

# Health and Safety Policy

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## Scope

This policy applies to Jefferies Financial Group Inc., herein referred to as “Jefferies” unless otherwise specified.

## Employee Health and Safety

Jefferies strives to conduct our business in a responsible manner to minimize operational impacts on human health and the environment. Fundamental to this policy is the understanding that all activities must operate in full compliance with the laws, rules, and regulations of countries in which we operate. While accountability of health and safety rests with top management, each employee has an individual responsibility to understand and support our Health and Safety Policy.

### I. Occupational Safety

Jefferies is committed to providing a work environment that is safe, healthy, and respectful for all employees and visitors. Jefferies minimizes risk through compliance with relevant occupational health and safety laws. When applicable, workers are provided with the necessary safety equipment to reduce safety and hazards risks. Safety equipment is provided in good condition and maintained, when applicable. Pregnant women, where appropriate, are removed from situations and working conditions that are identified to pose a high health and safety risk. Nursing mothers are provided reasonable accommodations.

### II. Emergency Preparedness

We have systems in place to identify and plan for relevant emergency events. We manage our emergency response efforts through procedures, training, and drills and comply with local laws. We have fire procedures in place that ensure timely detection and evacuation response plans. All our emergency response plans prioritize the protection of life, the environment, and property.

### III. Physically Demanding Work

We monitor and control work conditions that require prolonged standing and repetitive, heavy, or forceful tasks. Employees with relevant tasks are provided with adequate information and safety procedures to mitigate risk and hazard exposure.

### IV. Health and Safety Communication

We have a zero-tolerance policy for harassment, violence, and threatening behaviors. Jefferies employees receive regular health and safety information and updates and are required to complete annual Anti-Harassment/Non-Discrimination training. Each employee and officer is also required to annually certify receipt and review of the [Code of Business Practice](#) and the Anti-Harassment/Non-Discrimination and Professional Business Conduct Policy.