

SIGNET TRADING LIMITED GENDER PAY INFORMATION – Publication for the period including 5th April 2018

UK gender pay reporting legislation requires that employers with 250 or more employees publish statutory calculations every year showing how large the average pay gap is between their male and female employees.

The analysis is based on data as of 5th April each year.

The gender pay gap shows the differences in the average (mean or median) earnings between men and women. This is different to equal pay. Equal pay requires that men and women who carry out the same jobs, or equivalent jobs, are paid the same.

Signet Trading Ltd has published the following gender pay data on GOV. UK

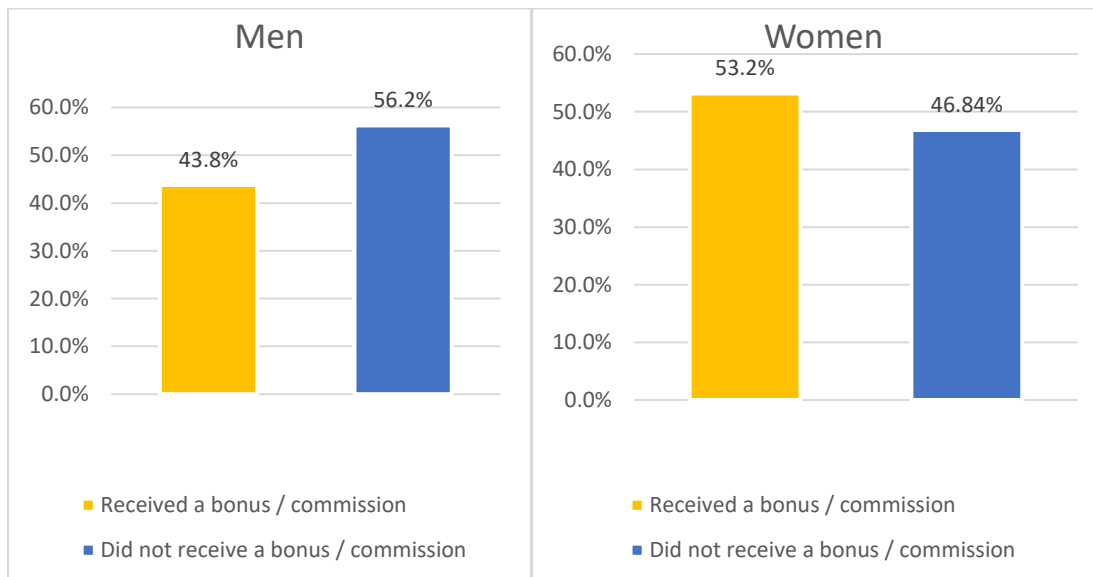
Pay and bonus gap

The following table shows our overall mean and median gender pay gaps based on the hourly rates of pay as at the snapshot date (i.e. 5 April 2018). It also captures the mean and median difference between bonuses paid to men and women at Signet Trading Limited in the 12 months up to 5 April 2018 (i.e. from 6th April 2017 to 5th April 2018)

	Mean	Median
Gender pay gap (based on hourly rate of pay for full-pay relevant employees)	21.9%	9.6%
Bonus gender pay gap (based on bonus pay for all relevant employees)	32.7%	19.3%

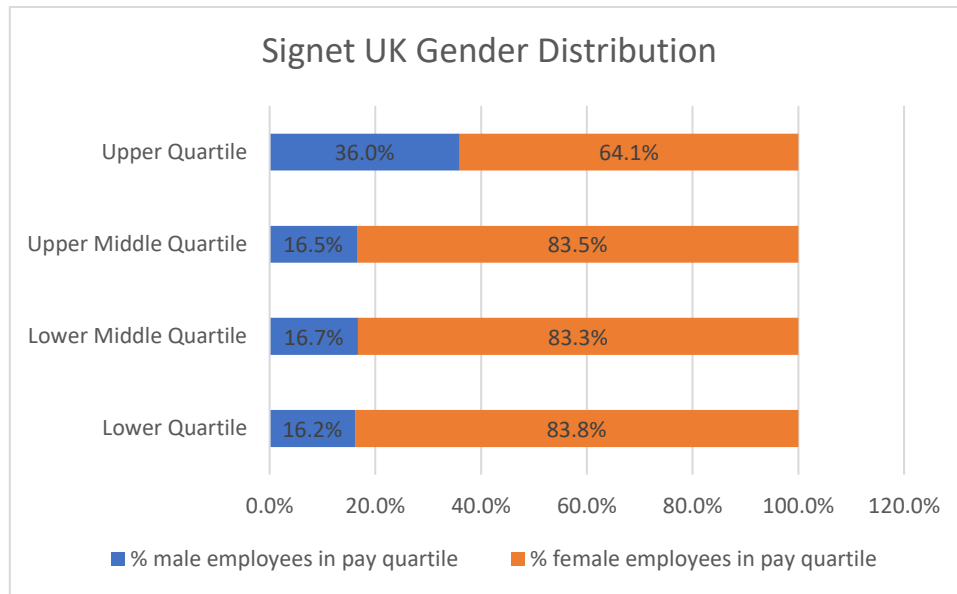
Our median gender pay gap and median bonus gender pay gap show an improvement on 2017, when they were 10.4% and 27.9% respectively.

Proportion of employees in receipt of a bonus payment in the 12 months up to April 2018



Gender distribution

The chart below shows the gender distribution at Signet Trading Limited across four equally sized pay quartiles.



What the data tells us

We are confident that men and women are paid on equal terms for doing the same or similar jobs across the business. Signet Trading Limited operates a job evaluation scheme and banding systems in order to achieve pay equality.

We believe that the pay gap is the result of the make-up of our workforce. Our goal remains to have a more even gender distribution across the organisation and for women to continue to progress to senior and more highly-paid positions in more of our Stores Support Centre departments/grades and highest turnover stores.

Our bonus gap is due to the fact that of the 9 individuals in our Stores Support Centre who received a bonus during the time period, more are men than women. It is also impacted by the gender make-up of store members who received commission payments and the small number of senior team members who received a long-term incentive payment.

What are we going to do?

As part of Signet Jewelers Limited (listed on the New York Stock Exchange under Signet Jewelers Limited NYSE: SIG), we continue to be focused on attracting, recruiting and promoting the best people. A diverse and inclusive workforce is beneficial for everyone. We have a good balance of men and women working across most grades and functions, taking into consideration the sector in which we operate. We strive to continue attracting and/or promoting more women to additional senior roles. We have five strong core values and a global focus on diversity and inclusion, which is an integral pillar of our Culture of Leading.

We are committed to

- Monitoring the shortlist of candidates for senior roles in all departments/store quartiles where there is a current imbalance and seeking to ensure a diversity of candidates for such roles.
- Promoting and encouraging take up of our flexible working and family-friendly policies.
- Continuing our commitment to a culture of inclusion.

We confirm that the above information is accurate to the best of our knowledge and belief.

EMMA HAYWARD
UK EXECUTIVE DIRECTOR
DATE: 7th March 2019

SHAUN CARNEY
FINANCE DIRECTOR
DATE: 7th March 2019