



HM Treasury



Women in Finance Charter

List of signatories

42 new Charter signatories announced on 23 June 2020
57 Finance
Appreciate Group (Formerly Park Group)
Blakeney Partners
Bluecoat Software
Bravura Solutions
BRUIN Financial
Capco
Capital b Property Finance
Catalyst Claims
Chaucer Syndicates Limited
Credit Services Association Limited
CrownStone Consulting
DDGI Limited
Enra Group
Family Assurance Friendly Society
First Central Services UK Limited
Funding Options
Guy Carpenter UK
Higgins Fairbairn Advisory LLP
Homes England
Interactive Investor
Iona Capital
Khandokar & Co Limited
Leek United Building Society
Macquarie Group
Newcastle Building Society
Partners Credit Union
Perella Weinberg Partners
Progeny Wealth
Redwood Bank
Rothschild & Co

23 June 2020

Shepherd Global
Shepherds Friendly Society
Social Investment Scotland
Swoop Funding
The Cambridge Building Society
TransferWise
True Bearing Ltd
Unividual
Wealth Matters
White Oak Underwriting
Zebedee Capital Partners LLP

Charter signatories announced before July 2019	Link to gender diversity targets
10x Future Technologies Ltd	https://www.10xbanking.com/careers
ABN AMRO	https://www.abnamro.co.uk/en/about/diversity-and-inclusion/women_in_finance_charter.html
Addidi Wealth Limited	https://www.addidi.com/women-in-finance-charter/
Admiral Group Ltd	https://admiralgroup.co.uk/our-business/corporate-governance/women-in-finance-charter
AE3 Media	https://www.mortgagesolutions.co.uk/about-us/
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	https://www.allianzgi.com/en/our-firm/inclusion-diversity
Allianz Insurance	https://www.allianz.co.uk/about-allianz-insurance/careers-at-allianz/diversity-inclusion.html#women-in-finance-charter
Also Communications	Link pending
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-London-Branch
Aon	http://www.aon.com/unitedkingdom/life-at-aon/gender-balance/women-in-finance-charter.jsp
Ark Wealth Ltd	https://www.arkwealth.co.uk/women-in-finance-charter
Armstrong Wolfe	www.armstrongwolfe.com/wcooc/
Artemis Investment Management	https://www.artemisfunds.com/en/about-artemis/diversity-and-inclusion

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/
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/
AXA XL (Formerly XL Catlin)	https://axaxl.com/about/women-in-finance
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/
BDO LLP	https://www.bdo.co.uk/gender-balance
Beazley	https://www.beazley.com/women_in_finance_charter.html
Beckett Investment Management Group	http://beckettinvest.com/women-in-finance/
Berry & Oak	https://berryandoak.com/women-in-finance-charter/
BFC Bank Limited	https://www.bfcbank.co.uk/women-in-finance-charter/
Bibby Financial Services Ltd	https://www.bibbyfinancialservices.com/about-us/inclusion-and-diversity
Big Society Capital	https://bigsocietycapital.com/about-us/careers/diversity-and-inclusion-plan/
BlackRock	https://www.blackrock.com/corporate/en-us/careers/diversity-and-inclusion
Bluestone Leasing Limited	http://www.bluestoneleasing.com/women-in-finance-charter/
BMW Financial Services (GB)	https://www.bmw.co.uk/en/topics/owners/financial-services/women-in-finance-charter.html

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/
Bridging Finance Solutions Group	Link pending
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 Friendly Society	https://advisers.britishfriendly.com/about-us/diversity-and-inclusion/
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	https://brownshipley.com/jobs/#
Bullionblock Ltd	https://bullionblock.ltd/company-profile/
Cambridge & Counties Bank	https://ccbanc.co.uk/about-us/our-commitments/women-finance-charter/
Cameron Hume Limited	https://www.cameronhume.com/women-in-finance-charter/
Campbell & Fletcher Recruitment	http://www.cfrecruitment.co.uk/women-in-finance-charter/
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
Carrington Investment Consultants Limited	https://carringtoninvestments.co.uk/about-us/our-community/our-team/
Castle Trust	https://www.castletrust.co.uk/about-us
Castlefield Partners Ltd	http://www.castlefield.com/about-castlefield/thoughtful-investing/diversity-at-castlefield/
CDC Group	https://www.cdcgroup.com/en/about/careers/
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	https://www.cityoflondon.gov.uk/about-the-city/how-we-make-decisions/Pages/equality-inclusion.aspx
ClearlySo	https://www.clearlyso.com/clearlyso-gender-equality-statement/
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/women-in-finance-charter
Columbia Threadneedle Investments	http://www.columbiathreadneedle.co.uk/en/corporate-responsibility/responsible-employer/
Commerzbank AG	Link pending
Connect IFA Ltd	https://cmortgages.co.uk/women-in-finance-charter/
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
Crito Capital LLP	Link pending
Crowe U.K. LLP	https://www.crowe.com/uk/croweuk/about-us/taking-our-women-further
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
Darcey Quigley & Co Ltd	https://www.darceyquigley.co.uk/about-us/diversity/
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
DST Financial Services International Ltd	https://www.ssctech.com/about-us/careers/diversity-inclusion
E2W Limited	https://www.e2w.co/women-in-finance/women-in-financial-services/article/e2w-commits-to-women-in-finance-charter-2
Earth Capital Partners	https://www.earthcapital.net/team/women-in-finance/
Earth Capital UK Ltd	https://www.earthcapital.net/team/women-in-finance/

