

# FISCAL 2023

## CORPORATE CITIZENSHIP AND SUSTAINABILITY REPORT

---



**SIGNET**  
JEWELERS



# Table of Contents

## 3 About Us

- 4 Message from Chair, Corporate Citizenship & Sustainability Committee, and Chief Executive Officer
- 7 Corporate Citizenship and Sustainability Highlights
- 8 Signet At-A-Glance
- 9 2030 Corporate Sustainability Goals
- 13 United Nations Global Compact / United Nations CEO Water Mandate

## 14 Governance

- 15 Board At-A-Glance
- 16 Board Oversight of Signet's ESG and Sustainability Programs

## 17 Love for All People

- 18 Community Impact At-A-Glance
- 19 Corporate Giving Strategy
- 20 St. Jude Children's Research Hospital®
- 21 Signet Love Inspires Foundation
- 22 Select 2022 Signet Love Inspires Foundation Grantees
- 23 National Charitable Partnerships
- 24 Privacy and Data Security

## 25 Love for Our Team

- 26 People At-A-Glance
- 27 Team Member Experience
- 28 Diversity, Equity & Inclusion
- 30 Business Resource Groups
- 31 Signet Team Member Retail Store Onboarding Experience
- 32 Brilliant University and Leadership Development

## 33 Love for Our Planet and Products

- 34 Responsible Sourcing
- 35 Continued Commitment to Responsibly Sourced Precious Minerals and Metals
- 36 Human Rights Due Diligence
- 37 Signet Responsible Sourcing Protocol
- 40 We Support the UN Global Compact / Signet's Responsible Sourcing Outreach Spans the Globe
- 41 Industry Leadership
- 42 Transparency About Our Top Suppliers
- 44 Circular Economy

## 49 Data and Reporting Frameworks

- 50 Fiscal 2023 Environmental Data
- 52 Fiscal 2023 Human Capital Management Data
- 53 Sustainability Accounting Standards Board (SASB) Index
- 56 Equal Employment Opportunity

## About This Report

Signet's Fiscal 2023 Corporate Citizenship and Sustainability Report presents performance information for our businesses in North America and the United Kingdom. Unless otherwise noted, all data is from Signet's Fiscal year ended January 28, 2023 ("Fiscal 2023"). Signet's Responsible Sourcing data is for calendar year 2022 as it aligns with our Conflict-Minerals Report filing. The Signet Love Inspires Foundation data is for calendar year 2022. Additional quantitative and qualitative material has been included from previous years to provide context on Signet's sustainability program. This report was published on June 7, 2023.

Signet's Fiscal year ("Fiscal 2023") ended January 28, 2023.

Signet's Fiscal year ("Fiscal 2022") ended January 29, 2022.

Signet's Fiscal year ("Fiscal 2021") ended January 30, 2021.



# About Us

Signet Jewelers Limited is the world's largest retailer of diamond jewelry. As a Purpose-driven and sustainability-focused company, Signet is a participant in the United Nations Global Compact and adheres to its principles-based approach to responsible business. Signet operates approximately 2,800 stores primarily under the name brands KAY Jewelers, Zales, Jared, Banter by Piercing Pagoda, Diamonds Direct, Blue Nile, JamesAllen.com, Rocksbox, Peoples Jewellers, H.Samuel and Ernest Jones. Our sales derive from the retailing of jewelry, watches and associated services. Signet's shares are listed on the New York Stock Exchange (SIG).

**KAY**  
JEWELERS

Largest specialty retail jewelry brand in the US catering to the Sentimental Gifter.

**ZALES**  
THE DIAMOND STORE™

Style-focused assortment for statement-making bridal and gifting customers.

**JARED**®

Leading full-service jeweler encouraging Extroverted Romantics to showcase their spectacular taste.

**Banter**  
BY PIERCING PAGODA™

Empowers self-purchasers to creatively express themselves with fine jewelry and with over 50 years of piercing expertise.



**DIAMONDS DIRECT**

Direct diamond importer offering extraordinary value and selection in a luxurious, customer-centric atmosphere.

**Blue Nile**

Leading digitally-native jewelry brand catering to diverse and affluent buyers of high-end diamond essentials.

 **JAMES ALLEN**®

Innovative digitally-native diamond company on the leading edge of custom bridal design and diamond jewelry.

**rocksbox**  
JEWELRY

Making the joy of jewelry discovery accessible and convenient through a unique rental service.

**PEOPLES**  
CANADA'S #1 DIAMOND STORE

Largest specialty jewelry brand in Canada catering to the Sentimental Gifter and mid-market bridal customer.

