



HM Treasury



# Women in Finance Charter

List of 273 signatories

## 68 new Charter signatories announced on 11 July 2018

*Links to gender diversity targets to be published here in October*

**Admiral Group**

**AE3 Media**

**Armstrong Wolfe**

**Australia and New Zealand Banking Group Limited**

**Barrington Hibbert Associates**

**BNP Paribas Personal Finance**

**BondMason**

**Bovill Ltd**

**Bower Retirement**

**Brooks Macdonald plc**

**BUPA**

**Canada Life**

**Coventry Building Society**

**Daiwa Capital Markets Europe Ltd**

**EIS Association**

**Ellis Davies Financial Planning Ltd**

**Engage Financial Services Ltd**

**Equifax Ltd**

**Evolution Financial Planning**

**Fintech Strategic Advisors Ltd**

**Fintellect Recruitment**

**First Wealth LLP**

**Flood Re Ltd**

**Foresight Group LLP**

**Franklin Templeton Investments**

**GAM**

**Global Processing Services**

**Goji Investments**

**Grant Thornton**

**Hinckley and Rugby Building Society**

**HUBX**

**ICAEW**

**Intermediate Capital Group**

**Investec Asset Management Limited**

**J. P. Morgan**

16 March 2018

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<b>Kames Capital plc</b>
<b>Lazard &amp; Co Limited</b>
<b>Lazard Asset Management Limited</b>
<b>LifeSearch</b>
<b>Magenta Financial Planning</b>
<b>Marsh Ltd</b>
<b>Medianett Ltd</b>
<b>Mortgages for Businesses Ltd</b>
<b>MT Finance Ltd</b>
<b>Mustard Seed Impact Ltd</b>
<b>National Association of Commercial Finance Brokers</b>
<b>Nomura International</b>
<b>PIMCO</b>
<b>Prytania Solutions Limited</b>
<b>Pukka Insure Ltd</b>
<b>Rathbone Brothers plc</b>
<b>Scottish Equity Partners</b>
<b>SDB Bookkeeping Services</b>
<b>Semper Capital Management</b>
<b>Shepherd Compello Ltd</b>
<b>St. James's Place plc</b>
<b>Stonehaven International</b>
<b>Sussex Independent Financial Advisers Ltd</b>
<b>Tesco Underwriting</b>
<b>The British United Provident Association (BUPA)</b>
<b>The Meyer Partnership</b>
<b>The Mortgage &amp; Insurance Bureau</b>
<b>TP ICAP</b>
<b>UK Government Investments</b>
<b>UniCredit Group</b>
<b>Vanguard Asset Services Limited</b>
<b>Whyfield</b>
<b>Yorkshire Building Society Group</b>
<b>Zopa Limited</b>

**45 new Charter signatories announced on 16 March 2018**

*Links to gender diversity targets to be published here in September*

<b>Aon</b>
<b>Bank of Ireland (UK) plc</b>
<b>Banking Standards Board</b>
<b>Barcadia Media Ltd</b>
<b>BFC Bank Limited</b>
<b>BNP Paribas London CIB</b>
<b>Brewin Dolphin</b>

<b>British Business Bank</b>
<b>British Insurance Brokers' Association</b>
<b>Brown Shipley</b>
<b>Cameron and Company Financial Planning Ltd</b>
<b>Charter Court Financial Services plc</b>
<b>City of London Corporation</b>
<b>Close Brothers Group Plc</b>
<b>Crowdcube</b>
<b>Danske Bank</b>
<b>Financial Services Compensation Scheme</b>
<b>Goldman Sachs International</b>
<b>Hargreaves Lansdown</b>
<b>House of Beaufort</b>
<b>Invesco</b>
<b>Investec Bank plc</b>
<b>Investec Wealth &amp; Investment</b>
<b>Investing Ethically Ltd</b>
<b>IPC Systems</b>
<b>Just Group plc</b>
<b>LGT Vestra</b>
<b>Man Group plc</b>
<b>Mazars</b>
<b>Metro Bank PLC</b>
<b>Motor Insurers' Bureau</b>
<b>OMFIF</b>
<b>QBE European Operations</b>
<b>rebuildingsociety.com</b>
<b>Sainsbury's Bank</b>
<b>Sesame Bankhall Group</b>
<b>The Alternative Investment Management Association</b>
<b>The Board of the Pension Protection Fund</b>
<b>The British Private Equity &amp; Venture Capital Association</b>
<b>TotallyMoney</b>
<b>UBS</b>
<b>Visa</b>
<b>Wellington Management International Ltd</b>
<b>Wesleyan Assurance Society</b>
<b>XL Catlin</b>

