



Jefferies International Limited

Gender Pay Gap Report 2022



Jefferies

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Jefferies Commitment to Gender Diversity

At Jefferies, we believe that gender diversity, including intersectional diversity, fosters creativity, innovation and thought leadership through the infusion of new ideas and perspectives. We have made a commitment to building a culture that provides opportunities for all employees, including our emerging and senior women leaders, and supporting a workforce that is reflective of the communities where we work and live.

To narrow the gender pay gap, we remain committed to promoting greater diversity within the firm by recruiting from an expanded pool of candidates and ultimately increasing the number of women and diverse employees across the firm; providing equitable opportunities for development and promotion; and creating an environment where our employees feel a sense of belonging and support.

We are committed to doing the work ahead and will support our leaders and managers to drive this commitment to Diversity, Equity and inclusion ("DE&I") across their business areas, in order to narrow the gender pay gap.

It takes time to do things the right way, and we are determined to continue our progress and path forward to a continuously more inclusive and diverse organization.

“Since first reporting our U.K. gender pay gap data in 2018, we continue to show progress through a continued narrowing of the gender pay gap. Our mean and median pay gaps have decreased by 10% and 14% respectively since first reporting in 2017. However, the figures also highlight the work that remains ahead to continue to close the gap.” Huw Tucker, CEO Jefferies International Limited

Gender Pay Gap Analysis

Jefferies International Limited Gender Pay Statistics

Gender pay regulations aim to increase transparency around gender pay gaps as part of the UK Government’s pledge to eliminate the gender pay gap in a generation. Jefferies International Limited’s (“JIL”) Gender Pay Statistics are published on the [government website](#). A copy of this report is also published on the [firm’s website](#). JIL will continue to publish this information on an annual basis and will keep it available on the firm’s website for no less than three years.

We acknowledge that gender pay is not the same as equal pay for equal work, which ensures that men and women in similar positions receive comparable pay. Our gender pay statistics continue to indicate an imbalance of gender representation at our senior levels, in which we will continue to be committed.

JIL GENDER PAY GAP

Mean	Median
32.3%	38.3%

JIL GENDER BONUS GAP

Mean	Median
73.1%	69.9%

Gender pay gap is the difference between the mean or median hourly rate of pay between male and female staff across the organisation irrespective of departments or seniority. The pay statistics are based on rates of pay on 5 April 2022.

MEN RECEIVING A BONUS

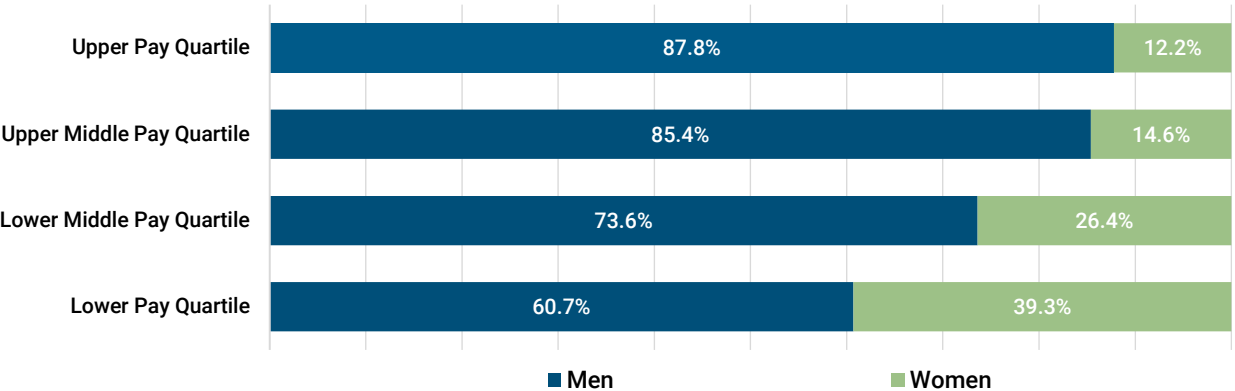


WOMEN RECEIVING A BONUS



Proportion of male and female staff receiving a bonus in the 12 months leading up to 5 April 2022.

