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# **GENDER PAY GAP REPORT 2017**

JEFFERIES INTERNATIONAL LIMITED

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## GENDER PAY GAP REPORT

This report contains the statutory disclosures on Gender Pay for 2017 for Jefferies International Limited (“JIL”), Jefferies’ broker-dealer in the UK. JIL’s employee-partners are of major importance to the group’s success and the firm values the differences that a diverse workforce brings to the organisation. JIL rewards talent, innovation and putting clients first, always in a fair and non-discriminatory manner through appropriate salary banding and discretionary bonus awards. We seek to enhance the quality of our firm by recruiting individuals from diverse cultures and backgrounds with wide-ranging experience and academic achievement.

JIL provides equal employment opportunities for all employees and applicants regardless of gender and other protected characteristics including race, religion or belief, age, nationality, ethnic origin, disability, sexual orientation or gender reassignment. This pertains to every aspect of an employee’s relationship with JIL, including recruitment, promotion, benefits, training and development, and conditions of employment, particularly compensation. Reflecting those efforts, Jefferies was recognised as the best place to work for the 8th consecutive year in the 2017 HITC global financial markets poll with 85% of group employees casting their vote.

JIL welcomes the introduction of publicising Gender Pay statistics as a driver for change within the financial services sector. We are committed to fostering the right culture on diversity in general and to continuing JIL’s meritocratic approach to compensation and to ensuring compensation structures and awards are free from bias in particular.

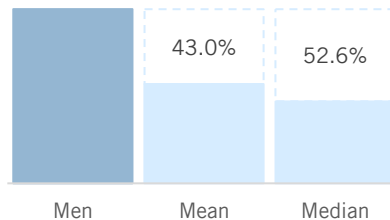
## GENDER PAY REPORTING OBLIGATIONS

Gender pay regulations aim to increase transparency around gender pay gaps as part of the UK Government’s strategy to reduce the gender pay gap in a generation. JIL has prepared and submitted its Gender Pay Statistics which 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.

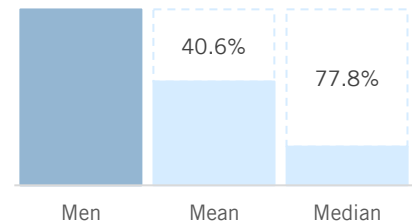
## JIL GENDER PAY STATISTICS

**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 2017.

JIL Gender Pay Gap

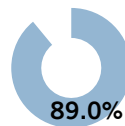


JIL Gender Bonus Gap

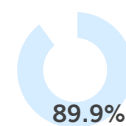


**Proportion of male and female staff receiving a bonus** in the 12 months leading up to 5 April 2017.

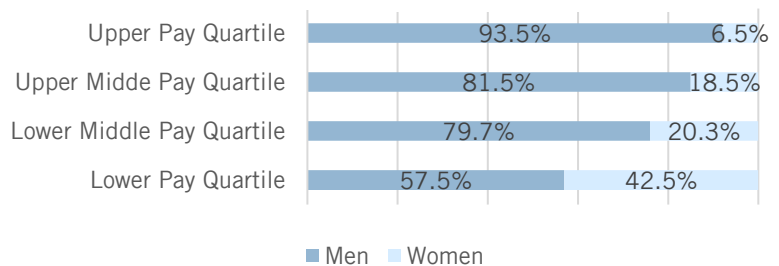
Men receiving a bonus



Women receiving a bonus



**Proportion of male and female staff in each pay quartile**



# JEFFERIES INTERNATIONAL LIMITED: GENDER PAY GAP REPORT 2017

Although gender pay gap statistics are a useful tool to compare the pay gap between men and women within an organisation, these figures do not distinguish key underlying factors influencing pay such as difference in employees' functional roles, performance, seniority, skills or market rates of pay for particular positions or sectors. Within different business lines and corporate functions as well as seniority of positions, there are many positions that require different technical skills and knowledge, and this is reflected in the remuneration.

## THE PATH FORWARD

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We recognise that there is more work to do and are focused on action that seeks to ensure that we support the women who work at JIL, to let those women know how highly we value them and to help us attract even more such talented women. To that end, we are engaging in the following initiatives, all with strong support and encouragement of our most senior leaders.

*Family Leave and Agile Working:* JIL seeks to ensure employees who take maternity, paternity, adoption or shared parental leave feel supported while they are on leave, as well as when they return. In addition, the firm supports agile working and ensures that employees (whether male or female/parents or not parents) know they are able to make agile working requests.

*Recruitment:* JIL will be continuing efforts to increase the recruitment of talented women across all areas of the firm, with respect to both graduate recruitment and lateral hires.

*jWIN:* Jefferies' Women's Initiative Network ("jWIN") was established in 2010 with a mandate to help foster an inclusive, diverse working environment with a focus on equitable treatment and an enhanced workplace for both women and men. jWIN's goal is to bring a diverse group of like-minded women together to share ideas, develop skills, and build relationships across the firm. jWIN provides networking initiatives and peer support events to foster a strong team environment and allows greater access to women to information flow on external resources. In 2017, the firm restructured jWIN to encompass a newly developed Emerging Leaders' Committee.

*Emerging Leaders' Committee:* ELC is a committee comprised of selected Jefferies' female employees (titled VP and below) who share a commitment to the goals of jWIN and JIL and show strong initiative and leadership skills, with potential to be future leaders of our firm. Members of the ELC work alongside the jWIN Steering Committee to implement innovative and effective initiatives aimed at connecting, developing and empowering women in the workplace.

*Rising Stars:* Established in 2011, our Rising Stars Program recognises women who demonstrate the values of Jefferies and are strong contributors to the firm. Through this program, high-performing women are recognised at an early stage in their career and are provided with the opportunities, training, and support to continue to succeed and progress in their careers.

*External Affiliations:* As part of our initiative to improve diversity and grow our female population, we have joined the 30% Club to help us address the imbalance in gender diversity as a business imperative. We are reviewing opportunities available to us with external firms who we can partner with to support our diversity initiatives as well as help our employees succeed.

## DECLARATION

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

### **Rani Swords**

Head of International Human Resources  
March 2018