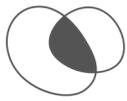
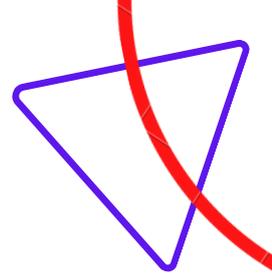


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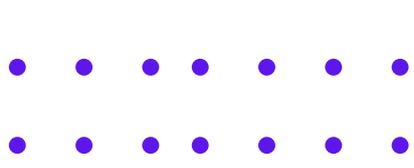
# FinTech For All Charter

The UK FinTech ecosystem is world-leading, and offers exciting opportunities for business, investment and talent. However, In recent years, a spotlight has been shone upon a lack of inclusion & diversity, with instances of harassment surfacing in the wake of the #MeToo movement, and gender pay gap reporting. Today, the call for an inclusive industry is becoming even stronger, with the FCA mandating for a focus on non-financial misconduct and encouraging *speak up* cultures.

At the start of this year, we surveyed FinTech employees, to better understand the challenges around harassment that employees within the industry are facing. With the insights we unearthed, we are shaping resources and tools to support the sector and are launching 'FinTech For All': bringing the sector together to tackle harassment & foster inclusion in order to support sustainable growth.

Today, we invite our colleagues across UK FinTech to sign our FinTech For All Charter, demonstrating a commitment to a culture where inclusive behaviours are championed, harassment is not tolerated, and where everyone is accepting of diversity.



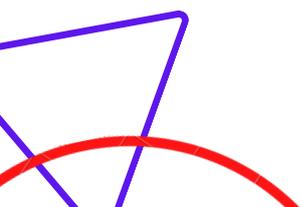


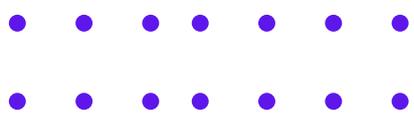
## **FinTech For All Charter**

- Supports FinTechs in becoming more diverse, by focusing on building inclusive environments
- Commits FinTechs to protecting employees from harassment by establishing a 'speak up' culture
- Recognises that different FinTechs have unique starting points and needs - each organisation should set a strategy that is right for them
- Requires firms to confidentially share key steps they have implemented: 1) the name of the exec made accountable for D&I 2) evidence of their policy/ or the creation of one.

## **My organisation pledges to tackle harassment & promote inclusion by:**

- Having one member of our senior executive team accountable for Inclusion & Diversity
- Creating & promoting an effective Harassment & Bullying (H&B) policy
- Developing employee awareness around what constitutes harassment & encouraging inclusive practices
- Providing a range of appropriate reporting channels so that employees can speak up safely
- Ensuring that action is taken as per our H&B Policy





# Early signatories and partners:

