

Modern Slavery Statement

Financial Year 2024

Raymond James Financial, Inc. (RJF) and its consolidated subsidiaries¹ (together the “Enterprise” or “Raymond James”) are committed to practices, including the RJF Human Rights Code, that combat modern slavery and human trafficking (as defined under the U.S. Criminal Code Title 18, Chapter 77) and are committed to acting in an ethical manner, with integrity and transparency in all business dealings. As a result, RJF is publishing this Modern Slavery Statement which is applicable to Raymond James’s global operations and supply chains.

This Modern slavery Statement outlines the proactive steps taken by Raymond James and the RJF Anti-Money Laundering (AML) and Financial Crimes Management (FCM) Group, beginning 2021 to prevent modern slavery-related transactions or associated activities from taking place in any part of its operations, subsidiaries, affiliates, or supply chains.

Raymond James is committed to protecting and advancing human rights in its business, including through its supply chains, employment and affiliation practices, and supplier risk management process ([Supplier Code of Conduct](#)). Raymond James is committed to continuing its efforts to combat modern slavery, including commercial sexual exploitation and forced labor, and mitigating the associated public safety, economic, and health risks to its community. Raymond James’ commitment to these issues, through its business, client relations, supply chain management, and as an employer are set forth below.

RAYMOND JAMES BUSINESS OVERVIEW

RJF is a leading diversified financial services company providing private client, capital markets, asset management, banking and other services to individuals, corporations and other legally organized entities, not-for-profit organizations and municipalities. RJF along with its subsidiaries is engaged

in various financial services activities, including providing investment management services for retail and institutional clients, the underwriting, distribution, trading and brokerage of equity and debt securities and the sale of mutual funds and other investment products. Raymond James also provides corporate and retail banking services, and trust services.

Established in 1962 and public since 1983, RJF is listed on the New York Stock Exchange (NYSE) under the symbol “RJF.” As a bank holding company and financial holding company, RJF is subject to supervision, examination and regulation by the Board of Governors of the Federal Reserve System.

RJF currently operates through five business segments: Private Client Group (PCG), Capital Markets, Asset Management, Raymond James Bank, and other which includes corporate investing activity and cash balances and private equity investments.

RJF has total assets under administration in the PCG segment of approximately \$1.5 trillion as of September 2024 with over 8,800 advisors located in the U.S., Canada, the UK and elsewhere overseas. RJF’s associates procure goods and services from RJF’s network of over 4,500 suppliers, with the majority located in the U.S.

[More information can be found in the RJF Annual Report.](#)

¹ Refer to complete list: <https://www.raymondjames.com/about-us/subsidiaries> of RJF subsidiaries and affiliates which may change from time to time.

FRAMEWORK

Raymond James believes there is a minimal risk of modern slavery occurring within its business and supply chains, largely because its supply chains are not complex and various steps have been implemented to mitigate modern slavery and human trafficking.

Raymond James' activities and operations are integrated globally, with core risk management policies and standards established at the Enterprise level. Each subsidiary and affiliate may establish its own policies, procedures, and controls to comply with all applicable local laws while maintaining the spirit of the Enterprise-wide policies and standards. Raymond James' Board of Directors has established an Enterprise Risk Management framework that ensures that Raymond James' risks are managed in a sound manner and escalated as appropriate.

RAYMOND JAMES CODE OF BUSINESS CONDUCT & ETHICS

The Raymond James [Code of Business Conduct & Ethics](#) (the "Code") defines the way Raymond James conducts business. The principles and standards outlined in the Code apply to all aspects of Raymond James' business and the way Raymond James engages its stakeholders. The Code is designed to support a culture where ethical and responsible behavior is expected and ingrained into the company's business dealings. It includes an ongoing commitment to conducting business in a sound and ethical manner, while outlining a strong stance against all forms of modern slavery, including abuse and exploitation resulting from various forms of human trafficking or human rights violations.

The Code states that Raymond James does not knowingly employ, affiliate, conduct business, or otherwise knowingly engage with any individual, supplier, or company that does not abide by applicable labor laws and regulations, including laws that address child labor, forced labor, slavery, human trafficking, equal pay, and non-discrimination in their workforce. This includes Raymond James' commitment to the elimination of the "worst forms of child labor," as defined by International Labour Organization (ILO) Convention 138 & 182, from suppliers' or the company's supply chains.

