

Human Rights Code

At Raymond James we are committed to upholding and respecting human rights as a fundamental aspect of our business operations. We recognize that human rights are universal, indivisible, and interdependent, and we are dedicated to ensuring their protection and promotion within our sphere of influence.

1. Dignity and Respect

We acknowledge the inherent dignity of every individual and commit to treating all associates, clients, stakeholders, and members of the communities where we operate with respect and fairness, and without discrimination. Discrimination based on race, gender, religion, ethnicity, disability, age, sexual orientation, or any other protected characteristic will not be tolerated.

Our commitment to a people-centric, values-based culture includes:

- a. **Empowerment:** We empower our associates to thrive, learn, and grow within a supportive and inclusive environment. We believe that the success of our organization is intrinsically tied to the well-being and development of our people.
- b. **Inclusivity:** We foster an inclusive workplace where diversity is celebrated and where every voice is heard, valued, and respected. We believe that diverse perspectives lead to innovation, creativity, and better decision-making.
- c. **Collaboration:** We encourage collaboration and teamwork among our associates and with our clients and partners. We believe that by working together, we can achieve greater success and make a positive impact on society.
- d. **Well-being:** We value the physical and mental well-being of our associates, recognizing that a healthy workforce is essential for achieving our goals.
- e. **Professional development:** We invest in the professional development of our associates, offering opportunities for growth, training and advancement. We are committed to helping our people reach their full potential.
- f. **Ethical conduct:** We expect all associates to adhere to the highest ethical standards in their work. We promote a culture of integrity, honesty, and transparency.
- g. **Recognition and reward:** We recognize and reward outstanding performance and contributions to our organization. We believe in acknowledging and celebrating the achievements of our associates.
- h. **Listening and feedback:** We actively seek feedback from our associates and stakeholders to continuously improve our practices and policies. We are dedicated to being responsive to the needs and concerns of our people.

Through these commitments, we strive to create an environment where every individual feels valued, respected, and empowered to contribute their best. By placing our people at the center of our operations, we not only uphold human rights but also drive innovation, foster trust, and build a stronger and more sustainable financial services firm.

2. Workplace Rights

As a company, we recognize the importance of respecting the rights of every individual and abiding by the laws, rules, and regulations that apply to our operations, products, and services. We support fundamental principles of human rights in each region of the world in which we operate. We acknowledge the United Nations Guiding Principles on Business and Human Rights as the recognized framework for corporations to respect human rights in their own operations and through their business relationships. Further, we are committed to protecting employees' freedom of association and right to collective bargaining and are guided by International Labor Organization (ILO) conventions 87 and 98.

We are committed to ensuring our policies and practices, which are endorsed by our CEO and Board of Directors, further these fundamental principles of human rights.

3. Privacy and Data Protection

We are committed to safeguarding the privacy and data protection rights of our clients, associates, and stakeholders. We handle personal data responsibly and transparently, in accordance with applicable data protection laws and regulations.

4. Community Engagement

We engage with local communities where we operate to understand their unique human rights challenges and needs. We strive to be a responsible corporate citizen by supporting initiatives that promote human rights, social justice and economic development.

5. Reporting and Accountability

We are committed to transparency and accountability in our human rights efforts. We will report regularly on our human rights performance, share progress, and address any shortcomings openly and honestly. Additionally, our Compensation and Talent Committee of the RJF Board of Directors is responsible for reviewing and discussing with management the Company's strategies and policies related to human capital management, including diversity and inclusion, employee engagement, career development, employee recruitment, retention, compensation, and benefits.

6. Training and Awareness

We provide training and awareness programs for our employees and stakeholders to ensure a deep understanding of human rights principles.

7. Supply Chain Responsibility

We expect our suppliers and business partners to adhere to similar human rights principles and standards. We require our suppliers to proactively monitor and audit their daily processes to ensure alignment with our company's Supplier Code of Conduct through a contractual requirement.

8. Continuous Improvement

We understand that the protection and promotion of human rights is an ongoing process. We are committed to continuous improvement in our human rights performance and will adapt our policies and practices as needed to better align with evolving human rights standards.