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	https://eisa.org.uk/about-eisa/
Ellis Davies Financial Planning Ltd	https://www.ellisdaviesfp.co.uk/WIF/
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
Everyday Loans Group	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/
Fiduciam Nominees Limited	https://www.fiduciam.co.uk/news/
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	https://www.ftadvisory.co.uk/people
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	https://www.foresightgroup.eu/insight/proud-to-have-signed-the-women-in-finance-charter/
Form3	www.form3.tech
Franklin Templeton Investments	https://www.franklintempleton.co.uk/investor/our-company/our-firm/diversity-at-work
FTI Consulting LLP	https://stage.fticonsulting-emea.com/careers/professionals/life-at-fti-consulting/diversity-inclusion
Funding Circle Ltd	https://corporate.fundingcircle.com/diversity-and-inclusion
GAAPweb	http://www.gaapweb.com/news/gaapweb-tackle-workplace-inequality/220724/
GAM	https://www.gam.com/en/diversity-and-inclusion#Women
Glenhawk	Link pending
Global Processing Services Ltd	https://globalprocessing.net/our-commitments/
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/
Graphite Partners	http://www.graphiteresourcing.com/about-us.html

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
Hastings Direct	https://www.hastingsdirect.com/about-us/
HBB Bridging Loans	Link pending
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
Hope Capital	https://hope-capital.co.uk/values/women-in-finance-charter/
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/
HW Global Talent Partner	Link pending
ICAEW	https://www.icaew.com/about-icaew/diversity-and-icaew
Income Protection Task Force (IPTF)	Link pending
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
International Swaps and Derivatives Association (ISDA)	https://www.isda.org/careers-at-isda/women-in-finance-charter/
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	https://www.investec.com/content/dam/united-kingdom/downloads-and-documents/investor-relations/investec-the-women-in-finance-charter.pdf
Investing Ethically Ltd	https://www.investing-ethically.co.uk/investing-ethically-ltd-proud-sign-women-finance-charter/
IPC Systems	https://www.ipc.com/about-us/diversity-and-inclusion/
iPipeline Ltd	https://uk.ipipeline.com/women-in-finance/
IRESS Limited	https://www.iress.com/about/diversity-iress/
J.P. Morgan	https://www.jpmorgan.com/global/disclosures/gender-pay-gap-uk
Jane Smith Financial Planning Limited	https://www.janesmithfinancial.com/women-in-finance-charter/

Janus Henderson Investors	https://www.janushenderson.com/careers/content/diversity
JM Finn & Co	https://www.jmfinn.com/womeninfinance
Julian Hodge Bank Limited	https://www.hodgebank.co.uk/women-in-finance/
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
LDNfinance Solutions Limited	https://ldnfinance.co.uk/ldn-insights/women-in-finance-charter/
Leeds Building Society	http://www.leedsbuildingsociety.co.uk/your-society/financial-information/diversity/
Legal & General	https://www.legalandgeneralgroup.com/csr/our-approach/diversity/
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
Longhurst Limited	https://longhurst.co.uk/hm-treasury-women-in-finance-charter/
LV=	https://www.lv.com/about-us/lv-cares/people-culture
LV=General Insurance	https://www.lv.com/about-us/lv-cares/people-culture/gender-pay-gap-report/lvgig
Magenta Financial Planning	https://magentafp.com/women-in-finance-charter-2/
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	https://bridgingandcommercial.co.uk/page_about
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/
Mint Bridging Ltd	https://mintbridging.co.uk/bridging-finance/
Mizuho Bank	https://www.mizuho-emea.com/who-we-are/inclusion-diversity/women-in-finance-charter
Mizuho International	https://www.mizuho-emea.com/who-we-are/inclusion-diversity/women-in-finance-charter
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
Morningstar	https://go.morningstar.com/woman-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/archives/press/women-in-finance-charter
Muzinich & Co Limited	https://www.muzinich.com/marketing/corporate-responsibility
Nacional Financiera SNC London Branch	https://www.nafin.com/portalnf/content/nafin-internacional/london-branch/about_us.html
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
Natixis	https://home.cib.natixis.com/newsroom/articles/natixis-committed-to-promoting-women-in-finance
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
OneSavings Bank	http://www.onesavingsbank.com/corporate-responsibility/women-in-finance-charter/

