



HM Treasury

# Women in Finance Charter

a pledge for gender balance across financial services

This is a commitment by HM Treasury and signatory firms to work together to build a more balanced and fair industry. Firms that sign up to this Charter are pledging to be the best businesses in the sector.

The Charter reflects the government's aspiration to see gender balance at all levels across financial services firms. A balanced workforce is good for business – it is good for customers, for profitability and workplace culture, and is increasingly attractive for investors.

## The Charter

- > commits firms to supporting the progression of women into senior roles in the financial services sector by focusing on the executive pipeline and the mid-tier level;
- > recognises the diversity of the sector and that firms will have different starting points – each firm should therefore set its own targets and implement the right strategy for their organisation;
- > requires firms to publicly report on progress to deliver against these internal targets to support the transparency and accountability needed to drive change.

My organisation pledges to promote gender diversity by:

- > having one member of our senior executive team who is responsible and accountable for gender diversity and inclusion;
- > setting internal targets for gender diversity in our senior management;
- > publishing progress annually against these targets in reports on our website;
- > having an intention to ensure the pay of the senior executive team is linked to delivery against these internal targets on gender diversity.

