



HM Treasury



Women in Finance Charter

List of signatories

19 new Charter signatories announced on 14 February 2024

AllianceBernstein
Barnett Waddingham
Cabot Credit Management
Canaccord Genuity Wealth Limited
CG Wealth Planning Limited
ClientTree Group Ltd
Darlington Building Society
GoCardless
Gooding Accounts Ltd
Haatch
Helen Williamson Financial Planning
Humboldt Financial
IntegraFin Holdings Limited
Jensten Group Limited
Lowell
Mercia Asset Management PLC
Oodle Car Finance
Scottish National Investment Bank
Tandem Bank Limited

14 February 2024

Charter signatories announced before February 2024	Link to gender diversity targets
10x Future Technologies Ltd	https://www.10xbanking.com/careers
57 Finance Ltd	https://www.57finance.co.uk
Association of Accounting Technicians (AAT)	https://www.aat.org.uk/about/careers/women-finance-charter?%2Fvideo%2F27103=
ABN AMRO UK	https://www.abnamro.com/uk/en/product/abn-amro-uk-sign-the-women-in-finance-charter
abrdn	https://www.abrdn.com/corporate/media-centre/media-centre-news-article/women-in-finance-charter-update
Action 365	www.action365.co.uk
Addleshaw Goddard LLP	https://www.addleshawgoddard.com/en/about-us/our-culture-in-it-together/
Admiral Group Ltd	https://admiralgroup.co.uk/our-business/corporate-governance/women-in-finance-charter
AE3 Media	https://www.ae3media.co.uk/about-us/
Aegon Asset Management (Kames Capital plc)	https://www.aegonam.com/en/about-us/inclusion--diversity/
AEGON UK	https://www.aegon.co.uk/about-aegon/corporate-responsibility/women-in-finance-charter.html
Ageas UK	https://www.ageas.co.uk/careers/diversity-reporting-monitoring/
AIB UK	Gender Diversity Statement (aibgb.co.uk)
Aldermore Group	http://www.aldermore.co.uk/about-us/women-in-finance-charter/
Allianz Global Investors	Allianz Global Investors Inclusion and diversity (allianzgi.com)
Allianz Holdings Plc	https://www.allianz.co.uk/about-allianz/social-responsibility/employees/inclusion.html#gender
Allica Bank	https://www.allica.bank/blog/allica-bank-commits-to-the-women-in-finance-charter
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
Amundi UK	https://www.amundi.co.uk/professional/About-Amundi/Amundi-UK
Anglia Capital Group	https://www.angliacapitalgroup.co.uk/partners
Aon	http://www.aon.com/unitedkingdom/life-at-aon/gender-balance/women-in-finance-charter.jsp
Archipelago Eco Investors Ltd	Link pending
Ark Investment Management Ltd (formerly Ark Wealth Ltd)	https://www.arkim.co.uk/women-in-finance-charter
Armstrong Wolfe	www.armstrongwolfe.com/wcooc/
Artemis Investment Management LLP	https://www.artemisfunds.com/en/about-artemis/diversity-and-inclusion
Association of British Insurers (ABI)	https://www.abi.org.uk/about-the-abi/abi-diversity-hub/achieving-gender-parity/
Atom Bank	https://www.atombank.co.uk/women-in-finance/

Australia and New Zealand Banking Group Limited	https://institutional.anz.com/markets/united-kingdom/en
Aviva	https://www.aviva.com/about-us/women-in-finance-charter/
Avyse Partners	Diversity and Inclusion — Avyse Partners
AXA Investment Managers	https://www.axa-im.com/careers/building-inclusive-culture
AXA UK	www.axa.co.uk/about/corporate-responsibility/empowering-women-at-axa/
AXA XL	https://axaxl.com/about-us/women-in-finance-charter
Bain & Company Inc. United Kingdom	https://www.bain.com/about/further-global-responsibility/diversity-equity-inclusion/striving-for-parity/
Bank of America	https://about.bankofamerica.com/en/making-an-impact/women-in-finance-charter
Bank of England	https://www.bankofengland.co.uk/about/corporate-responsibility
Bank of Ireland Retail UK Division	https://www.bankofirelanduk.com/about/responsible-business/colleagues/
Bank of London and The Middle East	https://www.blme.com/about-us/women-in-finance-charter/
Barcadia Media Ltd	http://barcadiamedia.co.uk/about/women-in-finance-charter
Barclays Bank	https://home.barclays/who-we-are/our-strategy/diversity-and-inclusion/gender/women-in-finance/
BDO LLP	https://www.bdo.co.uk/en-gb/unifying-culture/our-commitment-to-gender-balance
Beaufort Group Consulting Ltd	https://beaufortgroupconsulting.com/women-in-finance-charter/
Beazley	https://www.beazley.com/en-001/who-we-are/inclusion-diversity
Beckett Investment Management Group	https://beckettinvest.com/purpose-led
Belmont Green Finance Limited	https://www.belmontgreen.co.uk/women-in-finance/
Benchmark Capital Ltd	https://www.schroders.com/en/global/individual/about-us/people-and-culture/inclusion-and-diversity/
Berry & Oak	https://berryandoak.com/women-in-finance-charter/
BGC Brokers L.P.	https://www.bgcpartners.com/esg/social/
Big Society Capital	https://bigsocietycapital.com/about-us/careers/diversity-and-inclusion-plan/
BlackRock	https://careers.blackrock.com/life-at-blackrock/diversity-equity-and-inclusion
Blakeney Partners	https://blakeney-partners.com/women-in-finance-charter-pledge/
BLM LLP	Link Pending
Bluestone Leasing Limited	http://www.bluestoneleasing.com/women-in-finance-charter/
BMW Financial Services (GB)	https://www.bmw.co.uk/en/footer/quick-links/women-in-finance-charter.html
BNP Paribas London CIB	http://www.bnpparibas.co.uk/en/engagement/women-finance-charter/cib/