**H.SAMUEL**

Best jewelry values on UK High Street with style and design at heart for the fun-loving fashion follower.

**ERNEST JONES**

A contemporary UK jeweler offering unrivaled diamond selection and Swiss timepieces.



Ring from  
Jared Atelier  
collection

## MESSAGE FROM

# Chair, Corporate Citizenship & Sustainability Committee, and Chief Executive Officer

## Dear Stakeholders,

Our vision for Signet is simple: enable all people to celebrate life and express love with jewelry. Signet Jewelers is a “People First” Company that provides high-quality, beautifully designed, accessible, affordable jewelry and world-class services. We do it all while delivering memorable experiences that build life-long customer relationships.

Our corporate citizenship responsibilities are aligned with our Purpose of **Inspiring Love**. Signet has been an influential corporate citizen and sustainability leader in the jewelry industry for the past two decades — setting demanding standards that require the best of ourselves and our industry partners. Fiscal 2023 was the second year of our 10-year Corporate Sustainability Goal (CSG) program. While we set our CSGs to improve through 2030 continuously, we are proud to share that we have already achieved six of them. (Please see page 9 for a status update on the CSGs.)

Additionally, we are entering our third year operating with a holistic focus on corporate sustainability and Environmental, Social and Governance (ESG) disclosures. This is also our third year reporting in line with SASB standards. (Please see page 53 for our SASB index.)

We organize our sustainability efforts through a framework that we call our Three Loves: Love for All People, Love for Our Team and Love for Our Planet and Products. In the past year, we made meaningful progress and strengthened Signet’s impact across all three pillars.

## Love for All People

Our Love for All People inspires our unequivocal support for human rights throughout our global supply chain and calls on us to speak out on behalf of the underserved and underrepresented. Last year, when Russia invaded Ukraine, we quickly suspended business interactions with Russian-owned entities that provided precious metals and gemstones. We then established an updated diamond sourcing policy, including an open-source protocol that we shared across the jewelry industry. Our updated diamond sourcing process prohibits Russian diamonds from entering our supply chain, directly or indirectly. In addition, through the Signet Love Inspires Foundation, we donated \$1 million to the American Red Cross to provide ongoing humanitarian support, specifically to Ukrainian refugee relief.

At home, we raised our largest-ever annual donation of almost \$8.2 million for St. Jude Children’s Research Hospital® in Fiscal 2023, bringing our 24-year total to nearly \$97 million. We also completed our \$50 million commitment to construct the Kay Research and Care Center on campus.

Our Signet Love Inspires Foundation donated more than \$1.3 million in grants to organizations our team members care about and contribute to and that support the United Nations Sustainable Development Goals (SDGs).



**Eugenia Ulasewicz**

Board Member and Chair,  
Corporate Citizenship &  
Sustainability Committee

For the third consecutive year, Signet was designated as a Great Place to Work-Certified™ company based on survey responses from our team members.



**Virginia C. Drosos**

Chief Executive Officer



## Love for Our Team

Our team members are the lifeblood of our organization. We invest in their personal and professional growth, strengthening their pride in our Company, health and quality of life.

Signet offers best-in-class training through our corporate learning function that we call “Brilliant University.” This holistic training program improves customer experiences, drives execution and agility and enables improved performance and career growth for every team member who participates. We also invest in Business Resource Groups that support us in advancing societal conversations, strengthening a sense of belonging among all team members.

These investments matter. In an environment that was called the “great resignation” — in which many companies struggled to attract and retain talent — we saw reduced attrition. Our field team retention topped 80% in Fiscal 2023, ahead of retail benchmarks. This is a positive reflection of Signet’s strong, supportive culture. Our employee survey scores show that 89% of our team members understand how their work contributes to Signet’s Purpose, notably up 28 points since Fiscal 2018.

For the third consecutive year, Signet was designated as a Great Place to Work-Certified™ company based on survey responses from our team members. In addition, Great Place to Work® and *Fortune* magazine named Signet to the 2022 Best Workplaces in Retail™ list — coming in at #12 on the “Best Place to Work” retail index. Bloomberg also named Signet to its Gender-Equality Index for the fifth consecutive year.

Our  
customers  
can trust us to  
ensure that all  
the products  
we offer are  
sourced with  
transparency,  
integrity and  
responsible  
practices that  
recognize  
and protect  
human rights.