All associates must read and acknowledge the Code annually, which underscores Raymond James' values and its commitment to ensuring a workplace that includes equal opportunity, dignity and respect, including with respect to its suppliers, affiliates and partners.

ENTERPRISE POLICIES

Raymond James is guided by employment laws in the markets where it operates, and by federal and state securities laws governing the products and services offered. Raymond James further supports fundamental principles of human rights in each region of the world in which it operates, and expects that its subsidiaries, associates, affiliated representatives, contingent workers, consultants, and suppliers (collectively Raymond James' personnel) do the same.

The RJF Enterprise Risk Management Committee (ERMC) is responsible for overseeing the execution of a framework for the development, review, approval, and communication of RJF policies, standards, procedures, and related policy documents across the Raymond James Enterprise. Each Enterprise policy is reviewed and approved by the RJF Enterprise Risk Management Committee, the Raymond James' Board of Directors, or a board-level committee thereof.

Examples of Enterprise policies which seek to highlight/prevent modern slavery include:

1. ENTERPRISE INFORMATION TECHNOLOGY ACCEPTABLE USE POLICY

The *RJF Enterprise Information Technology Acceptable Use Policy* is applicable to associates, independent financial advisors and their registered and non-registered associates, and third-party suppliers that are obligated to follow Raymond James policies and standards. This policy outlines prohibited actions, including purchasing sex or displaying materials that may adversely or negatively reflect upon Raymond James pertaining to the use of Raymond James provided equipment, including its network, applications, laptops, email and personal devices, to the extent they are used to conduct Raymond James business.

2. CORPORATE TRAVEL AND EXPENSE POLICY

The *RJF Corporate Travel and Expense Policy* is applicable to associates and other personnel who travel on behalf of Raymond James and contains measures to restrict various types of expenses and methods of payment typically associated with modern slavery including the various forms of human trafficking and clarifies that violations of the Code or other related policies are prohibited. The policy:

- a. states that all material out-of-pocket expenses require detailed receipts;

- b. caps spending on laundry services, tips, parking and other services known to be associated to human/sex trafficking;
- c. contains an extensive list of Specific Non-Reimbursable Expenses (including adult entertainment); and
- d. encourages associates to obtain and use corporate cards for all business-related travel/expenses.

3. ENTERPRISE GIFTS AND ENTERTAINMENT POLICY

The RJF Enterprise *Gifts and Entertainment Policy* is applicable to associates, independent financial advisors and their registered and non-registered associates, and third-party suppliers that are obligated to follow Raymond James policies and standards. The Policy specifies that those subject to the Policy are prohibited from offering, giving, soliciting, or accepting gifts and entertainment, regardless of value, if the gift or entertainment:

- a. violates laws or regulations, or could harm Raymond James's reputation;
- b. is so frequent or extensive that it may raise the appearance of impropriety;
- c. could be viewed as a bribe, pay-off, improper influence, or having the expectation of a return favor;
- d. includes sexually explicit content and activities, regardless of local or prevailing laws, or is inconsistent with ethical business practices; and
- e. is in the form of cash or cash equivalents, received from a product sponsor in the U.S.

4. ENTERPRISE ANTI-MONEY LAUNDERING, COUNTER-TERRORIST FINANCING, AND CUSTOMER INFORMATION PROGRAM POLICY

Raymond James takes a risk-based approach in its commitment to combatting money laundering, corruption, terrorist financing and other financial crimes, and has implemented policies and standards applicable to all subsidiaries and affiliates, with each subsidiary and affiliate implementing its own procedures and internal controls designed to comply with the Enterprise policies and standards, as well as applicable local laws and regulations. Since proceeds stemming from the heinous acts of the various forms of modern slavery are criminally derived, these would be included in the scope of regulatory reporting under RJF's *Enterprise AML, Counter-Terrorist Financing ("CTF"), and Customer Information Program ("CIP") Policy* and related procedures.