BNP Paribas Personal Finance	https://cdn.bnpparibas-pf.co.uk/public/documents/bi11638_women_in_finance_charter_0918_final.pdf
BNY Mellon	https://www.bnymellon.com/emea/en/about-us/diversity-inclusion/women-in-finance-charter.html
Bovill Ltd	https://www.bovill.com/careers/
BP Trading & Shipping	https://www.bp.com/en/global/corporate/careers/life-at-bp/diversity-equity-and-inclusion/gender.html?
Brewin Dolphin	https://www.brewin.co.uk/private-clients/about-us/diverse-thinking
Brickendon Consulting	https://www.brickendon.com/people-organisation/
Bridging Finance Solutions Group	https://www.bridgingfinance-solutions.co.uk/about-us/further-info/women-in-finance-charter
Brightstar Financial Ltd	https://brightstarhub.co.uk/news/brightstar-one-of-55-women-in-finance-signatories-to-meet-targets/
British Business Bank	https://www.british-business-bank.co.uk/british-business-bank-signs-up-to-the-women-in-finance-charter/
British Friendly Society	https://members.britishfriendly.com/about-us/diversity-and-inclusion/
British Insurance Brokers' Association	https://www.biba.org.uk/responsibility/diversity-inclusion/
British International Investment	https://www.bii.co.uk/
Brooks Macdonald plc	https://www.brooksmacdonald.com/careers/working-for-us#diversity
Brown Advisory Ltd	https://www.brownadvisory.com/intl/firm
Brown Shipley	https://brownshipley.com/en-gb/join-the-team
BRUIN Financial	https://www.bruinfinancial.com/women-in-finance-charter-gender-diversity-plan-2021/
Building Societies Association (BSA)	https://www.bsa.org.uk/about-us/women-in-finance-charter
Cambridge & Counties Bank	https://ccbanc.co.uk/about-us/our-commitments/women-finance-charter/
Cambridge Associates	Newer signatory - Link pending
Campbell & Fletcher Recruitment	https://www.cfrecruitment.co.uk/women-in-finance/
Canaccord Genuity Asset Management	https://www.canaccordgenuity.com/wealth-management-uk/about-us/csr/#wifc
Canada Life	https://www.canadalife.co.uk/our-company/careers/women-in-finance/
Canadian Imperial Bank of Commerce	https://www.cibc.com/en/about-cibc/careers/life-at-cibc.html#inclusion
Canopus	https://www.canopus.com/inclusion-and-diversity/group-2022-inclusion-diversity-action-plan/
Capco	https://www.capco.com/About-Us/Diversity-and-inclusion/Our-commitment-to-diversity-and-inclusion
Capital Credit Union	http://www.capitalcreditunion.com/about_us/about_capital_credit_union
Capital Home Loans	Link pending
Capital One (Europe) Plc	http://www.capitalone.co.uk/aboutus/who-are-capital-one.jsf
Carrington Wealth Management	https://carringtonwm.co.uk/about-us/our-

	community/our-team/
Castle Trust Bank	https://www.castletrust.co.uk/about-us/environment-social-and-governance-plan
Castlefield Partners Ltd	https://www.castlefield.com/about-castlefield/thoughtful-investing/diversity-at-castlefield/
Catalyst Claims	Link pending
Channel Islands Adjusters Limited	http://www.ciadjusters.com/the-team/
Charles Stanley & Co. Limited	https://www.charles-stanley.co.uk/about-us/who-we-are/csr/women-finance .
Chartered Institute For Securities and Investment	https://www.cisi.org/cisiweb2/cisi-website/about-us/diversity-equity-inclusion
Chartered Insurance Institute	https://www.cii.co.uk/about-us/supporting-diversity-in-the-profession/
Chaucer Group	https://www.chaucergroup.com/diversity-inclusion
Chetwood Wealth Management Ltd	Newer signatory - Link pending
CHL Mortgages for Intermediaries Ltd	Link pending
Citi	https://www.citigroup.com/citi/about/countries-and-jurisdictions/united-kingdom.html
City Hive	http://www.cityhive.co.uk/wifc-pledge
City of London Corporation	https://www.cityoflondon.gov.uk/about-us/plans-policies/equality-inclusion
ClearBank	https://www.clear.bank/people
Click2Check	https://theintermediary.co.uk/2023/04/click2check-signs-women-in-finance-charter/
Close Brothers Group Plc	https://www.closebrothers.com/inclusion
CMC Markets	https://www.cmcmarkets.com/group/sustainability/our-tomorrow/diversity-equity-and-inclusion
CNA Hardy	https://www.cnahardy.com/site-services/gender-pay-gap-report
Collinson Group	https://www.collinsongroup.com/en/women-in-finance-charter
Columbia Threadneedle Investments	www.columbiathreadneedle.co.uk/en/intm/about-us/responsible-business/
Commerzbank AG	https://www.commerzbank.de/en/hauptnavigation/verantwortung/diversity_und_inklusion/vielfalt_in_zahlen/vielfalt_in_zahlen.html
Connect IFA Ltd	https://connectmortgages.co.uk/women-in-finance-charter/
Coreco	https://www.coreco.co.uk/community/women-in-finance-charter/
Covea Insurance	https://www.coveainsurance.co.uk/about-us/diversity-inclusion/
Coventry Building Society	https://www.coventrybuildingsociety.co.uk/member/sustainability/women-in-finance.html
Credit Services Association Limited	https://www.csa-uk.com/page/women-finance-charter
Credit Suisse	https://www.credit-suisse.com/about-us/en/our-company/corporate-responsibility/employer/diversity-inclusion.html
Crito Capital LLP	https://www.critocapital.com/about