PROPORTION OF MALE AND FEMALE STAFF IN EACH PAY QUARTILE



Key Findings

Since first reporting our Gender Pay Statistics in 2017:

- Our mean hourly gap has narrowed by **10.7%**
- Median Gender Pay Gap has narrowed by **14.3%**
- Our Median Bonus Gap has narrowed by **7.9%**
- Representation for women in the top quartile has increased by **5.7%**



The Path Forward – How We Are Addressing the Gender Pay Gap

Investing in the advancement of women and diverse individuals continues to be an important priority for our firm, reinforced from the top of the organization. Both the JIL Board and JFG, JIL's ultimate parent, benefit from diverse viewpoints that are a result of diverse members. JFG (JIL's ultimate parent) has also established an ESG, Diversity, Equity and Inclusion Committee to, amongst other responsibilities, provide enhanced oversight of Jefferies' efforts to broaden its diversity in the workforce. JIL's Board is 33% gender diverse overall and 40% of the Independent Directors are gender diverse. In January 2023, we appointed one of our Board members, Mahnaz Safa, to serve as a Diversity Equity & Inclusion champion. The JFG Board is also 33% female and 42% diverse.

Our DEI strategy is focused on intersectionality and ensuring that diverse women of all backgrounds have equal opportunity to develop and progress at Jefferies. We have enhanced existing programmes and launched new programmes to support our women to advance their careers and gain new skills. We have also been focused on attracting top diverse talent. Our DEI initiatives, including talent development, leadership programming and support of mental and physical well-being, are offered both in person and virtually, to maximize

the global reach to all of our employee-partners. We offer a range of firm-wide engagement initiatives to raise awareness and bring our employees together.

As a further demonstration of our commitment to DEI, our global team continues to grow. As of January 2023, we have two full-time employees on our Diversity Equity and Inclusion team based in London, and a global team of four employees driving our DEI efforts globally. Together, the team is focused on advising our Employee Resource Groups, and working with our EMEA HR leadership team to develop, implement, and enhance processes and policies around recruitment, compensation reviews and awards, development, and advancement of employees.



To address our UK gender pay gap in the long term, we have committed to a range of actions that, over time, should help us attract and retain diverse employees, enabling them to develop and thrive at each stage of their career.

These include:

1. Recruiting a Diverse Pool of Candidates
2. Developing and Supporting our Employee-Partners
3. Supporting Working Families and Improving Well-Being and Work-Life for All Employees
4. Supporting our Clients and Communities

Recruiting a Diverse Pool of Candidates

Campus Recruitment Intersectional Partnerships

Our campus recruiting programs continue to grow; globally, we had 358 summer interns across all of our offices, a 58% increase from 2021. In EMEA, our program grew by 72% year over year. We strive to recruit the best and most diverse talent. Our London intern class in 2022 was 57% female, and 48% of BAME background. 54% came from non-finance degrees. Through our intersectional partnerships and insight events, we provide opportunities to engage women from all backgrounds to learn more about Jefferies early in the recruiting process for our internship and early career programmes:

Women Societies Alliance (WSA)

WSA is an independent central hub uniting Women in Finance and Business Societies within European Universities and building a supportive community of female students and female professionals in the industry. Jefferies sponsors and participates in the WSA Mentoring Scheme and participates in numerous panel sessions throughout the year in partnership with jWIN, Jefferies Women's Initiative Network.

SEO London Partnership

Sponsors for Educational Opportunity (SEO) London prepare talented students from minority ethnic or low socioeconomic backgrounds for career success. As a sponsor firm, Jefferies advertises roles and hosts events each year to increase awareness of the Jefferies brand and attract more diverse and socially mobile candidates, including women from all backgrounds, to apply to our programmes. Jefferies sponsors SEO in partnership with Jefferies Ethnic Minority Society. Through this partnership, we participated in several events such as Insight into the Independents, Black History Month Inter-Firm Event, Lunch & Learn Sessions, and First-Year Fast Track Networking. All events provided an opportunity to learn more about Jefferies and network with Jefferies professionals.

SEO Africa Partnership

SEO Africa was created to select, train, mentor and provide corporate access and networking opportunities to high potential, African university students who are diverse and socially mobile. Jefferies participated as a sponsor firm in 2022, including advertising roles and hosting events to attract students.