## Love for Our Planet and Products

Love for our Planet and Products is the third pillar of our corporate citizenship and sustainability framework. We believe that love is enduring. Our products serve as symbols of love. Therefore, we have long-standing, best-in-class standards to ensure the sustainability of our planet and the responsible management of our supply chain. Our customers can trust us to ensure that all the products we offer are sourced with transparency, integrity and responsible practices that recognize and protect human rights.

We also strive to do our part to preserve our planet. To this end, we have set internal targets for a long-term business strategy that enables Signet to achieve net-zero greenhouse gas emissions by 2050. We are committed to incremental progress, including increasing sourcing from suppliers who have implemented greenhouse gas reduction strategies in their operations.

Signet leaders have further strengthened oversight of climate risk and opportunities in our operations through the Climate Action and Sustainability Committee (CASC), which also addresses increased demands for ESG data disclosures. In addition, our board-level Corporate Citizenship & Sustainability Committee guides our businesses in strengthening our internal climate reporting capabilities.



*Diamond  
Engagement Rings  
from Zales*

We organize our sustainability efforts through a framework that we call our Three Loves: Love for All People, Love for Our Team and Love for Our Planet and Products. In the past year, we made meaningful progress and strengthened Signet's impact across all three pillars.

Responsible sourcing is another way Signet continues to demonstrate its global industry leadership. In Fiscal 2023, in recognition of the 10th anniversary of [Signet's Responsible Sourcing Protocol \("SRSP"\)](#), we renamed our SRSP "The Signet Promise." We commit to responsible sourcing, strive to be positive change agents in society, and use our voice and scale for good to advance human rights while helping preserve our planet.

We expanded the protocol survey in Fiscal 2023 by making environmental- and social-policy-specific questions a requirement in our annual supplier commitment. As leaders in the industry, we support suppliers who mirror our commitments to responsibly sourced products and positive social and environmental practices.

As a United Nations Global Compact and UN CEO Water Mandate member, we are committed to continue working with our supply chain partners to make ongoing progress. For example, H.K. Designs, a strategic Signet partner for over a decade, was granted special accreditation to participate in the United Nations World Water Conference 2023. Last year, the Dholakia Foundation — the philanthropic arm of H.K. Designs — honored its partnership with Signet by naming an irrigation lake in India that provides much-needed water to the local community the "Signet Love Inspires" Lake, commemorating our shared values and collaboration.



### More Work Planned to Achieve Our Goals

It has been two years since we adopted an ESG framework, and we are proud to see our Purpose-inspired goals emerge as priorities throughout our culture and operations. This past year, we developed CSG governance capabilities and implemented data-tracking systems to ensure we continue making disciplined progress. In addition, our Signet leadership team members set and measure milestone goals to ensure our progress remains on track. Our Corporate Citizenship & Sustainability Committee provides additional guidance.

### Inspiring Brilliance with Love for All

We have built relationships, systems and processes to ensure the progress that our commitments demand. We are living our Purpose of **Inspiring Love** and demonstrating our Three Loves. Our increasing global advocacy and activism — enabled by our *Inspiring Brilliance* strategy and team — has become a source of pride for our team and customers. We are committed to leading the positive change we want in our world.

**Eugenia Ulasewicz**  
Board Member and Chair,  
Corporate Citizenship &  
Sustainability Committee

**Virginia C. Drosos**  
Chief Executive Officer



## OUR THREE LOVES

## Corporate Citizenship and Sustainability Highlights

LOVE FOR  
ALL PEOPLEMORE THAN  
**\$10M**Donated to charities and  
children's hospitals in the  
US, Canada and the UKPARADIGM  
FOR PARITY**\$10K**Participant in the Paradigm for Parity®  
5-Point Action Plan to advance gender  
parity in workplacesSt. Jude Children's  
Research Hospital  
Finding cures. Saving children.

NEARLY

**\$97M**Raised for St. Jude Children's  
Research Hospital® since the start  
of our partnership 24 years ago

MORE THAN

**\$1.3M**Donated to various charities  
in 2022 through the Signet  
Love Inspires FoundationSIGNET  
**LOVE  
INSPIRES**  
FOUNDATION

## LOVE FOR OUR TEAM

**Five consecutive  
years** selected for the  
Bloomberg Gender-  
Equality Index  
and the only specialty  
jewelry retailer

## WOMEN IN LEADERSHIP AS OF END FISCAL 2023\*

**57%**

Signet Leadership Team

**75%**

Store assistant managers and above

**41%**

Vice Presidents and above

\*North America, excludes Blue Nile.