Crowe U.K. LLP	https://www.crowe.com/uk/about-us/taking-our-women-further
Crown Agents Bank and Investment Management	https://www.crownagentsbank.com/careers/
CrownStone Consulting Ltd	Link pending
Daiwa Capital Markets Europe Ltd	http://www.uk.daiwacm.com/about-us/diversity-equality
Danske Bank	https://danskebank.co.uk/about-us/responsibility/women-in-finance
Darcey Quigley & Co Ltd	https://www.darceyquigley.co.uk/meet-the-team/
Darlington Building Society	https://www.darlington.co.uk/news/weve-signed-the-women-in-finance-charter/ https://www.darlington.co.uk/who-we-are/careers/equality-diversity-inclusion/
DAS UK Ltd	https://www.dasinsurance.co.uk/careers/life-at-das/inclusion/spark-network
DDGI Limited	https://www.ddcap.com/who-we-are/our-sustainable-responsible-actions/our-corporate-social-responsibility/diversity-and-inclusion/
Deloitte	https://www2.deloitte.com/uk/en/pages/careers/articles/respect-and-inclusion.html
Deutsche Bank AG	https://www.db.com/cr/en/our-people/diversity--management.htm
Direct Line Group	https://www.directlinegroup.co.uk/en/sustainability/people/women-in-finance-charter.html
E2W Limited	https://www.e2w.co/about-e2w
Earth Capital Ltd	https://www.earthcapital.net/women-in-finance/
Ecclesiastical Insurance	https://www.ecclesiastical.com/corporate-responsibility/women-in-finance/
EdAid	https://www.edaid.com/women-in-finance
EIS Association	https://eisa.org.uk/about-eis/
Electron Capital Partners LLC	https://electroncapital.com/
Ellis Davies Financial Planning Ltd	https://www.ellisdaviesfp.co.uk/wif/
Enra Specialist Finance Ltd	https://www.enra.co.uk/careers/women-in-finance
EQ Investors Limited	https://eqinvestors.co.uk/individuals/hub/article/women-in-finance-charter
Equifax Ltd	https://www.equifax.co.uk/about-equifax/corporate-social-responsibility/en_gb
esure	https://www.esuregroup.com/sustainability/equity-inclusion-and-diversity/
Evelyn Partners	https://www.evelyn.com/media/yacfpser/women-in-finance-charter-statement-jun-22.pdf
Executive Benefit Services (UK) Ltd	https://ebsuk.com/why-were-different/
EY (Ernst & Young LLP)	http://www.ey.com/uk/en/about-us/our-people-and-culture/diversity-and-inclusiveness/about-ey---diversity-and-inclusiveness---uk-and-ireland-diversity-and-inclusiveness
Family Assurance Friendly Society Ltd	https://www.onefamily.com/our-story/company-information/
Fidelity International UK	https://www.fidelity.com/about-