Sutton Trust

The Sutton Trust champions social mobility and diversity through engagement programmes and research with its partner firms. The Trust supports young people from less advantaged backgrounds, including young diverse and socially mobile women, to access leading universities and careers. In partnership with universities and employers, the Trust runs engaging programmes that give these students practical advice and leave them feeling inspired and more confident about their future. As a sponsor firm, Jefferies hosts several events with Sutton Trust annually, including invitations to the quarterly Jefferies Ethnic Minority Society (JEMS) Webinar Series.

#10,000 Black Interns

The #10000BlackInterns programme transforms the horizons and prospects of young Black talent, including young Black women, in the UK by offering paid work experience across a wide range of sectors each year, providing critical training and development opportunities. Jefferies participated as a sponsor firm in 2022.

Recruiting a Diverse Pool of Candidates

University Societies

In addition to the above partnerships, we also work with organisations such as the Cambridge Women in Business Society, UCL Guild, Women in Computer Science at St. Andrews, Imperial Women in Science Engineering and Technology Society and the University of Exeter Women in Business Society. The goals of these organizations include empowering and inspiring female students and creating a female support system within the colleges and universities.

Jefferies Ethnic Minority Society (JEMS) Webinar Series

A quarterly webinar series hosted by our JEMS Employee Resource Group and aimed at A-level and university students from all backgrounds. These sessions provide an opportunity for diverse and socially mobile students, including women from all backgrounds, to learn more about the different areas of an investment bank by hearing from diverse panels of Jefferies employees throughout the organisation. In 2022, 469 students participated in the webinars.

I have learnt a lot of things throughout my internship and I am very grateful for all the opportunities that I have had so far this summer, but I am especially grateful to everyone in Jefferies who has reminded me of my value, and advocated for my success, from senior employees taking time out of their day to sit with me and answer my questions, to my fellow interns who have supported me throughout the programme; and to Jefferies for setting up the resources and support necessary to achieve this cognitive diversity in their business.



Alejandra Requesens Leibenger

Division: Equity Sales & Trading
School: University College London
Joining Full Time Analyst Class of 2023

Recruiting a Diverse Pool of Candidates

Expanding the Lateral Recruitment Pipeline

Jefferies encourages a diverse slate of candidates for every role, in addition to a diverse pipeline of interviewers. When working with external agencies, these standards are also agreed upon as part of the partnership. Inclusive interviewing guides and resources, have been created and are provided to hiring managers in an effort to support inclusive hiring.

[Our inclusive recruitment strategy for our lateral recruitment team includes:](#)

Targeted Sourcing

The lateral recruitment team targets a diverse range of candidates when sourcing for every position. This is our most effective tool in enabling hiring managers to consider and interview a diverse slate of candidates for every role, which in turn enables the business to achieve its goal of hiring more exceptional diverse candidates.

Recruitment-Led Advertising

The lateral recruitment team takes a leading role in managing our online presence when advertising vacancies. This enables us to guarantee that all roles utilize inclusive verbiage that correlates with our culture across the business.

Diverse Interview Panels

The lateral recruitment team works to ensure that candidates who progress through the interview process meet with a diverse panel of interviewers. This helps to mitigate the risk of unconscious bias affecting hiring decisions and enables candidates to gain a more accurate perception of Jefferies' culture.



Developing and Supporting our Employee-Partners

Bespoke Intersectional Leadership Programmes

At Jefferies, we are focused on providing a working environment where women and all diverse employees can thrive at all stages of their career. We have developed bespoke development opportunities with our diverse employees in mind. They are designed to empower and facilitate career growth and progression for employees at all stages of their careers..

jWIN Rising Stars Programme

Emerging women leaders from across the firm globally at VP level and below are nominated and selected as Rising Stars to participate in a two-year programme that includes leadership training and collaborative discussions. The programme aims to build a future talent pipeline and offers mentoring and networking opportunities with current Rising Stars and alumnae throughout the firm. Our 2022 program had 30 participants globally.