Best Workplaces  
in Retail®  
2022**For the third consecutive year, Signet  
was designated as a Great Place to  
Work-Certified™ company** based on survey  
responses from our team members. In  
addition, Great Place to Work® and *Fortune*  
magazine named Signet to the 2022 Best  
Workplaces in Retail™ list as 12th Best Place  
to Work overall in this esteemed retail index.LOVE FOR OUR  
PLANET AND  
PRODUCTSTHE  
**SIGNET**  
PROMISEWe promise that all our products are  
responsibly sourced, and we use our scale  
for good to advance human rights while  
helping preserve our planet.**10 out of 11**Signet banners included in SRSP  
process representing **96%** of all  
Signet payables\*

\*Our latest acquisition, Blue Nile, will be added next year.

**83%\***Of all Signet Jewelry sourced  
from Responsible Jewellery  
Council (RJC) members

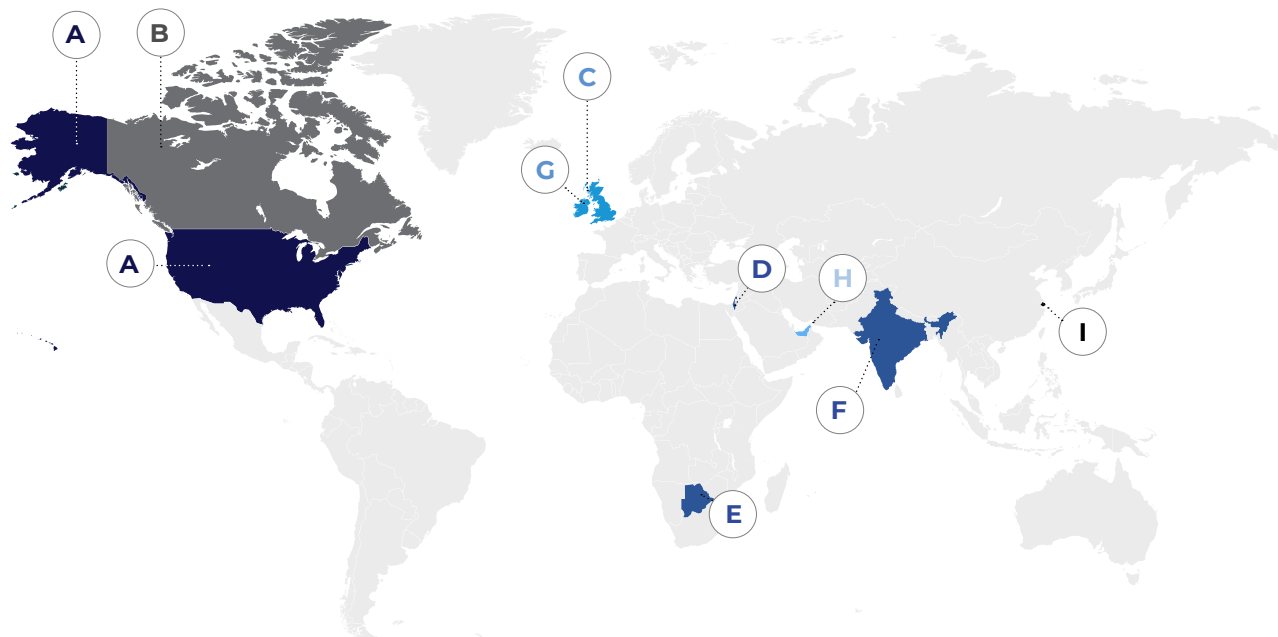
\*By value, excludes Blue Nile.

**5x**Increase in spend  
with diverse suppliers  
since baseline year**265**Suppliers are Responsible  
Jewellery Council members**10**Consecutive years reporting conflict-free  
gold to the SEC (since 2014)

FISCAL 2023 YEAR-END

## Signet At-A-Glance

## WHERE WE OPERATE



**A**  
US  
**2,382**  
STORES

**B**  
CANADA  
**93**  
STORES

**C**  
UK AND REPUBLIC  
OF IRELAND  
**333**  
STORES

**D**  
**ISRAEL**  
Technology  
Centers

**E**  
**BOTSWANA**  
Diamond  
Polishing Factory

**F**  
**INDIA**  
Diamond  
Liaison Center

**G**  
**IRELAND**  
Customer Service  
Center

**H**  
**UAE**  
Distribution  
Center

**I**  
**CHINA**  
Customer Service  
Center



## GLOBALLY

**\$7.8B**  
Total Sales

**20.4%**  
eCommerce Sales

**29,660**  
Total Team Members



# 2030 Corporate Sustainability Goals

Progress is summarized.