	fidelity/citizenship#diversityandinclusion
Fiduciam Nominees Limited	https://fiduciam.co.uk/people/
Financial Conduct Authority	https://www.fca.org.uk/about/how-we-operate/diversity-equity-inclusion/women-finance-charter
Financial Ombudsman Service	https://www.financial-ombudsman.org.uk/publications/diversityreport2018/index.html
Financial Reporting Council Ltd	https://www.frc.org.uk/getattachment/e6799749-9dfa-4dc7-9d94-3dbe94fa42ff/Women-in-Finance-Charter-Annual-Form-2022.pdf
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	www.ftadvisory.co.uk
Fintellect Recruitment	https://www.fintellectrecruitment.co.uk/womeninfinance
First Central Services UK Limited	https://www.firstcentralcareers.com/who-we-are
First Wealth(London) Ltd	https://www.firstwealth.co.uk/about-us/our-purpose/women-in-finance
FLA (The Finance & Leasing Association)	https://www.flasociety.org.uk/about-us/women-in-finance-charter/
Fleet Mortgages Limited	https://www.fleetmortgages.co.uk/about-us/women-in-finance-charter/
Flood Re Ltd	https://www.floodre.co.uk/wp-content/uploads/women-in-finance.pdf
Foresight Group LLP	https://www.foresightgroup.eu/responsible-investing/governance/women-in-finance-charter/
Foster Denovo	Link pending
Franklin Templeton Investments	https://www.franklintempleton.co.uk/institutions/our-approach/our-company/diversity-and-inclusion
Funding Circle Ltd	https://corporate.fundingcircle.com/who-we-are/our-people/diversity-and-inclusion/
Furness Building Society	Link pending
GAAPweb	https://www.gaapweb.com/article/gaapweb-pledges-to-promote-gender-equality-in-the-finance-and-accountancy-profession-for-another-year/
GAM Investments	https://www.gam.com/en/diversity-and-inclusion#women-in-finance
Global Processing Services (UK) Ltd	https://www.globalprocessing.com/our-commitments/
Goldman Sachs International	https://www.goldmansachs.com/our-firm/people-and-culture/
Goodman Corporate Finance	https://www.goodmancorporate.com/why-us/women-in-finance-charter/
Grant Thornton	https://www.grantthornton.co.uk/en/about-us/inside-grant-thornton/our-gender-and-ethnicity-commitments/
H/Advisors Cicero (Circero Consulting Ltd)	https://cicero-group.com/cicero-group-provides-commitments-to-women-in-finance-initiative/
Handlesbanken	https://www.handelsbanken.co.uk/en/about-us/diversity-and-inclusion/gender-equality
Hannay Investments	http://www.hannayinvestments.co.uk/women-in-finance

Hargreaves Lansdown	https://www.hl.co.uk/about-us/diversity
Hartsfield Financial Services Ltd	https://www.hartsfield.co.uk/who-we-are/women-in-finance-charter/
Hastings Direct (Insurance)	https://www.hastingsgroup.uk/a-responsible-business/diversity-and-inclusion
Hermes Fund Managers Ltd, HFML Board	https://www.hermes-investment.com/uk/en/intermediary/about-us/diversity-equity-and-inclusion/
Hinckley and Rugby Building Society	https://www.hrbs.co.uk/about-us/governance/women-in-finance-charter/
HM Treasury	https://www.gov.uk/government/publications/women-in-finance-charter
Hodge (formerly Julian Hodge Bank)	https://hodgebank.co.uk/women-in-finance/
Homes England	Link pending
Hope Capital	https://hope-capital.co.uk/values/women-in-finance-charter/
Howard Mortgages	Link pending
HSBC UK	https://www.about.hsbc.co.uk/hsbc-uk/diversity-and-inclusion
HW Global Ltd	https://hwglobal.co/about/
ICAEW	https://www.icaew.com/about-icaew/who-we-are/icaew-target-to-improve-management-gender-diversity#:~:text=The%20Institute%20of%20Chartered%20Accountants%20in%20England%20and,into%20senior%20roles%20in%20the%20financial%20services%20sector.
ICAS – The Institute of Chartered Accountants of Scotland	https://www.icas.com/news/icas-signs-up-to-women-in-finance-charter
IFast Global Bank Limited (formally known as BFC Bank Limited)	https://www.ifastgb.com/home
IM Asset Management	https://www.irwinmitchell.com/about-us/social-responsibility/diversity/women-in-finance
Impax Asset Management	https://impaxam.com/about-us/memberships/
Independent Women	https://www.independentwomen.co.uk/advancing-women/women-finance-charter/
Innovate Finance	https://www.innovatefinance.com/charters/
Insight Investment (BNY Mellon subsidiary)	https://www.insightinvestment.com/uk/nav/careers/diversity-equity-and-inclusion/
Interactive Investor	https://www.ii.co.uk/about-ii/diversity-and-inclusion
Intermediate Capital Group PLC	http://www.icgam.com/about/diversity-inclusion
International Capital Market Association	https://www.icmagroup.org/
Invesco UK	https://www.invesco.co.uk/uk/about-us/diversity-inclusion
Investec Bank plc	https://www.investec.com/en_gb/welcome-to-investec/about-us/investor-relations/women-in-finance-reporting.html
Investec Wealth & Investment	https://www.investec.com/en_gb/welcome-to-investec/corporate-responsibility/our-people/inspire.html
Investing Ethically Ltd	https://www.investing-ethically.co.uk/investing-ethically-