Women in Leadership Programme

This initiative is designed for women from all backgrounds at VP level and above. The programme aims to support emerging and senior women leaders to advance their careers and gain new skills to position them for success. Our second annual series included discussions on Influencing for Results; Purposeful Career Conversations; and Conflict Management and Negotiation Skills. Participants also had the opportunity to network together in person in our London, New York and Hong Kong offices.

I think all the programs at Jefferies are brilliant initiatives. I appreciate that Jefferies invests in the personal and professional development of its staff. It is a great way to keep everyone energized and feeling valued.

My objective for the Rising Stars Program is to build confidence and outstanding communication skills in order to have an impact with clients, learn to negotiate and to build my network.

I hope to continue building on the technical and soft skills that are required to make the next jump in my career [through the Rising Stars Program]. Confidence building and cross-border client relationship building are priorities for me, as well as growing and putting into action my technical knowledge/ advice. I enjoyed getting to know the rest of the women in my cohort, expanding my Jefferies network, and having a mentor that commits time to grow my career.

2022 Rising Star Participant

Developing and Supporting our Employee-Partners



European ECM named one of EMEA Investment Banking “Rising Stars” by Financial News

Aditi Venkatram
Senior Vice President

Since joining Jefferies in 2018, Aditi has played a key role in the expansion of the European ECM business, taking the lead in originating and executing deals Energy and Industrials clients.

She worked on 25 deals last fiscal year, including the \$1.1bn IPO of reinsurance group Conduit – a landmark deal in the reinsurance sector and UK IPO market – and a \$559m listing for Swedish software firm, Bygghälsan.

Aditi has a young son and is passionate about the mentoring and retention of women in finance. She is on the 'Best Practices Committee' at Jefferies and is an active member of jWIN, the Jefferies Women's Initiative Network, that invests in the recruitment, retention and advancement of women. She also works on a programme that helps disadvantaged students gain insight into banking.

JEMS/J-NOBLE Leadership Development Programme

The JEMS & J-NOBLE Leadership programme is focused on minority ethnic talent, including a cohort of women from minority ethnic backgrounds, and aimed at providing professional development and career advancement training.

Employee Resource Group Mentoring Programme

As part of our continued commitment and investment in the professional and personal development of our employees, the Jefferies Diversity Council sponsored the launch of the Employee Resource Group Mentoring Program in 2020. Now in its fourth year, participating employees, including women from all backgrounds and at different levels in the firm, receive training on how to be effective mentors and mentees and participate in an annual programme with development and networking opportunities. This year, over 600 employees participated in the program.

Having someone who is removed from the agendas and hierarchies within my department to offer perspective and an experienced and rational opinion on how to manage issues and gain traction on projects was invaluable.

Meeting new people, learning from advice and experiences and feeling more confident approaching others was greatly appreciated.

I have had the opportunity to learn from my mentor, feel supported by them in my goals and aspirations, and to use my mentor as a soundboard. I am very satisfied with the program and how it has benefited me.

2022 Mentoring Program Participant

Developing and Supporting our Employee-Partners

Employee Resource Groups

Jefferies appreciates the value that diversity and differing perspectives bring to our ability to better serve our clients. We encourage diversity within our organisation and support it within our communities. Our businesses support and are supported by a range of Employee Resource Groups ('ERG'), which provide an opportunity for employees to connect based on shared interests and for everyone to be involved in the firm's diversity, equity and inclusion strategy.

Our eight global ERGs are focused on raising awareness, providing networking and professional development opportunities both internally and externally, and partnering with external organisations. Each ERG was founded on core pillars which strive to recruit, retain and empower diverse employees, as well as promote community outreach and engagement.

jWIN

Jefferies Women's Initiative Network, is our longest running firmwide network that invests in the recruitment, retention and advancement of women at Jefferies.

NextGen Advisory Council

The Jefferies NextGen Advisory Council (NexGen) serves as a voice for the analyst and associate communities at Jefferies and helps educate, retain, and elevate emerging leaders, including emerging women leaders, across the firm.

JEMS

Jefferies Ethnic Minority Society, was established in London to promote ethnic diversity initiatives in EMEA and support diverse and socially mobile talent, including women from different backgrounds.

J-NOBLE

Jefferies Network of Black and Latino Employees, is to foster an inclusive, diverse and equitable working environment with a focus on Black & Latino women and men at Jefferies.

