
GENDER PAY GAP REPORT 2018

JEFFERIES INTERNATIONAL LIMITED

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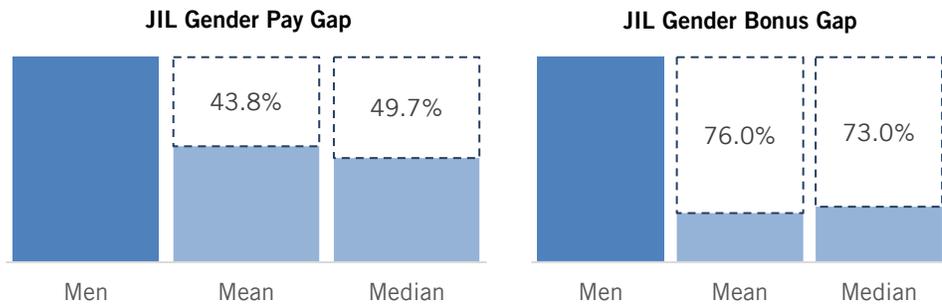
This report contains the statutory disclosures on Gender Pay for 2018 for Jefferies International Limited (“JIL”), Jefferies’ broker-dealer in the UK. JIL’s employee-partners are of major importance to the group’s success and we encourage a workplace that promotes equal employment opportunity, inclusion and respect for all. To that end, 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. Further, we seek to enrich the company environment by recruiting individuals from diverse cultures and backgrounds with wide-ranging experience and academic achievement from all over the world. As a result, we are able to pool our collective insights and intelligence to provide fresh and innovative thinking for our clients.

We appreciate the value that diversity and differing perspectives bring to our ability to better serve our clients, and we encourage diversity within our organisation and with our external business partners.

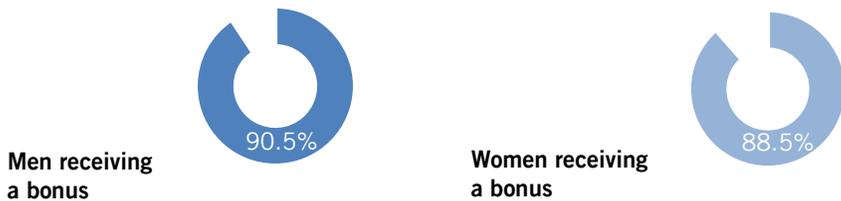
GENDER PAY REPORTING OBLIGATIONS

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’s 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.

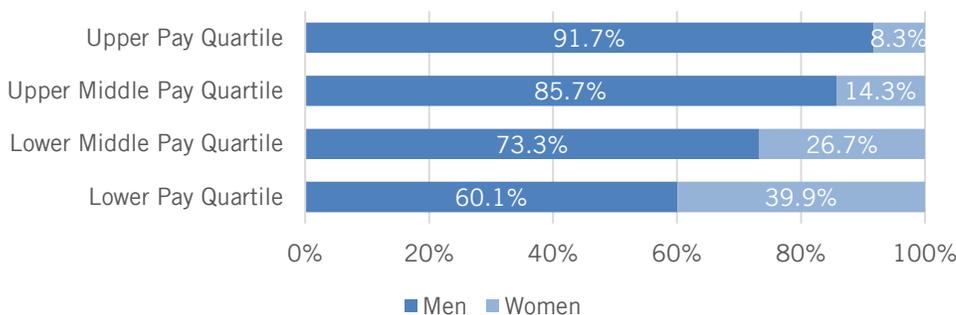
JIL GENDER PAY STATISTICS



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 2018.



Proportion of male and female staff receiving a bonus in the 12 months leading up to 5 April 2018.



Proportion of male and female staff in each pay quartile

We are pleased that, in 2018, both our median pay and bonus gaps decreased. However, our mean pay and bonus gaps did not decrease; this is attributed to two factors: 1) there are more men in senior positions and 2) there are more women in junior positions.

We recognise that we still have more work to do and JIL continues to explore ways in which we can attract, retain, and support the professional development of women in the workplace.

THE PATH FORWARD

Our talented workforce is composed of individuals drawn from a broad cross-section of the communities in which we operate and who reflect a variety of talents, perspectives, and experiences. We appreciate that a diverse workforce and an inclusive corporate culture matter. We leverage the diverse perspectives and experiences of our employees to deliver innovative ideas and exceptional service to our clients every day. We will continue to strengthen and grow our relationships with well-established internal and external partners and organisations to help us further our mission. Reflecting those efforts, Jefferies was recognised as the best place to work for the 9th consecutive year in the 2018 HITC global financial markets poll with over 87% of group employees casting their vote.

We continue to build on the initiatives discussed in our 2017 Gender Pay Gap Report but recognise that change is not going to happen overnight. Our vision is driven by our CEO, Richard Handler, who is leading Jefferies' diversity effort.

Agile Working: There has been an increase in the number of employees on agile working arrangements and we will continue to ensure that employees (whether male or female/parents or not parents) know they are able to make agile working requests.

Diversity Recruitment: We are currently in the process of establishing partnerships with recruitment firms who focus on recruiting candidates from diverse backgrounds.

Diversity Networks: Jefferies' flagship employee network is our women's network – jWIN. The aim of jWIN is to connect, develop and empower women in the workplace with a focus for the coming year on attracting new female talent. In 2018, jWIN continued to sponsor several events for its members, including a speaker series, networking sessions, training sessions, and its Rising Stars programme. We have also appointed an Advisory Committee (to support our Emerging Leaders' Committee) to help refocus the jWIN strategy.

External Affiliations: In Autumn 2018, we sponsored Sponsors for Educational Opportunity (SEO), a non-profit organisation which seeks to improve academic and career opportunities for students in the underserved communities. We continue to review additional potential affiliations.

Events: Along with the internal events organised by jWIN, we hold client facing events to encourage our female clients to network together. We also host our annual "Inspiring Women for Finance Symposium" with the aim of demystifying the stereotypes of working in banking. The programme has grown each year and in Autumn 2018 we hosted around 45 women, all of whom applied for either a 2019 Summer Internship or 2019 Full-Time Analyst position.

Talent Development: It is important to us that we retain and develop all employees (regardless of gender) and we are reviewing programmes that can help us with this ongoing objective.

DECLARATION

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 2019