<b>Charter signatories announced before March 2018</b>	<b>Link to gender diversity targets</b>
<b>10x Future Technologies Ltd</b>	<a href="https://www.10xbanking.com/impact">https://www.10xbanking.com/impact</a>
<b>Affinity Capital</b>	<a href="http://www.affinitycapital.co.uk/latest-investment-financial-strategy-news/affinity-news/women-in-finance-charter-update">http://www.affinitycapital.co.uk/latest-investment-financial-strategy-news/affinity-news/women-in-finance-charter-update</a>
<b>Ageas UK</b>	<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>
<b>AIB UK</b>	<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>
<b>Aldermore Group</b>	<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>

<b>Allianz Insurance</b>	<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>
<b>Association of Accounting Technicians</b>	<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>
<b>Association of British Insurers</b>	<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>
<b>Association for Financial Markets in Europe</b>	<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>
<b>Atom Bank</b>	<a href="https://www.atombank.co.uk/careers/women-in-finance">https://www.atombank.co.uk/careers/women-in-finance</a>
<b>Avem Capital Limited</b>	<a href="https://avemcapital.com/?s=women+in+finance">https://avemcapital.com/?s=women+in+finance</a>
<b>Aviva</b>	<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>
<b>AXA Investment Managers</b>	<a href="https://www.axa-im.com/en/empowering-female-talent">https://www.axa-im.com/en/empowering-female-talent</a>
<b>AXA UK</b>	<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>Azimo</b>	<a href="https://azimo.com/en/support/solutions/articles/11000-034610-does-azimo-support-women">https://azimo.com/en/support/solutions/articles/11000-034610-does-azimo-support-women</a>
<b>B&amp;CE Holdings Limited</b>	<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>
<b>Bacs Payment Schemes Limited</b>	<a href="https://www.bacs.co.uk/About/WorkingForBacs/Pages/EmployeeDiversity.aspx">https://www.bacs.co.uk/About/WorkingForBacs/Pages/EmployeeDiversity.aspx</a>
<b>Bank of America Merrill Lynch</b>	<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>
<b>Bank of England</b>	<a href="https://www.bankofengland.co.uk/about/corporate-responsibility">https://www.bankofengland.co.uk/about/corporate-responsibility</a>
<b>Barclays Bank</b>	<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>
<b>Beazley</b>	<a href="https://www.beazley.com/women_in_finance_charter.html">https://www.beazley.com/women_in_finance_charter.html</a>
<b>Beckett Investment Management Group</b>	<a href="http://beckettinvest.com/women-in-finance/">http://beckettinvest.com/women-in-finance/</a>
<b>BlackRock</b>	<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>
<b>BNY Mellon</b>	<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>
<b>BP Supply &amp; Trading</b>	<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>
<b>Brickendon Consulting</b>	<a href="http://www.brickendon.com/people/equal-opportunities-diversity/">http://www.brickendon.com/people/equal-opportunities-diversity/</a>
<b>Brightstar Financial</b>	<a href="http://brightstarhub.co.uk/careers.php">http://brightstarhub.co.uk/careers.php</a>
<b>Cambridge &amp; Counties Bank</b>	<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>
<b>Canadian Imperial Bank of Commerce</b>	<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>
<b>Capital Credit Union</b>	<a href="http://www.capitalcreditunion.com/about_us/about_capital_credit_union">http://www.capitalcreditunion.com/about_us/about_capital_credit_union</a>
<b>Capital One Europe</b>	<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>
<b>Castlefield Partners Ltd</b>	<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>
<b>Chaisson Cassius</b>	<a href="http://www.chaissoncassius.com/diversity-and-inclusion-policy.html">http://www.chaissoncassius.com/diversity-and-inclusion-policy.html</a>
<b>Channel Islands Adjusters Ltd</b>	<a href="http://www.ciadjusters.com/the-team/">http://www.ciadjusters.com/the-team/</a>