	ltd-proud-sign-women-finance-charter/
iPipeline Limited	https://uk.ipipeline.com/women-in-finance/
IRESS Limited	https://www.iress.com/about/diversity-iress/
ISDA (International Swaps & Derivatives Association)	www.isda.org
J.P. Morgan	https://www.jpmorgan.com/disclosures/gender-pay-gap-uk/2017-gender-pay-gap-uk
Jane Smith Financial Planning Limited	www.janesmithfinancial.com/women-in-finance-charter
Janus Henderson Investors	https://www.janushenderson.com/careers/partners-recognition-pledges/
JM Finn & Co	https://www.jmfinn.com/womeninfinance
Julius Baer International Ltd	https://www.juliusbaer.com/en/legal/united-kingdom/women-in-finance-charter/
Jupiter Asset Management	https://www.jupiteram.com/women-in-finance-charter/
Just Group plc	http://www.justgroupplc.co.uk/about-us/gender-pay-report
Khandokar & Co Limited	https://khandokar.co.uk/wp-content/uploads/2021/08/Gender-Diversity-Target.pdf
KPMG LLP	https://home.kpmg/uk/en/home/about/our-impact/our-people/inclusion--diversity-and-equity.html
Landbay	http://blog.landbay.co.uk/blog/2018/4/18/0rcug60la053y2n06ss9yf3i5tzbvv
Landmark Mortgages	https://www.virginmoneyukplc.com/our-people/diversity-and-inclusion/women-in-finance/
Lazard & Co Limited	https://lazardltd.gcs-web.com/corporate-governance https://lazardltd.gcs-web.com/static-files/8a9ac9eb-1089-4b9d-9d8b-692440c873ee
Lazard Asset Management Limited	https://lazardltd.gcs-web.com/static-files/8a9ac9eb-1089-4b9d-9d8b-692440c873ee
Leeds Building Society	http://www.leedsbuildingsociety.co.uk/your-society/financial-information/diversity/
Leek Building Society	https://www.leekunited.co.uk/about/women-in-finance-charter/
Legal & General	https://group.legalandgeneral.com/en/sustainability/esg-governance-and-policies/memberships-and-recognitions/women-in-finance-charter
Leverton Search	https://www.levertonsearch.com/news/women-in-finance-charter
LGT Vestra	https://www.lgtvestra.com/en/about-us/company-profile/women-in-finance-charter/
LifeSearch	https://www.lifesearch.com/Women-in-Finance
Lloyds Banking Group	http://www.lloydsbankinggroup.com/our-group/responsible-business/inclusion-and-diversity/gender/
Lloyd's of London	https://www.lloyds.com/about-lloyds/diversity-and-inclusion-at-lloyds/women-in-finance-charter
Lomond Wealth Management	https://www.lomondwealth.com/about-us/women-in-finance-charter/
London Capital Credit Union	https://credit-union.coop/

London Stock Exchange Group	https://www.lseg.com/en/sustainability-strategy/inclusive-culture
Lucas Fettes & Partners (Financial Services) Limited	https://ffinancialplanning.co.uk/the-women-in-finance-charter/
LV= Liverpool Victoria Financial Services (LVFS)	https://www.lv.com/about-us/lv-cares/people-culture/gender-pay-gap-report/lvfs
M&G PLC	mgplc-diversity-and-inclusion-infographic-2022.pdf (mandg.com)
Macquarie Group	https://www.macquarie.com/uk/en/careers/diversity-and-inclusion.html
Magenta Financial Planning	www.magentafp.com
Man Group plc	www.man.com/diversity
Market Harborough Building Society	https://mhbs.co.uk/ethics-diversity/
Marsden Building Society	https://www.themarsden.co.uk/
Marsh Guy Carpenter (formerly Marsh UK)	https://www.marsh.com/uk/about/about-marsh/women-in-finance.html
MasterCard (UK&I Division)	https://www.mastercard.co.uk/en-gb/vision/who-we-are/diversity-inclusion.html
Mazars	https://www.mazars.co.uk/Home/About-us/Corporate-Publications/Diversity-goals
Medianett Publishing Ltd	Link pending
Mercer	https://www.uk.mercer.com/gender-diversity-targets.html
MetLife UK	https://www.metlife.co.uk/about-us/our-culture/
Metro Bank Plc	https://www.metrobankonline.co.uk/about-us/culture-diversity/
Mitsubishi HC Capital UK PLC (trading as Novuna)	https://www.mitsubishihccapital.co.uk/who-we-are/ https://www.novuna.co.uk/who-we-are/inclusion-and-diversity/
Mizuho Bank Ltd	https://www.mizuhogroup.com/emea/who-we-are/inclusion-diversity/women-in-finance-charter
Mizuho International plc	https://www.mizuhogroup.com/emea/who-we-are/inclusion-diversity/women-in-finance-charter
Monzo	https://monzo.com/blog/an-update-on-the-women-in-finance-charter-2020
Moody's Corporation	Link pending
Morgan Stanley International	https://www.morganstanley.com/about-us/diversity/UK-Women-In-Finance-Charter
Morningstar	https://go.morningstar.com/woman-in-finance-charter
Mortgage Saving Experts Ltd	Link pending
Mortgage Scout (The Mortgage & Insurance Bureau)	Link pending
Mortgages for Business Ltd	https://www.mfbrokers.co.uk/about-us/women-in-finance
Motor Insurers' Bureau	https://www.mib.org.uk/about-mib/management-and-governance/gender-pay-gap-report-women-in-finance-charter/