		Target Year	Status
LOVE FOR ALL PEOPLE	<b>Social Change Advocates</b>		
	1 Signet will continue to lead innovative and inclusive marketing campaigns that represent diverse populations inclusive of all shapes, sizes, ethnicities and abilities.	2030	On Target
	2 Respond to societal conversations where our voice may be helpful in communities in which we serve.	2030	On Target
	3 Regularly engage with Signet Business Resource Groups (BRGs) to foster conversation that brings our Purpose to life.	2030	On Target
	<b>Signet Love Inspires Foundation</b>		
	4 Establish Signet Love Inspires Foundation with an emphasis on team member engagement with social causes important to the communities where team members live and work.	2030	Achieved
	5 Align the Signet Love Inspires Foundation grant-making policy with the United Nations Sustainable Development Goals (SDGs) to meaningfully measure our impact toward solving the world's most pressing problems.	2030	Achieved
LOVE FOR OUR TEAM	<b>Governing with Purpose</b>		
	6 Signet will continue to innovate and expand team member training on data security and privacy-related risks and procedures in line with the expansion of our digital marketing strategy.	2030	On Target
	7 Signet will continue to protect consumers by advancing good governance of data privacy principles, including transparency regarding use and protection of client data, and maintaining compliance with relevant data privacy standards.	2030	On Target
	<b>Employer of Choice</b>		
	8 By 2025, we strive to be certified as a Great Place to Work® for five consecutive years.	2025	On Target
	9 We strive to increase our Great Place to Work® Trust Index™ Survey results average score by 10 points.	2030	On Target
	10 Become a Fortune 100 Best Companies to Work For® by improving our scores on Great Place to Work® by 2025.	2025	On Target
	11 Improve Field and Support Center retention by 10% by 2025.	2025	On Target
	12 Become an Employer of Choice for LGBTQ+ communities and become recognized by the Human Rights Campaign Corporate Equality Index.	2030	On Target
	<b>Community of Inclusiveness</b>		
	13 Earmark contributions for Historically Black Colleges and Universities and Hispanic serving institutions in the form of scholarships and academic partnerships to increase intern and direct hires.	2030	On Target
	14 Continue to offer required courses for all team members targeted at inclusion and equity annually for the next four years.	2030	On Target
	15 By 2025, we expect our management teams to better reflect our customers and the communities we serve.	2025	On Target
	16 Increase diversity in leadership positions at Director and above by 25% by 2030.	2030	On Target
	17 Increase the representation of Black, Indigenous and People of Color (BIPOC) in leadership roles at Director and above in our Support Centers by 20% by 2030.	2030	On Target
	18 Interview diverse candidates for manager level positions and above.	2030	On Target
	19 All Directors and above complete the course of Traits of Inclusive Leaders by 2025.	2025	On Target
	<b>Purpose and Appreciation</b>		
	20 We will increase our base wage to \$15 per hour by Spring 2022 in the US.	2022	Achieved
	21 Continue to provide competitive and equitable benefits for all team members, with annual evaluations to determine new trends or team member needs.	2030	Achieved
	22 By 2023, we will provide all retail team members with additional training available on demand to support their professional development.	2023	Achieved