J-Asia

J-Asia is dedicated to celebrating, building and maintaining a diverse and multicultural community for all employees of Asian heritage and allies across Jefferies.

JEFAbilities

JEFAbilities is committed to fostering an inclusive environment where our workplace enables individuals with disabilities and those who are neurodiverse to reach their full potential. We strive to be aware of and accommodating to challenges faced by our colleagues, including caregivers.

jMosaic+

jMosaic+ is dedicated to fostering an inclusive and open environment for our LGBTQ+ community, including our LGBTQ+ women, and their allies across the firm.

jVETS

jVETS, Jefferies Veterans Network, works to strategically and collectively recruit, develop, promote, and retain veterans at Jefferies.

Developing and Supporting our Employee-Partners

As a result of the initiatives supported by the ERGs, our overall Inclusion score from our Inclusion-Focused Engagement survey was 84%, exceeding the prior year's score and the Financial Services 2022 benchmark of 81%.



Firmwide Dialogue & Engagement

In 2022, more than 90 events were held in-person and virtually with 30% of our employee-partners participating. 200+ employees volunteered on our Steering Committees and Working Councils to make these events happen (80 in London). A monthly newsletter was launched to provide a monthly update of all events and initiatives, and the internal Diversity Equity & Inclusion Website continues to be a central source for all ERG events, Allyship Resources, and current news relating to D&I.

Courageous Conversations Series, NextGen Speaker Series and Senior Leader Roundtable Series

Across all of our ERGs, Speaker Series provide an opportunity to highlight both lived experiences and showcase role models both inside and outside of the firm.

I very much enjoy the discussions of real-world experience (outside Jefferies) and how it relates and applies to what we do. I particularly am very interested in stories of exceptional people who have served their respective countries.

Managing Director

Developing and Supporting our Employee-Partners

Welcoming our New Hires

Fostering a sense of belonging is our goal for all employees from day one, and we've created a program that ensures all new employees feel right at home:

New Hire Buddy Program

Upon joining Jefferies, our new joiners are paired up with a Buddy in their department. The Buddy serves as a resource and point of contact for the new joiner to support them as they acclimatize to the firm.

Welcome Day

Every new joiner is invited to attend a Welcome Day during their first month at the firm.

Networking

All employees have the opportunity to build relationships virtually across the globe.

Happy Hours

All new joiners are invited to attend in-person happy hours to keep building relationships.

Our onboarding process ensures that reasonable accommodations are made where necessary and requested by new joiners.



Developing and Supporting our Employee-Partners

Diversity, Equity, and Inclusion Training Programmes

Firmwide Mandatory Unconscious Bias Training

Unconscious Bias Training aims to make our employees aware of potentially harmful unconscious biases and to reduce the impact of those biases. In January 2021, mandatory Unconscious Bias Training was rolled out to all employees and facilitated by Paradigm, a thought leader in Diversity & Inclusion. All 4500+ Jefferies employees participated in the training globally, including senior leaders and the JIL & JFG Boards. In 2022, the live training was provided to all employees that joined the firm over the course of the year.



Firmwide Mandatory Inclusive Leadership Training

In February 2023, we launched the next stage of our DE&I training focused on Inclusive Leadership. All 5000 employees will be required to participate in the live training session.

Mandatory Feedback Training

All Jefferies employees were required to complete a video training on feedback conducted by our Leadership team on best practices prior to delivering and receiving year-end reviews.

Interview Skills Training

This training, required for all employees who participate in the interviewing process, aims to improve interview skills for a better and more inclusive candidate experience.

No matter what role we play in our day jobs, we each have the responsibility to display and encourage inclusive behaviour in our interactions with one another. We have all taken and hopefully learned a great deal from the Unconscious Bias training that was rolled out last year. We are excited to launch the next stage of our training, which will focus on Inclusive Leadership.