MT Finance Ltd	https://www.mt-finance.com/women-in-finance-charter/
MUFG	https://www.mufgemea.com/governance/hm-treasury-women-in-finance-charter/
Mustard Seed Impact Ltd	http://mustardseed.vc
Muzinich & Co Limited	https://www.muzinich.com/about/corporate-responsibility
MVSI Ltd	https://mvs.com/company/about-us
MWA Financial Ltd	https://www.mvaadvisory.com/
N4 Partners LLP	Link pending
Nacional Financiera SNC London Branch	https://www.nafin.com/portalnf/content/nafin-internacional/london-branch/about_us.html
National House Building Council	https://www.nhbc.co.uk/diversity-at-nhbc
Nationwide Building Society	https://www.nationwide.co.uk/about/media-centre-and-specialist-areas/gender-equality/women-in-finance-charter
Natixis	https://www.natixis.com/natixis/en/supporting-the-company-s-transformation-hr-rpaz5_119243.html
Natwest Group (formally RBS)	https://www.natwestgroup.com/who-we-are/at-a-glance/our-purpose.html
Nedbank Private Wealth Ltd	Link pending
NEST Corporation	https://www.nestpensions.org.uk/schemeweb/nest/nestcorporation/how-nest-is-run/policy-and-procedures.html
New Leaf Search	https://www.newleafsearch.com/women-in-finance?source=bing.com
New World Financial Group Ltd	https://www.newworldfg.com/
Newcastle Building Society	https://www.newcastle.co.uk/about-us/governance/our-commitment-to-the-women-in-finance-charter/
Newton Investment Management (BNY Mellon subsidiary)	https://www.newtonim.com/global/special-document/gender-pay-gap-report/
NFU Mutual (The National Farmers Union Mutual Insurance Society Limited)	https://www.nfumutual.co.uk/about-us/women-in-finance-charter/
Ninety One	https://www.investecassetmanagement.com/document/pdf/Investec-the-women-in-finance-charter.pdf
Nomura International	https://www.nomuraholdings.com/csr/employee/diversity.html
Northern Trust	https://www.northerntrust.com/about-us/corporate-social-responsibility/diversity-and-inclusion
NS&I	https://nsandi-corporate.com/careers/how-we-recruit
Nucleus Financial Platforms Ltd	https://nucleusfinancial.com/blog/our-commitment-women-finance-charter
OCM Wealth Management	Link pending
Octopus Investments	https://group.staging.octps.co/careers/women-in-finance/
Olive Rossley Ltd	https://www.oliverossley.com/about-1
OneSavings Bank (OSB Group)	https://www.onesavingsbank.com/corporate-responsibility/diversity-and-inclusion/women-in-finance-charter/
Operis Group	https://www.operis.com/about-operis/corporate-social-responsibility/

OSTC Ltd	https://www.ostc.com/about-us/diversity/
Pantheon Ventures (UK) LLP	https://www.pantheon.com/diversity/
Paragon Group of Companies (Paragon Banking Group Plc)	https://www.paragonbankinggroup.co.uk/careers/life-at-paragon/diversity-and-inclusion/wif-diversity-targets
Partners Credit Union Ltd	https://www.partnerscreditunion.co.uk/Women%20in%20Finance%20Charter
Path Financial Ltd	https://thepath.co.uk/wow/
Patrizia Infrastructure Ltd	https://www.patrizia.ag/en/investments/real-estate/infrastructure/
Payment Systems Regulator	https://www.psr.org.uk/about-us/diversity-equity-and-inclusion-at-the-psr/
Pensions and Lifetime Savings Association (PLSA)	https://www.plsa.co.uk/About-us/Diversity/Women-in-Finance-Charter
People's Partnership	https://peoplespartnership.co.uk/about-us/what-we-do/financial-reports/
Pepper (UK) Limited	https://www.peppergroup.co.uk/about-us/women-in-finance-charter
Personal Investment Management and Financial Advice Association	www.pimfa.co.uk/news/women-in-finance-charter/
Phoenix Group	http://www.thephoenixgroup.com/corporate-responsibility/diversity-inclusion.aspx
PIMCO Europe	https://www.pimco.co.uk/en-gb/our-firm/policy-statements
Post Office	http://www.onepostoffice.co.uk/secure/latest-news/our-business/women-in-finance-charter
Preqin	https://www.preqin.com/gender-representation-at-preqin
Principality Building Society	https://www.principality.co.uk/en/gender-pay-gap-and-women-in-finance
Progeny Wealth	https://theprogenygroup.com/wp-content/uploads/2021/09/Women-Finance-Charter-2021.pdf
Progressive Building Society	https://theprogressive.com/your-society/our-responsibilities/hm-treasury-women-in-finance-charter
Prudential	https://www.prudentialplc.com/~/_/media/Files/P/Prudential-V3/policies-and-statements/prudential-diversity-and-inclusion.pdf
Prytania Solutions Limited	https://prytaniasolutions.com/women-in-finance-charter
PwC UK	https://www.pwc.co.uk/who-we-are/annual-report.html
QBE European Operations	https://qbeeurope.com/sustainability/diversity/women-in-finance-charter/ https://qbeeurope.com/community/diversity-inclusion
Quilter Plc (Old Mutual Wealth)	https://careers.quilter.com/people-culture-and-benefits/inclusion-and-diversity/
Rathbone Brothers plc	https://www.rathbones.com/about-us/responsible-business/our-people
Redwood Bank	https://redwoodbank.co.uk/inside-redwood/women-in-finance-charter/
Revolut	https://www.revolut.com/