RJF's Enterprise *AML, CTF and CIP Policy* points to the *Anti-Money Laundering/Financial Crimes Management Prohibited Clients Standard - Enterprise* document which specifies that Raymond James will not conduct business with any client who has "pled guilty to, or have been convicted of, any of the following crimes or of a crime that constitutes knowingly facilitating any of the following criminal acts: slavery; forced or coerced labor or servitude; forced or coerced sexual exploitation; any other criminal act that is comparable to those stated in this list; and/or Human Trafficking for the purpose of any of the preceding criminal acts."

OVERSIGHT

RJF has implemented oversight, training, and reporting to help evaluate and manage risk across the organization, including the potential for modern slavery.

RJF implements the following risk management elements:

1. SUPPLIER RISK MANAGEMENT

Suppliers undergo formal evaluations of potential risks. RJF contracts contain language that requires suppliers to comply with all applicable regulations, including that of modern slavery. Additionally, suppliers undergo initial and ongoing screening for adverse media among other things, including human rights violations and human trafficking.

2. ENTERPRISE AML AND FCM GROUP

The Enterprise AML and FCM Group has developed extensive policies, procedures and controls designed to detect and report money laundering, corruption, terrorist financing and other financial crimes. These policies, procedures and controls seek to protect Raymond James and its reputation from bad actors who may attempt to utilize Raymond James in the furtherance of crime and legitimizing illicit proceeds. Most U.S. operating and some international subsidiaries rely upon the control-related services conducted by the Enterprise AML and FCM Group to fulfill their AML program requirements, including adverse media screening and suspicious activity investigations and subsequent reporting.

The Enterprise AML and FCM Group screens all clients for adverse media including human trafficking, human rights violations, and prostitution via automated screening and open-source search text strings.

The Enterprise AML and FCM Group will continue to evaluate red flags and industry trends to ensure appropriate adequate transaction monitoring and effective training.

Under applicable laws, the RJF AML and FCM Group will file a Suspicious Activity Report (**SAR**) or a Suspicious Transaction Report (**STR**) as applicable, where it has a suspicion that a client's source of funds is derived from criminal activity to include modern slavery or human trafficking, or if any transactions or activities are suspected to involve modern slavery or human trafficking.

3. RED FLAGS LIST

The RJF Master Red Flags list includes comprehensive red flags lists to include those associated with modern slavery and human trafficking, including payments for online services; advertising; classifieds ads; web hosting; excessive ATM or peer-to-peer activity; payments for hotels; airlines; bus passes; ride sharing; medical clinics; student recruitment; employment agencies; telephone service providers; frequent deposits monetary equivalents below reporting thresholds.

Raymond James's subsidiaries may not implement/rely on Enterprise-level risk management procedures and controls but, while maintaining the spirit of the Enterprise-wide risk management procedures and controls, may implement their own to comply with all applicable local laws.

REPORTING

Raymond James has established protocols and procedures to ensure unethical behavior and/or activities are properly escalated and reported, either by upwards reporting or confidential and anonymous reporting. Raymond James has established a confidential and anonymous reporting hotline administered by a third party, so that any person may report potentially unlawful, improper or questionable conduct, including with regard to suppliers or other third parties, ethics violations, and accounting, internal controls or auditing matter concerns.

ONGOING PLANS

1. TRAINING AND EDUCATION

The RJF AML and FCM Group facilitates peer discussions and engages law enforcement to keep abreast of ever changing and developing typologies and to keep the flow of information fluid.

The RJF AML and FCM Group undergoes specific targeted training on a periodic basis which includes modern slavery related training inclusive of red flags, typologies and trends.

Enterprise subsidiaries may deliver training and education in accordance with all applicable laws and regulations.

2. CONTINUOUS EVALUATION OF EMERGING RISKS

Raymond James intends to continue working to reduce the risk of potential modern slavery or human trafficking in its operations or supply chains by continuously analyzing emerging risks to identify modifications to the established control framework, and by continuing to develop applicable transactional typologies and evaluating whether additional transaction monitoring scenarios are necessary.

This Modern Slavery Statement has been approved by the Raymond James' Executive Committee and Board of Directors.

RAYMOND JAMES®

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