Rich Handler, CEO Jefferies Group

Brian Friedman, President Jefferies Group

Developing and Supporting our Employee-Partners

Supporting our Leaders to be Better People Managers

Inclusive Recruitment

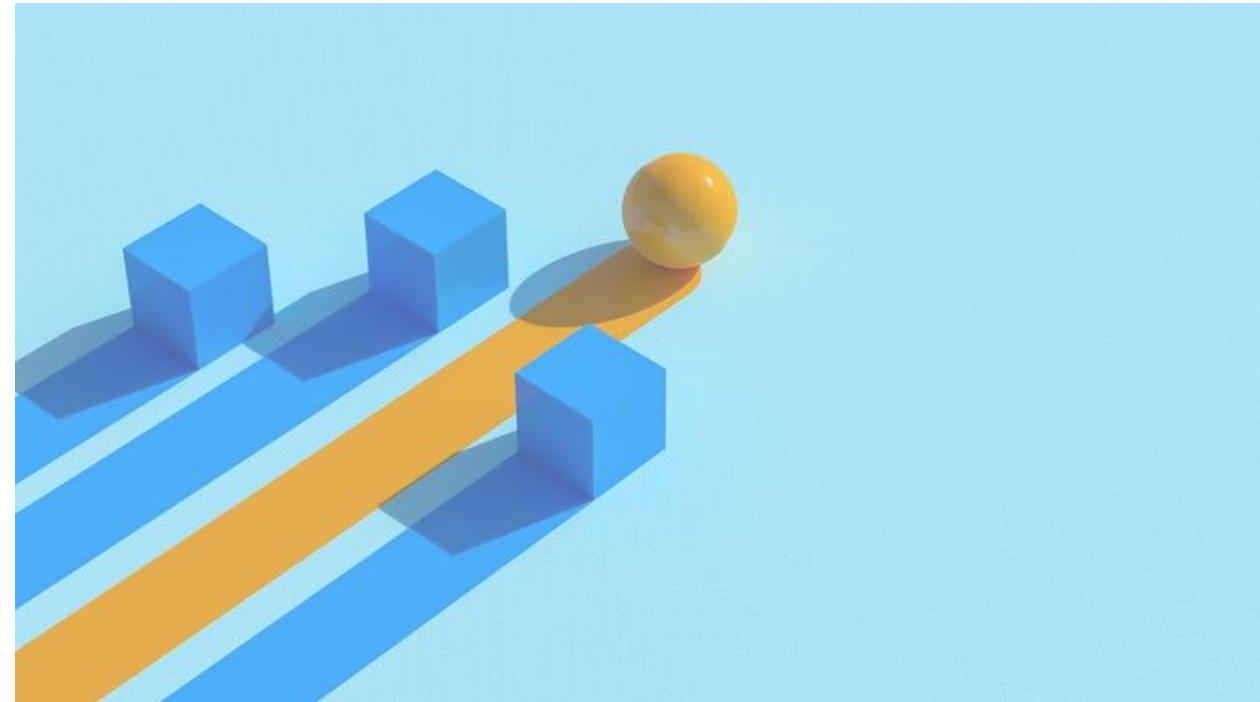
Recruitment guidance is distributed to hiring managers and those participating in the interview process to facilitate sourcing and recruitment of the best talent from the widest talent pool, including more women on shortlists of qualified candidates.

Inclusive Leadership

Manager toolkits are created to enhance our inclusive retention strategy, including delivering feedback and managing in times of crisis. All leaders will participate in Inclusive Leadership training in 2023.

Performance Evaluation

In 2022, all employees and managers were required to demonstrate their values of DEI during their year-end performance process. In conjunction with other proficiencies of ethics and integrity, and franchise-building actions, this annual exercise is intended to increase individual accountability for building an inclusive and ethical firm culture.



Supporting Working Families and Improving Well-Being and Work-Life Balance for all Employees

Supporting Working Families

At Jefferies we recognise that families are changing, and we need to shift our approach to meet the needs of our future talent pipeline. We strive to be a forward-thinking, family-friendly employer and seek to develop and embed a high-performing workplace through the introduction of flexible work-life balance measures. Our resources and policies around maternity, paternity, adoption and paternal leave are applicable for all employees regardless of sexual orientation and gender identity.