Ridgeway Partners	https://ridgewaypartners.com/insights
River and Mercantile Group Plc	https://riverandmercantile.com/careers/
Rothschild & Co	https://www.rothschildandco.com/en/careers/working-at-rothschild-and-co/diversity/
Royal Bank of Canada	https://www.rbc.com/diversity-inclusion/support-for-diverse-groups.html
RSA Insurance Group Ltd	https://www.rsagroup.com/responsibility/disclosures/
Saffron Building Society	http://www.saffronbs.co.uk
Sainsbury's Bank	https://www.sainsburysbank.co.uk/jobs/aboutus#tab--women-in-finance-charter-
Sainty Hird & Partners Limited	https://www.saintyhird.com/about#diversity
Santander UK	https://www.santander.com/en/careers/uk-careers/we-care-about-you/diversity-inclusion
Sapphire Capital Partners LLP	https://www.sapphirecapitalpartners.co.uk/sapphire-commitment
Sayer Haworth Ltd	http://www.sayerhaworth.com/
Schroders	https://www.schroders.com/en/about-us/people-and-culture/inclusion/
Schroders Personal Wealth	https://www.spw.com/careers-at-spw
Scottish Equity Partners	https://www.sep.co.uk/our-people/
Scotwest Credit Union	https://www.scotwest.co.uk/partnerships/employers/
Secure Trust Bank	https://www.securetrustbank.com/women-in-finance-charter
Sedgwick International UK	https://www.sedgwick.com/solutions/global/uk
Seedrs Limited	https://www.seedrs.com/insights/blog/investing/weve-signed-the-women-in-finance-charter#:~:text=What%20is%20the%20Women%20in,balance%20across%20financial%20services%20firms.&text=As%20a%20result%2C%20it%20requires,Why%20Does%20Seedrs%20Support%20Diversity%3F
Sesame Bankhall Group	https://www.sbg.co.uk/About/Gender-Pay-Gap
Sestini & Co	https://www.sestiniandco.com/about-sestini-co/
Seven Investment Mangement LLP	https://www.7im.co.uk/inside-7im/an-inclusive-team/signatories
Shawbrook Bank	https://www.shawbrook.co.uk/about-us
Shepherd Global	http://www.shepherdcompello.com/women-in-finance-charter/
Shepherds Friendly Society	https://www.shepherdsfriendly.co.uk/resources/shepherds-friendly-women-in-finance-charter/
Simply Business	http://www.simplybusiness.co.uk/about-us/inclusion-is-everything/
Skipton Building Society	https://www.skipton.co.uk/about-us/women-in-finance
Skybound Wealth Management	https://www.skyboundwealth.co.uk/women-in-finance-charter
SMBC Bank International	https://www.smbcgroup.com/emea/about-us/diversity-inclusion/
SMBC Nikko Capital Markets	https://www.smbcgroup.com/emea/about-us/diversity-inclusion/
Social Investment Scotland	https://www.socialinvestmentscotland.com/sis-diversity/

Societe Generale	https://www.societegenerale.co.uk/en/importantinformation/women-finance-charter/
South West Business Finance	https://www.swbf.co.uk/woman-in-finance-charter/
St. James's Place plc	https://www.sjp.co.uk/about-us/inclusion-diversity
Standard Chartered	https://www.sc.com/en/about/diversity-and-inclusion/gender-equality/
Starling Bank	https://www.starlingbank.com/blog/women-in-finance-charter-updates/
State Street	http://www.statestreet.com/about/office-locations/unitedkingdom/women-in-finance.html
Stifel Nicolaus Europe Limited	Link pending
Stonehage Fleming	https://www.stonehagefleming.com/media/stonehagefleming-sign-up-to-women-in-finance-charter
Stonehaven International	https://www.stonehaveninternational.com/about-us/diversity-and-inclusion/
StriveX Limited	Link pending
Sturgeon Ventures LLP	http://www.sturgeonventures.com/about-us/equality-diversity-policy/
Suffolk Building Society	www.ibs.co.uk
Swansea Building Society	https://swansea-bs.co.uk/content/diversity-and-inclusion
Swoop Funding	Link pending
Tail O' The Bank Credit Union	Link pending
Tallaght Financial Limited	https://www.cubefunder.com/women-in-finance/
Target Group Ltd	https://www.targetgroup.com/about/esg-credentials/
Tatton Asset Management	https://www.tattonassetmanagement.com/corporate-sustainability
Teamspirit	https://www.teamspirit.uk.com/news-and-views
Tesco Bank	https://bank.tescoplc.com/sustainability/diversity-inclusion/gender/#:~:text=Since%20signing%20the%20Women%20in%20Finance%20Charter%20in,28.5%25%20All%20Director%20Level%20from%203%25%20to%2019%25
Tesco Underwriting	https://www.tescounderwriting.com/about-us/publications-and-reports/
TFA (Tom French & Associates Limited)	https://tfagroup.co.uk/tfa-signs-women-finance-charter/
The Alternative Investment Management Association	https://www.aima.org/about/corporate-social-responsibility.html
The Association for Financial Markets in Europe	https://www.afme.eu/en/about-us/women-in-finance-charter/
The Bank of London Group Limited	https://thebankoflondon.com/
The Board of the Pension Protection Fund	https://www.ppf.co.uk/our-commitment-diversity-inclusion
The British Private Equity & Venture Capital Association	https://www.bvca.co.uk/Our-Industry/Diversity
The British United Provident Association Limited (BUPA)	https://www.bupa.com/corporate/legal-notice/women-finance-charter
The Cambridge Building Society	https://www.cambridgebs.co.uk/women-in-finance