LOVE FOR OUR PLANET AND PRODUCTS	Human Rights		Target Year	Status
	23	100% of our strategic indirect suppliers have signed Signet's Supplier Code of Conduct or have a similar one in place.	2030	Achieved
	24	100% of our strategic indirect suppliers are audited for compliance.	2030	On Target
	25	100% of our strategic direct and indirect suppliers are increasing access to career opportunities and upward mobility for women.	2030	On Target
	26	100% of strategic direct suppliers are building world-class, safe and healthy workspaces for the people making our products.	2030	On Target
	27	100% of Signet and R2Net key suppliers to be certified Responsible Jewellery Council (RJC) members by 2025.	2025	On Target
	28	Conduct rigorous audits of R2Net suppliers at risk of non-compliance with the Diamond Responsible Sourcing Protocol (DRSP).	2030	On Target
	29	Work with artisanal and small-scale miners (ASM) to source conflict-free rough diamonds in line with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.	2030	On Target
	30	Disclose diamond origin by company and provide economic impact to customers for every diamond traceable through De Beers or any other major rough diamond source.	2030	On Target
	31	Continue to build skills and opportunities in the diamond cutting and polishing area through beneficiation in Botswana.	2030	On Target
Climate Advocacy				
	32	Develop a plan and set internal targets for a long-term business strategy that will bring Signet to achieve net-zero greenhouse gas emissions by 2050.	2050	On Target
	33	Partner strategically with leading transportation suppliers in order for Signet to achieve net-zero greenhouse gas emissions by 2050.	2050	On Target
	34	Signet will use at least 50% recycled content for pulp- and paper-based packaging and collateral and 30% recycled content in plastic-based packaging.	2030	On Target
	35	Signet will create sustainable packaging options for consumer selection in stores and online.	2030	On Target
	36	Signet will purchase corrugated boxes for use in our supply chain that consists of no less than 60% recycled material.	2030	On Target
	37	Implement water usage reduction policies in all of the factories and facilities we operate in water-stressed areas.	2030	On Target
	38	Join the United Nations Global Compact CEO Water Mandate and commit that by 2050 we will have a net positive water impact in water-stressed basins where we operate, ensure our value chain is water resilient and raise the ambition of water resilience through global leadership.	2050	On Target
Design Innovation and Inclusivity				
	39	Increase cumulative spend on indirect diverse suppliers to \$250M.	2030	On Target
	40	Co-develop designers and talent in the diamond jewelry sector for BIPOC creative design talent in the US by adding five BIPOC-owned companies/brands to our vendor list through co-development. Includes scholarship, mentoring and business development through SRSP and RJC membership.	2030	On Target
	41	Increase merchandise spend to global direct suppliers with active community development and social impact programs that pay living wages and provide livelihoods for women.	2030	On Target
	42	Provide support for five new female entrepreneurs in the jewelry industry and the communities in which we operate.	2030	On Target
	43	Improve the lives of women and girls in our supply chain by increasing access to career opportunities and upward mobility for women employed by our key suppliers.	2030	On Target
	44	Innovate our business model to create products, programs and services that contribute to the circular economy.	2030	On Target



# Corporate Sustainability Goals | Case Studies

## 4 Establish Signet Love Inspires Foundation emphasizing team member engagement and extending our positive impact in the communities where we live and serve.

### The Signet Love Inspires Foundation: A Diverse Grant Review Committee

Signet had a decades-long history with corporate philanthropy and had a long-term ambition to start a Foundation. The Company's leadership created a thoughtful roadmap for formulating the Foundation based on our values. **It was essential for our team members to have a voice in directing donations to causes that were important to them.** In addition, we wanted to expand the opportunities and geographic reach of eligible grantees.

We achieved this by launching the Signet Love Inspires Foundation in 2021. We included a Matching Gift program to engage our team members. A Matching Gift is when a US team member or Signet Business Resource Group (BRG) donates to an eligible non-profit organization, and the Foundation donates an equal amount to the same non-profit. A Matching Gift is an excellent way for donors to double their contribution to help a charity. The Signet Love Inspires Foundation will match team member contributions of a minimum of \$100 with a maximum of \$1000 per team member per calendar year for eligible charitable organizations. The Matching Gift Program matches contributions dollar-for-dollar to organizations focusing on underserved women and children and social change advocacy in the communities where we live and work.

### TO BE ELIGIBLE FOR A GRANT:

- ◆ The organization must be a non-profit, tax-exempt entity recognized by the US Internal Revenue Service as a 501(c)3
- ◆ The organization must be a US-based charitable organization
- ◆ The organization must focus on underserved women and children and/or social change advocacy
- ◆ The organization must be aligned with the Signet Love Inspires Foundation's eligibility criteria
- ◆ The organization must be aligned with the United Nations Sustainable Development Goals (SDGs)

Our first strategic choice was to create a Matching Gift Application that team members may access through their mobile devices for ease of access. Next, we explored opportunities with the organizations utilizing the list of organizations to which team members had requested matching gifts. Then, we introduced those organizations to the Foundation and invited them to apply for a grant. Our second strategic choice was establishing a Grant Review Committee (GRC) with 12 representatives from our BRGs. **By including both BRG leaders and talent from throughout the Company that are nominated to the GRC, we ensure diverse perspectives across banners and Support Centers are brought to the decision process.** In addition, there's a term limit rotation of six members each year to ensure fresh ideas with diverse perspectives.

The Signet Love Inspires Foundation strives for the world to rotate on an axis of love — supporting underserved women and children and social change advocacy.

# Corporate Sustainability Goals | Case Studies (*cont.*)

**22** By 2023, we will provide all retail team members with additional on-demand training to support their professional development.