<b>Charles Stanley &amp; Co. Limited</b>	<a href="https://www.charles-stanley.co.uk/women-finance-charter">https://www.charles-stanley.co.uk/women-finance-charter</a>
<b>Chartered Insurance Institute</b>	<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>
<b>Cicero Group</b>	<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>
<b>Circle</b>	<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>
<b>Citi</b>	<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>
<b>City Hive</b>	<a href="http://www.cityhive.co.uk/wifc-pledge">http://www.cityhive.co.uk/wifc-pledge</a>
<b>ClearlySo</b>	<a href="https://www.clearlyso.com/clearlyso-gender-equality-statement/">https://www.clearlyso.com/clearlyso-gender-equality-statement/</a>
<b>Collinson Group</b>	<a href="https://www.collinsongroup.com/women-in-finance-charter">https://www.collinsongroup.com/women-in-finance-charter</a>
<b>Columbia Threadneedle Investments</b>	<a href="http://www.columbiathreadneedle.co.uk/en/corporate-responsibility/responsible-employer/">http://www.columbiathreadneedle.co.uk/en/corporate-responsibility/responsible-employer/</a>
<b>Coreco</b>	<a href="https://www.corecogroup.co.uk/about/women-in-finance/">https://www.corecogroup.co.uk/about/women-in-finance/</a>
<b>Covea Insurance</b>	<a href="https://www.coveainsurance.co.uk/about-us/diversity-inclusion/">https://www.coveainsurance.co.uk/about-us/diversity-inclusion/</a>
<b>Credit Suisse</b>	<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>
<b>Crossflow Payments Solutions Trading Ltd</b>	<a href="https://crossflowpayments.co.uk/about">https://crossflowpayments.co.uk/about</a>
<b>CYBG</b>	<a href="http://www.cybg.com/about-us/inclusion/">http://www.cybg.com/about-us/inclusion/</a>
<b>Deloitte</b>	<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>
<b>Deutsche Bank AG</b>	<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>
<b>Direct Line Group</b>	<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>
<b>E2W Limited</b>	<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>
<b>East Sussex Credit Union</b>	<a href="http://www.eastsussexcu.org.uk/women-in-finance-charter">http://www.eastsussexcu.org.uk/women-in-finance-charter</a>
<b>Ecclesiastical Insurance</b>	<a href="http://www.ecclesiastical.com/womeninfinance">http://www.ecclesiastical.com/womeninfinance</a>
<b>EdAid</b>	<a href="https://www.edaid.com/women-in-finance">https://www.edaid.com/women-in-finance</a>
<b>Emerging Payments Association</b>	<a href="http://emergingpayments.org/about/careers/">http://emergingpayments.org/about/careers/</a>
<b>Esure</b>	<a href="http://www.esuregroup.com/corporate-information/corporate-social-responsibility.aspx">http://www.esuregroup.com/corporate-information/corporate-social-responsibility.aspx</a>
<b>EY</b>	<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>
<b>Fidelity International UK</b>	<a href="http://www.fidelityrecruitment.com/uk-ireland/working-here/">http://www.fidelityrecruitment.com/uk-ireland/working-here/</a>
<b>Financial Conduct Authority</b>	<a href="https://www.fca.org.uk/about/corporate-responsibility/diversity-inclusion">https://www.fca.org.uk/about/corporate-responsibility/diversity-inclusion</a>