Pantheon Ventures (UK) LLP	https://www.pantheon.com/diversity/
Paragon Banking Group PLC	http://www.paragon-group.co.uk/about-us/corporate-responsibility/women-in-finance
Parker Fitzgerald	Link pending
Payment Systems Regulator	https://www.psr.org.uk/diversity-and-inclusion-at-psr/women-in-finance
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
People risk management Ltd	Link pending
Pepper (UK) Limited	https://www.peppergroup.co.uk/about-us/women-in-finance-charter
Personal Investment Management and Financial Advice Association	https://www.pimfa.co.uk/news/women-in-finance-charter/
Phoenix Group	http://www.thephoenixgroup.com/corporate-responsibility/diversity-inclusion.aspx
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/
Provident Financial plc	https://www.providentfinancial.com/meet-pfg/who-we-are/creating-an-inclusive-workplace/
Prudential	http://www.prudential.co.uk/site-services/governance-and-policies/diversity-and-inclusion-statement
Prytania Solutions Limited	https://www.prytaniaolutions.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://qbeurope.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/
Refinitiv	https://www.refinitiv.com/en/media-center/press-releases/2019/november/refinitiv-signs-women-in-finance-charter-for-second-consecutive-year
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
Sapphire Capital Partners LLP	https://info.sapphirecapitalpartners.co.uk/blog/topic/women-in-finance
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
Seedrs Ltd	https://www.seedrs.com/learn/blog/weve-signed-the-women-in-finance-charter
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/
Skipton Building Society	https://www.skipton.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
Societe Generale	https://www.societegenerale.co.uk/en/about/women-finance-charter/
South Manchester Credit Union	http://smcreditunion.co.uk/about-us/women-in-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/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.standardlifeaberdeen.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
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/
Target Group Ltd	https://www.targetgroup.com/gender-pay-gap-report-2017
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	https://www.bvca.co.uk/Our-Industry/Diversity
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 Cumberland Building Society	https://www.cumberland.co.uk/about/gender-pay-gap-report
The Finance and Leasing Association (FLA)	https://www.fla.org.uk/about-us/women-in-finance-charter/
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 Mortgage & Insurance Bureau (Mortgage Scout)	https://www.mortgagescout.co.uk/knowledge-and-resources/mortgage-news/the-women-in-finance-charter
The National Farmers Union Mutual Insurance Society Limited	https://www.nfumutual.co.uk/about-us/women-in-finance-charter/
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
Tide Platform Limited	https://www.tide.co/diversity-and-inclusion/
Tom French & Associates Limited (TFA)	https://tfagroup.co.uk/tfa-signs-women-finance-charter/
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/
Triodos Bank	https://www.triodos.co.uk/careers
TSB Bank	http://www.tsb.co.uk/straightforward-money/gender-balance/

Tullow Oil Plc	https://www.tulloil.com/about-us/corporate-governance/women-in-finance-charter
UBS	https://www.ubs.com/global/en/about_ubs/about_us/diversity/gender-balance.html
Uinsure Ltd	https://www.uinsure.co.uk/news-articles/uinsure-launch-graduate-academy-and-sign-the-women-in-finance-charter/
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/
Ummah Ventures Limited (Moneemint)	https://www.moneemint.com/#about
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
Vanilla Thinking Limited (ACQ5)	Link pending
Venture Founders	Link pending
Veritas Commercial Services	https://www.linkedin.com/company/veritascommercial/services/
VIBE Financial Services Ltd	https://vibefinance.co.uk/intermediaries/women-in-finance-charter-intermediaries/
Virgin Money	http://uk.virginmoney.com/virgin/about/recognising-everyone/
Visa	https://www.visaeurope.com/about-us/diversity-inclusion/
Vitality	https://www.vitality.co.uk/women-in-finance-charter
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
Whitehelm Capital Ltd	https://www.whitehelmcapital.com/about-us/diversity-and-inclusion/
Whyfield	www.whyfield.co.uk/women-in-finance-charter
Willis Owen Limited	https://www.willisowen.co.uk/about-us/
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