The Charity Bank Ltd	https://www.charitybank.org/news/women-in-finance-charter-a-catalyst-for-change-finance
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 Fry Group	https://www.thefrygroup.co.uk/csr-women-in-finance-charter/
The Institute of Legal Finance & Management Ltd	http://www.ilfm.org.uk/site/about/
The Investment Association	https://www.theia.org/about-us
The London Metal Exchange	https://www.lme.com/en/about/Responsibility/Diversity-and-inclusion
The Melton Building Society	https://www.themelton.co.uk/about-us/women-in-finance/
The Nottingham Building Society	https://www.thenottingham.com/your-society/inside-the-society/women-in-finance-charter/
The Openwork Partnership	https://www.theopenworkpartnership.com/about-us/corporate-social-responsibility/women-in-finance/
The Royal London Group (The Royal London Mutual Insurance Society)	https://www.royallondon.com/careers/inclusion-and-diversity/
The UK Adviser	Link pending
TheCityUK	https://www.thecityuk.com/research/supporting-recovery-shaping-an-agenda-for-the-future-annual-report-and-accounts-2020-21/
Tide Platform Limited	https://www.tide.co/diversity-and-inclusion/
Together Financial Services Ltd	https://www.togethermoney.com/about-us/women-in-finance/
Tokio Marine Kiln	https://www.tmkiln.com/careers/inclusion-diversity/women-in-finance/
TotallyMoney	https://www.totallymoney.com/diversity/
TP ICAP	https://tpicap.com/tpicap/diversity-and-inclusion
Tribe Impact Capital	https://www.tribeimpactcapital.com/news/women-in-finance/
Triodos Bank UK Ltd	https://www.triodos.co.uk/careers
Trust Payments Ltd	Link pending
TSB Bank	www.tsb.co.uk/our-plan/creating-a-truly-inclusive-workplace
Tullow Oil Plc	https://www.tulloil.com/sustainability/people/women-finance-charter/
UBS	https://www.ubs.com/global/en/our-firm/our-culture/diversity-and-inclusion/gender-balance.html
Uinsure Ltd	https://uinsure.co.uk/diversity-inclusion/
UK Export Finance	https://www.gov.uk/government/organisations/uk-export-finance/about/equality-and-diversity .
UK Finance	https://www.ukfinance.org.uk/about-us/our-commitments/women-finance-charter
UK Government Investments	https://www.ukgi.org.uk/who-we-are/memberships-and-

	charter-signatories/
UniCredit Group	https://www.unicreditgroup.eu/en/unicredit-at-a-glance/diversity/woman-in-finance.html
Unity Trust Bank plc	https://www.unity.co.uk/supporting-gender-equality/
Unividual	https://unividual.co.uk/women-in-finance-charter/
Unum	https://www.unum.co.uk/about-us/celebrating-inclusion-and-diversity/women-in-finance-charter
Valorem Partners	https://valorempartners.co.uk/women-in-finance/
Vanguard Asset Services Limited	https://www.vanguard.co.uk/adviser/adv/about-vanguard/women-in-finance
Vanquis Banking Group	Sustainability Vanquis Banking Group plc (LSE: VANQ)
VIBE Financial Services Ltd	https://vibefinance.co.uk/intermediaries/women-in-finance-charter-intermediaries/
Virgin Money UK PLC	https://www.virginmoneyukplc.com/our-people/diversity-and-inclusion/women-in-finance/
Visa	https://www.visa.co.uk/about-visa/visa-in-europe.html
Vitality Corporate Services Limited	https://www.vitality.co.uk/women-in-finance-charter/
VONTOBEL	Link pending
Walter Scott (BNY Mellon subsidiary)	Link pending
Warren Partners	http://www.warrenpartners.co.uk/why-warren-partners/diversity-and-equality.php
Wave Community Bank	https://wavecb.org.uk/women-in-finance/
Waverton Investment Management	https://www.waverton.co.uk/about/careers
Wealth Matters Ltd	https://wealth-matters.co.uk/us/women-in-finance-charter/
Wellington Management International Ltd	https://www.wellington.com/en-gb/intermediary/about-wellington/diversity-equity-and-inclusion
Wells Fargo	Link pending
Wesleyan Assurance Society	https://www.wesleyan.co.uk/about-us/women-in-finance-charter
West Bromwich Building Society	https://www.westbrom.co.uk/careers/diversity-and-inclusion
Whitechurch Securities Ltd	https://www.whitechurch.co.uk/financial-advisors/about-us/awards/
Whyfield	https://www.whyfield.co.uk/about-whyfield-accounting-services/
Willis Owen Limited	https://www.willisowen.co.uk/about-us/
Wise Payments Limited	https://transferwise.com/gb/blog/gender-pay-gap
XPS Pensions Group	https://www.xpsgroup.com/sustainability/employees/
Yorkshire Building Society Group	https://www.ybs.co.uk/women-in-finance-charter.html
Zebedee Capital Partners LLP	www.zebedeecapital.com/women-in-finance-charter/
Zopa Limited	https://www.zopa.com/blog/article/an-update-on-diversity-at-zopa
Zurich Insurance	https://www.zurich.co.uk/en/about-us/corporate-responsibility/workplace/diversity-and-inclusion