<b>Financial Ombudsman Service</b>	<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>
<b>Financial Reporting Council Ltd</b>	<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>
<b>FINTECH Circle</b>	<a href="http://fintechcircle.com/wif/">http://fintechcircle.com/wif/</a>
<b>Funding Circle Ltd</b>	Link pending.
<b>GAAPweb</b>	<a href="http://www.gaapweb.com/news/gaapweb-tackle-workplace-inequality/220724/">http://www.gaapweb.com/news/gaapweb-tackle-workplace-inequality/220724/</a>
<b>Handelsbanken</b>	<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>
<b>Hannay Investments</b>	<a href="http://www.hannayinvestments.co.uk/women-in-finance/4594128723">http://www.hannayinvestments.co.uk/women-in-finance/4594128723</a>
<b>Hermes Investment Management</b>	<a href="https://www.hermes-investment.com/ukw/women-finance-charter/">https://www.hermes-investment.com/ukw/women-finance-charter/</a>
<b>HM Treasury</b>	<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>
<b>HSBC UK</b>	<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>
<b>Independent Women</b>	<a href="http://www.independentwomen.co.uk/advancingwomen/womeninfinancecharter">www.independentwomen.co.uk/advancingwomen/womeninfinancecharter</a>
<b>Innovate Finance</b>	<a href="http://new.innovatefinance.com/women-finance-charter/">http://new.innovatefinance.com/women-finance-charter/</a>
<b>ionStar</b>	<a href="http://www.ionstar.co.uk/diversity-champions">http://www.ionstar.co.uk/diversity-champions</a>
<b>Janus Henderson Investors</b>	<a href="https://www.janushenderson.com/careers/content/diversity">https://www.janushenderson.com/careers/content/diversity</a>
<b>Jupiter Asset Management</b>	<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>
<b>KPMG LLP</b>	<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>
<b>Landbay</b>	<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>
<b>Leeds Building Society</b>	<a href="http://www.leedsbuildingsociety.co.uk/your-society/financial-information/diversity/">http://www.leedsbuildingsociety.co.uk/your-society/financial-information/diversity/</a>
<b>Legal &amp; General</b>	<a href="https://www.legalandgeneralgroup.com/csr/our-approach/diversity/">https://www.legalandgeneralgroup.com/csr/our-approach/diversity/</a>
<b>Lloyds Banking Group</b>	<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>
<b>Lloyd's of London</b>	<a href="http://www.lloyds.com/womeninfinance">www.lloyds.com/womeninfinance</a>
<b>London Capital Credit Union</b>	<a href="http://www.credit-union.coop/content.asp?section=222&amp;sf=86">http://www.credit-union.coop/content.asp?section=222&amp;sf=86</a>
<b>London Stock Exchange Group</b>	<a href="http://www.lseg.com/womeninfinance">www.lseg.com/womeninfinance</a>
<b>LV=</b>	<a href="https://www.lv.com/about-us/lv-cares/gender-pay-gap-report">https://www.lv.com/about-us/lv-cares/gender-pay-gap-report</a>
<b>Market Harborough Building Society</b>	<a href="http://www.mhbs.co.uk/diversity.aspx">http://www.mhbs.co.uk/diversity.aspx</a>
<b>MasterCard (UK&amp;I Division)</b>	<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>
<b>Mercer</b>	<a href="https://www.uk.mercer.com/gender-diversity-targets.html">https://www.uk.mercer.com/gender-diversity-targets.html</a>

