



Women in Finance Charter

Privacy notice

The Women in Finance Charter is a pledge for gender balance across financial services which asks financial services firms to commit to implementing four key industry actions. The Charter requires signatories to set out how they intend to meet the Charter's requirements, including setting a target for improving their gender balance in their senior management population, and how they are progressing, which is reported to HM Treasury.

This notice sets out how HM Treasury uses personal data when you submit reporting forms for the purposes of the Women in Finance Charter and explains your rights under the UK General Data Protection Regulation (UK GDPR). For the purposes of the UK GDPR, HM Treasury is the data controller for the processing of personal data collected for the Charter.

Data Subjects

Individuals completing and submitting Charter sign-up, submission for new signatories, annual update forms and the signatory survey, and, if they are different, accountable executives with responsibility for gender diversity and inclusion within financial services firms.

Personal data

These will include, but not always be limited to, the data subjects':

- name
- job title
- email address
- phone number
- gender (accountable executives only, as part of the Annual Update Submission form)

How we use your personal data

Your personal data will be processed for the effective management of The Women in Finance Charter's:

- sign-up form
- submission form for new signatories;
- annual update submission form: and
- signatory survey

Our lawful basis for processing your personal data

Article 6(1)(e) UK GDPR: the processing is necessary for the performance of a task carried out in the public interest or in the exercise of official authority vested in HM Treasury. This task is to assess how signatory firms are adhering to their commitments under the Charter.

Who we share your personal data with

Your personal data will only be accessible to relevant staff within HM Treasury and only shared with the following for these stated purposes:

- **New Financial** is HM Treasury's data partner who monitor the progress of signatories against their Charter commitments and publish an annual review in collaboration with us.
- **Women in Finance Industry Board**, including the Board members and the Secretariat (provided by Santander). The Board and Secretariat will receive your name, organisation and contact details which they will use to communicate with you on issues relating to the Charter such as sharing best practice and industry updates. They will not use your personal data for unrelated purposes.
- **The Women in Finance Charter Champion**, including their Women in Finance team. The Champion and their team will receive your name, name of your organisation and your contact details which they will use to communicate with you on relevant activities related to the Charter.
- **NTT**, our IT infrastructure provider, will have access to your personal data for our purposes in fulfilment with the contractual obligations they have with us.

In all of the cases listed above, HM Treasury will only disclose personal data necessary to enable these third parties to deliver their relevant service(s).

How long we will hold your data

Your personal data will be only used during your time spent as an appointee for a signatory participating in the Charter. This will only be retained for as long as it is required.

Your data protection rights

In relation to this activity, you have the right to request:

- information about how your personal data are processed and to request a copy of that personal data
- that any inaccuracies in your personal data are rectified without delay
- that your personal data are erased if there is no longer a justification for them to be processed
- in certain circumstances (for example, where accuracy is contested), to request that the processing of your personal data is restricted.

A full list of your data protection rights can be found on the Information Commissioner's Office website here:

<https://ico.org.uk/for-organisations/uk-gdpr-guidance-and-resources/individual-rights/individual-rights/>

Information and enquires

For further information on our use of your personal data or to amend or update personal data we hold, please email womeninfinance@hmtreasury.gov.uk and general contact details for HM Treasury are:

public.enquiries@hmtreasury.gov.uk

Further information about the Charter's requirements is outlined in the pledge which can be found here:

<https://www.gov.uk/government/publications/women-in-finance-charter>

To submit a Data Subject Access Request (DSAR) to HM Treasury

To request access to personal data that HM Treasury holds about you, please email: dsar@hmtreasury.gov.uk

Complaints

If you have any concerns about our use of your personal data, please contact our Data Protection Officer at privacy@hmtreasury.gov.uk. If they are unable to address your concerns to your satisfaction, you can make a complaint to the Information Commissioner, the UK's independent regulator for data protection. The Information Commissioner can be contacted at: casework@ico.org.uk.

HM Treasury

July 2025