity-inclusion/
Warren Partners	http://www.warrenpartners.co.uk/why-warren-partners/diversity-and-equality.php
Wellington Management International Ltd	https://www.wellington.com/en-gb/wp-content/uploads/2018/03/women-in-finance-charter-2017-gender-pay-gap-report.pdf
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
Whyfield	www.whyfield.co.uk/women-in-finance-charter
XL Catlin	Link pending
Yorkshire Building Society Group	https://www.ybs.co.uk/women-in-finance-charter.html
Zerado	http://zerado.com/en/news/hmt-women-in-finance-charter-why-signing-matters/
Zopa Limited	https://blog.zopa.com/2018/10/15/weve-signed-women-finance-charter/
Zurich Insurance	https://www.zurich.co.uk/en/about-us/corporate-responsibility/workplace/diversity-and-inclusion

New Charter signatories announced between November 2018 – February 2019*Links to gender diversity targets to be published in March 2020*

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