## Brilliant University: A Dynamic Training Platform

Our team members are our most significant competitive advantage. Our jewelry consultants are exceptional representatives of our banners and diamond and gemstone experts. Knowledge further empowers our team to provide excellent service; therefore, we invest in learning and development, knowing it pays dividends for our team and customers.

Our first strategic choice was to build a dynamic training platform. As a result, Signet launched its one-stop-shop training platform branded Brilliant University. **In Fiscal 2023, Signet continued to invest in our learning platform, Brilliant University, to support team member training, leadership development and education.** The platform gives team members access to training modules from their very first day of employment.

Brilliant University empowers team members to invest in learning their job, building new skills and growing their careers. Signet's seven leadership traits define the Signet team member training experience: (1) Vision and Purpose, (2) Critical Thinking, (3) Customer Obsession, (4) Employee Experience, (5) Diversity, Equity & Inclusion, (6) Innovative Action and (7) Performance Excellence. Our leadership traits are foundational to the success of each leader at Signet, regardless of job title. We believe in "leadership at every level," and Brilliant University provides education and training for team members to learn more about each trait at different organizational levels.

Our second strategic choice was to create a formal mentorship program throughout the Company. **In Fiscal 2023, Signet launched its Enterprise Mentoring Program to support personal and career growth.** New cohorts are launched each quarter with a fresh cohort of mentoring pairs. More than 650 Signet team members participated in the program in Fiscal 2023.

**39** Increase cumulative spend on indirect diverse suppliers to \$250M.

## Signet's Supplier Diversity Program: Two Years of Success

A vibrant and diverse supplier network increases competition and strengthens innovation. Together, we are a force of change, so we are committed to increasing our cumulative spend on indirect diverse suppliers to \$250 million by 2023.

Signet's Corporate Sustainability Goals were issued June 2021, just a few months after the conclusion of Fiscal 2021. We use Fiscal 2021 as our baseline year to measure where we were *before* we started working on the CSGs. We established Signet's baseline of **\$18.5M** of diverse spending with **90** suppliers.

Our first strategic choice was to focus on increasing the number of diverse suppliers in our network. Our second strategic choice was to engage with two supplier diversity organizations — the National Minority Supplier Development Council (NMSDC) and Women's Enterprise Business Council (WBEC) — to learn and expand our engagement with other diversity organizations over time.

As of Fiscal 2023, we have increased our spending with diverse suppliers five-fold since our baseline year. We have spent **\$106.2M** with **217** diverse suppliers and continue introducing new ones. We have also focused explicitly on increasing spend with Women-, Minority- and Veteran-owned businesses and have made meaningful progress:

- 1. Women:** + \$6M spend and 12 suppliers (\$5.2M to \$11.2M and 18 to 30 suppliers)
- 2. Minority:** + \$5M spend and 14 suppliers (\$0.6M to \$5.6M and 9 to 23 suppliers)
- 3. Veteran:** + \$2.8M spend and 3 suppliers (\$0.8M to \$3.6M and 7 to 10 suppliers)

The CSG on supplier diversity has transformed the way we approach procurement. Procurement continues to meet with our business partners to share the program's virtues and to incorporate diverse suppliers in our sourcing process whenever possible. As we advance, we look forward to maturing our diverse supplier program by building a framework that enables high-quality, long-term success as we discover additional avenues for growth and expansion.



# United Nations Global Compact

“Our continued membership to the UN Global Compact and the UN CEO Water Mandate reaffirms our existing commitments to positive change in the communities we operate to create the world we want. As a participant signatory, Signet and its brands affirm our long-standing commitment to responsible, ethical business practices and upholding the Ten Principles of the UN Global Compact on human rights, labor, environment and anti-corruption.”

— Virginia C. Drosos, CEO Signet Jewelers

## United Nations Global Compact Ten Principles

These Ten Principles guide business policy and structure and serve as the foundation for advancing the United Nations Sustainable Development Goals (SDGs).



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

### Human Rights

**PRINCIPLE 1** Businesses should support and respect the protection of internationally proclaimed human rights; and

**PRINCIPLE 2** Make sure that they are not complicit in human rights abuses.

### Labour

**PRINCIPLE 3** Businesses uphold the freedom of association and the effective recognition of the right to collective bargaining;

**PRINCIPLE 4** The elimination of all forms of forced and compulsory labour;

**PRINCIPLE 5** The effective abolition of child labour; and

**PRINCIPLE 6** The elimination of discrimination in respect of employment and occupation.

### Environment

**PRINCIPLE 7** Businesses should support a precautionary approach to environmental challenges;

**PRINCIPLE 8** Undertake initiatives to promote greater environmental responsibility; and

**PRINCIPLE 9** Encourage the development and diffusion of environmentally friendly technologies.

### Anti-Corruption

**PRINCIPLE 10** Businesses should work against corruption in all its forms, including extortion and bribery.

# United Nations CEO Water Mandate

Signet joined the UN CEO Water Mandate in March 2021. Signet is a CEO Water Mandate endorsing company, demonstrating its ongoing commitment to the initiative and its six commitment areas. This report serves as our first Communication on Progress.