<b>MetLife UK</b>	<a href="https://www.metlife.co.uk/womeninfinancecharter/">https://www.metlife.co.uk/womeninfinancecharter/</a>
<b>Mizuho Bank</b>	<a href="https://www.mizuho-emea.com/what-we-stand-for/diversity/women-in-finance-charter/mizuho-bank-targets/women-in-finance-targets">https://www.mizuho-emea.com/what-we-stand-for/diversity/women-in-finance-charter/mizuho-bank-targets/women-in-finance-targets</a>
<b>Mizuho International</b>	<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>
<b>Monzo</b>	<a href="https://monzo.com/blog/2017/05/31/women-in-finance/">https://monzo.com/blog/2017/05/31/women-in-finance/</a>
<b>Morgan Stanley International</b>	<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>
<b>MUFG</b>	<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>
<b>National House Building Council</b>	<a href="http://www.nhbc.co.uk/DiversityatNHBC/">http://www.nhbc.co.uk/DiversityatNHBC/</a>
<b>National Skills Academy for Financial Services</b>	<a href="http://www.nsafs.co.uk/about-us/">http://www.nsafs.co.uk/about-us/</a>
<b>Nationwide Building Society</b>	<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>
<b>NEST Corporation</b>	<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>
<b>Northern Trust</b>	<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>
<b>Nottingham Building Society</b>	<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>
<b>NS&amp;I</b>	<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>
<b>Nucleus Financial</b>	<a href="https://nucleusfinancial.com/women-finance-charter/">https://nucleusfinancial.com/women-finance-charter/</a>
<b>Nutmeg Saving and Investment</b>	<a href="https://www.nutmeg.com/about/diversity">https://www.nutmeg.com/about/diversity</a>
<b>OAC</b>	<a href="http://www.oacplc.com/about-us/diversity-women-in-finance">http://www.oacplc.com/about-us/diversity-women-in-finance</a>
<b>Old Mutual Wealth</b>	<a href="https://www.oldmutualwealth.co.uk/careers/inclusion-and-diversity/">https://www.oldmutualwealth.co.uk/careers/inclusion-and-diversity/</a>
<b>OneSavings Bank</b>	<a href="http://www.onesavingsbank.com/corporate-responsibility/women-in-finance-charter/">http://www.onesavingsbank.com/corporate-responsibility/women-in-finance-charter/</a>
<b>Paragon Banking Group PLC</b>	<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>
<b>Payment Systems Regulator</b>	<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>
<b>PensionBee</b>	<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>
<b>Personal Investment Management and Financial Advice Association</b>	<a href="https://www.pimfa.co.uk/news/women-in-finance-charter/">https://www.pimfa.co.uk/news/women-in-finance-charter/</a>
<b>Phoenix Group</b>	<a href="http://www.thephoenixgroup.com/corporate-responsibility/diversity-inclusion.aspx">http://www.thephoenixgroup.com/corporate-responsibility/diversity-inclusion.aspx</a>
<b>Pinsent Masons LLP</b>	<a href="https://www.pinsentmasons.com/en/about-us/starfish/our-people/">https://www.pinsentmasons.com/en/about-us/starfish/our-people/</a>
<b>Pioneer Mutual Credit Union</b>	<a href="https://www.pioneercu.coop/about-us/">https://www.pioneercu.coop/about-us/</a>
<b>Post Office</b>	<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>
<b>Principality Building Society</b>	<a href="http://www.principality.co.uk/womeninfinance">http://www.principality.co.uk/womeninfinance</a>
<b>Progressive Building Society</b>	<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>

<b>Prudential</b>	<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>
<b>PwC UK</b>	<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>
<b>RateSetter</b>	<a href="http://www.ratesetter.com/aboutus">http://www.ratesetter.com/aboutus</a>
<b>ReAssure Group</b>	<a href="https://www.reassure.co.uk/article/reassure-diversity-inclusion-statement/">https://www.reassure.co.uk/article/reassure-diversity-inclusion-statement/</a>
<b>Ridgeway Partners</b>	<a href="https://ridgewaypartners.com/#press">https://ridgewaypartners.com/#press</a>
<b>Royal Bank of Canada</b>	<a href="http://www.rbc.com/careers/women.html">http://www.rbc.com/careers/women.html</a>
<b>RSA Insurance Group</b>	<a href="https://www.rsagroup.com/responsibility/responsible-business/disclosures/">https://www.rsagroup.com/responsibility/responsible-business/disclosures/</a>
<b>Santander UK</b>	<a href="http://www.santanderjobs.co.uk/diversity">http://www.santanderjobs.co.uk/diversity</a>
<b>Santander UK Technology</b>	<a href="http://www.santandertechnology.co.uk/women-in-finance">http://www.santandertechnology.co.uk/women-in-finance</a>
<b>Scalable Capital</b>	<a href="https://uk.scalable.capital/women-in-finance-charter">https://uk.scalable.capital/women-in-finance-charter</a>
<b>Schroders</b>	<a href="http://www.schroders.com/en/people/diversity-and-inclusion/">http://www.schroders.com/en/people/diversity-and-inclusion/</a>
<b>Sestini &amp; Co</b>	<a href="http://www.sestiniandco.co.uk/about-sestini-co/">http://www.sestiniandco.co.uk/about-sestini-co/</a>
<b>Shawbrook Bank</b>	<a href="https://www.shawbrook.co.uk/wif">https://www.shawbrook.co.uk/wif</a>
<b>Simply Business</b>	<a href="http://www.simplybusiness.co.uk/about-us/women-in-finance/">http://www.simplybusiness.co.uk/about-us/women-in-finance/</a>
<b>SMBC Nikko Capital Markets Limited</b>	<a href="http://www.smbcnikko-cm.com/about-us/our-people.html">http://www.smbcnikko-cm.com/about-us/our-people.html</a>
<b>SMBCE</b>	<a href="https://www.smbcgroup.com/emea/careers/about/equal-opportunities">https://www.smbcgroup.com/emea/careers/about/equal-opportunities</a>
<b>Smith and Williamson</b>	<a href="http://smithandwilliamson.com/about-us/diversity-and-inclusion">http://smithandwilliamson.com/about-us/diversity-and-inclusion</a>
<b>South Manchester Credit Union</b>	<a href="http://smcreditunion.co.uk/about-us/women-in-finance-charter/">http://smcreditunion.co.uk/about-us/women-in-finance-charter/</a>
<b>Standard Chartered</b>	<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>
<b>Standard Life Aberdeen PLC</b>	<a href="https://www.standardlifeaberdeens.com/news-and-media/all-news-articles/2017/women-in-finance-charter">https://www.standardlifeaberdeens.com/news-and-media/all-news-articles/2017/women-in-finance-charter</a>
<b>Starling Bank</b>	<a href="https://www.starlingbank.com/women-finance-charter-mindset/">https://www.starlingbank.com/women-finance-charter-mindset/</a>
<b>State Street</b>	<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>
<b>Sturgeon Ventures LLP</b>	<a href="http://www.sturgeonventures.com/about-us/equality-diversity-policy/">http://www.sturgeonventures.com/about-us/equality-diversity-policy/</a>
<b>Teamspirit</b>	<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>
<b>Tesco Bank</b>	<a href="https://corporate.tescobank.com/189/about-us/women-in-finance">https://corporate.tescobank.com/189/about-us/women-in-finance</a>
<b>The Building Societies Association (BSA)</b>	<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>
<b>The Co-operative Bank</b>	<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>
<b>The Institute of Legal Finance &amp; Management Ltd</b>	<a href="http://www.ilfm.org.uk/site/about/">http://www.ilfm.org.uk/site/about/</a>
<b>The Investment Association</b>	<a href="https://www.theinvestmentassociation.org/about-the-investment-association/charter.html">https://www.theinvestmentassociation.org/about-the-investment-association/charter.html</a>