In 2022, we expanded our family forming inclusive benefits through our Global Fertility, Surrogacy and Adoption program, which provides \$25k USD to all employees hoping to expand their families. Additionally, all employees in the UK have access to resources through Cleo, an external partner that provides day-to-day support and one-on-one access to clinicians, experts, and specialists. This benefit is available for both future, expecting, and existing parents.

We also provide a range of ongoing advice, tools, resources, and guides to support our working families:

Paternal Leave

Our Family Leave policies are inclusive of LGBTQ+ employees, single parents and same-sex couples and we offer Paternal Leave up to 8 weeks. All employees are also entitled to up to 52 weeks' maternity leave.

Jefferies New Parent Buddy Programme

Created as a continued effort to support returning parents, the New Parent Buddy Programme connects new parents with a Buddy who has also recently experienced a return from leave and is able to offer advice on successfully reintegrating back into the workplace. The New Parent Buddy Programme Guide offers best practices and Jefferies regional resources for parents and caregivers.

Manager Guidance

As part of our New Parent Buddy Programme we have created guidance for managers to help them support their employees taking family leave and encourage managers to welcome returning parents and caregivers in partnership with jWIN.

Flexible Work

Jefferies is committed to flexible working arrangements for eligible employees.

Supporting Working Families and Improving Well-Being and Work-Life Balance for all Employees

Employee Assistance Program

Support for parents and caregivers through our Employee Assistance Program (EAP), and also the O'Connor Professional Group (OPG) which offers confidential, one-on-one wellness counseling with various specialists focusing on working parenthood, including transitioning back from family leave.

Bereavement Leave

Bereavement leave is available following the death of a child under 18, including a stillbirth.

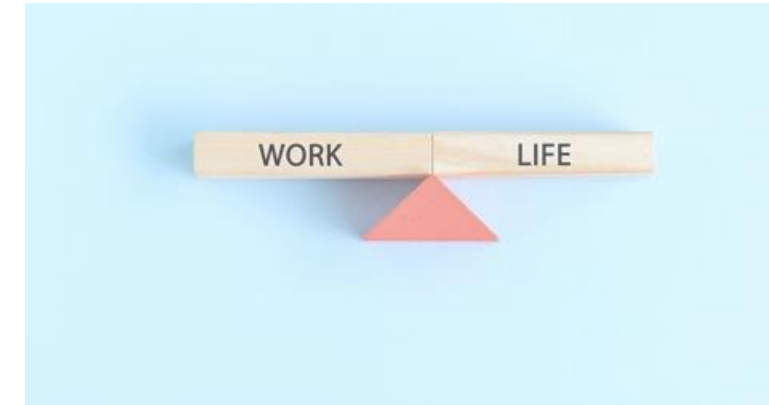
JefPerks

All Jefferies UK employees have access to the employee discount portal JefPerks which offer a wide range of discounts from child wear to fitness gadgets. As part of the JefPerks they also offer employees to access the Community Online Academy (COA) portal where they hold various live and offline classes relating to wellness and learning. This is available for both adults and children (from ages 5 to 16). COA has a separate section called Kids Club.

Family Back Up Care

Programming offered through [Bright Horizons](#) Work+Family Solutions. Work+Family Space is designed to give parents and caregivers the support they need, that best helps them combine work and family.

The family back-up care programme supports caregivers across the firm to help them balance work and family life. This includes a comprehensive subsidised back-up childcare programme designed to help employees on those days where their usual childcare arrangements are unavailable and providing access and ability to book nannies, nurseries, childminders, holiday clubs, or eldercare specialists with as little as 30 minutes notice.



Improving Well-Being and Work-Life for All Employees

At Jefferies, the support for the physical and mental health of our employee-partners continues to be our top priority, and we continue to provide benefits that support the well-being and work-life of all of our employees. In addition to our EAP and benefits offerings, we provide additional wellness programming and resources to support all employee-partners globally.



Jefferies Wellness Webinars

Jefferies hosts frequent wellness webinars, led by mental health experts that focus on topics such as managing anxiety, supporting employee-partners to prevent burnout, harnessing empathy in the workplace, resiliency in a world of uncertainty, embracing change, and nutrition and healthy eating habits. We encourage each of our employee-partners to take advantage of these offerings as they are incredibly practical and hosted by various experts in the field of health and wellness. Webinars are recorded and posted on our internal website.