<b>The Royal Bank of Scotland</b>	<a href="http://www.rbs.com/sustainability/working-at-rbs/inclusion.html">http://www.rbs.com/sustainability/working-at-rbs/inclusion.html</a>
<b>The Royal London Mutual Insurance Society</b>	<a href="http://www.royallondon.com/about/whoweare/diversity-and-inclusion/">http://www.royallondon.com/about/whoweare/diversity-and-inclusion/</a>
<b>TheCityUK</b>	<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>
<b>Thomson Reuters</b>	<a href="https://www.thomsonreuters.com/content/dam/ewp-m/documents/thomsonreuters/en/pdf/corporate-responsibility/women-in-banking-and-finance-charter-2017.pdf">https://www.thomsonreuters.com/content/dam/ewp-m/documents/thomsonreuters/en/pdf/corporate-responsibility/women-in-banking-and-finance-charter-2017.pdf</a>
<b>Tribe Impact Capital</b>	<a href="https://www.tribeimpactcapital.com/news/women-in-finance/">https://www.tribeimpactcapital.com/news/women-in-finance/</a>
<b>TSB Bank</b>	<a href="http://www.tsb.co.uk/straightforward-money/gender-balance/">http://www.tsb.co.uk/straightforward-money/gender-balance/</a>
<b>Twenty7Tec</b>	<a href="http://www.twenty7tec.com/women-in-finance.php">http://www.twenty7tec.com/women-in-finance.php</a>
<b>UK Export Finance</b>	[ <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> ]
<b>UK Finance</b>	<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>
<b>Unity Trust Bank plc</b>	<a href="https://www.unity.co.uk/supporting-gender-equality/">https://www.unity.co.uk/supporting-gender-equality/</a>
<b>Unum</b>	<a href="http://www.unum.co.uk/diversity">www.unum.co.uk/diversity</a>
<b>Virgin Money</b>	<a href="http://uk.virginmoney.com/virgin/about/recognising-everyone/">http://uk.virginmoney.com/virgin/about/recognising-everyone/</a>
<b>Warren Partners</b>	<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>
<b>West Bromwich Building Society</b>	<a href="http://www.westbrom.co.uk/your-society/careers">http://www.westbrom.co.uk/your-society/careers</a>
<b>Zerado</b>	<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>
<b>Zurich Insurance</b>	<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>