Employee Assistance Programme and Wellness Counselling

In addition to our existing employee benefits and assistance programs, Jefferies continues to offer confidential, one-on-one Wellness Counseling to all of our employees and spouses globally. The provider anonymously works with Jefferies' benefits professionals to further assist employees who may need additional resources. All conversations are strictly confidential.



Physical Wellness Programmes

To encourage good physical health practices, which we believe are such as important as our mental well-being, we offer a robust lineup of fitness classes hosted virtually and in-person. We host monthly virtual fitness classes with well-known fitness studios and instructors, and offer employees access to the app NEOU where they can access thousands of on-demand workouts, nutrition, and cooking classes. We also offer in-person fitness classes with Equinox Studios in London.

Improving Well-Being and Work-Life for All Employees

We are writing this note to acknowledge that life today is about as complex and challenging as it has been at any time in our not so short lives. So many of us are facing difficult emotional realities that we just want to reach out, give each of you a virtual hug of encouragement, communicate that we feel your pain and share our heartfelt belief that, while it will not be easy or quick, we will indeed all find the right path forward by supporting each other and standing strong together.

From Rich & Brian, March 2022

Humanity and inclusion are at the core of Jefferies. Respecting others is the basic mantra which is constantly demonstrated from the very top of management to divisional management. At Jefferies, the culture extends to supporting the work family especially at their time of need or personal adversity. That culture is something which I truly value and live by. This makes Jefferies a very special place.

Managing Director, London Employee



Support our Clients, Suppliers and Communities

It doesn't matter where you do good or how much, as long as you do something. The important point is that in times of upheaval, encouraging our teams and giving them the flexibility to give back in ways that are most personally meaningful to them is one of the best ways we know to maintain a modicum of sanity during a period of grave uncertainty.

Rich & Brian
April 2022

Supporting our Clients and Suppliers

Jefferies supports the InterLaw Diversity Forum, which works to foster inclusion for all diverse, socially mobile and under-represented talent working in the legal profession, and to promote meritocracy in all sectors in order to create environments where the best talent can succeed. Through this partnership, Jefferies participates in the InterLaw UK Model Diversity Survey, a supplier diversity questionnaire which corporate and financial institutions use to monitor their panel firms/legal service suppliers on diversity, inclusion and culture. The survey serves as the standard for law firms reporting their diversity metrics and has several benefits including data uniformity, time efficiency and year over year trending. Participation in the survey will allow Jefferies to support an inclusive supplier practice over time..



Support our Clients, Suppliers and Communities

Supporting our Communities

“Doing good” defines Jefferies. Each year, Jefferies partners with clients, employees and shareholders to leverage our platform of giving back to our communities where it is needed most. We focus our philanthropic giving and community engagement through real-time responses to issues affecting all of us globally. We partner with nonprofit organisations that align with our commitment to sustainability to promote diversity and inclusion and assist with relief efforts. In 2022, we banded together several times to collectively contribute \$16 million to 28 worthy not-for-profit organizations.

We have several programs designed to raise and match funds for organisations and non-profits that support our mission of “doing good.” The Jefferies Family Scholarship has been supporting education for the children of our employee-partners for over 40 years.

Town Hall Awards provide us an opportunity to support organizations at the choosing of our employee-partners, as well. Annually, Jefferies participates in Making Strides Against Breast Cancer. In addition to firmwide fundraising days, employees regionally (and virtually) come together for the annual walk.

In 2022, Jefferies sponsored The Varsity Matches, the annual women’s and men’s rugby matches between Oxford and Cambridge. This partnership reflects our values and commitment to diversity, equity and inclusion. As part of the partnership, we supported a discussion with the female Rugby players and captains, Ben Cohen, the Rugby World Cup winner and CEO of the anti-bullying Standup Foundation, and we also held a seat-based exercise session with Leonard Cheshire, a charity that supports independent living and working for people of varying abilities



Declaration



Jefferies International Limited confirms that its Gender Pay Statistics have been calculated in accordance with Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (SI 2017/172).

Grant King

Head of Human Resources EMEA
March 2023

Huw Tucker

CEO Jefferies International Limited
March 2023

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