The Signet Love Inspires Foundation partnered with Splash International in 2022 in support of Splash's work to bring safe Water, Sanitation and Hygiene (WASH), as well as menstrual health solutions, to children in urban schools, starting with Addis Ababa and Bahir Dar, Ethiopia. Please see more details on page 18 of this report.

## SIX COMMITMENT AREAS OF WATER STEWARDSHIP

1. Direct Operations
2. Supply Chain & Watershed Management
3. Collective Action
4. Public Policy
5. Community Engagement
6. Transparency



# Governance

---

- 15** Board At-A-Glance
- 16** Board Oversight of Signet's ESG and Sustainability Programs

# Board At-A-Glance



Seated left to right, standing left to right

Member	Year Joined	Age	Gender	Ethnicity
<b>R. MARK GRAF</b> Director, Chair of the Finance Committee	2017	58	M	●
<b>EUGENIA ULASEWICZ</b> Director, Chair of the Corporate Citizenship & Sustainability Committee	2013	69	F	●
<b>ANDRÉ V. BRANCH</b> Director	2021	51	M	■
<b>NANCY A. REARDON</b> Director, chair of the Human Capital Management & Compensation Committee	2018	70	F	●
<b>HELEN McCLUSKEY</b> Director, Chair of the Governance & Technology Committee	2013	68	F	●
<b>ZACKERY A. HICKS</b> Director	2018	59	M	●
<b>DONTÁ L. WILSON</b> Director	2021	46	M	■
<b>H. TODD STITZER</b> Chairman	2012	71	M	●
<b>VIRGINIA C. DROSOS</b> CEO	2012	60	F	●
<b>BRIAN TILZER</b> Director	2017	52	M	●
<b>JONATHAN SEIFFER</b> Director	2019	51	M	●
<b>SHARON L. McCOLLAM</b> Director, chair of the Audit Committee	2018	60	F	●

● White ■ African American

The following charts summarize the tenure, age and self-identified gender and ethnic diversity of our Directors.

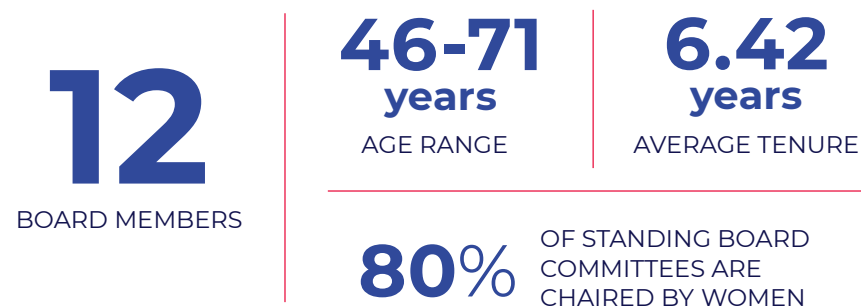
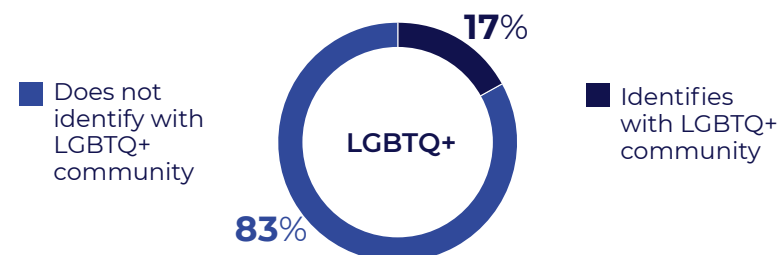


**58%** MEN  
**42%** WOMEN

\*None of our Directors identified as non-binary upon inquiry.



**83%** WHITE  
**17%** AFRICAN AMERICAN





# Board Oversight of Signet's ESG and Sustainability Programs

Signet's Board of Directors and Leadership Team have oversight and accountability for ESG initiatives and sustainability within the organization. Of the five Committees, four provide oversight of different facets of the Company's sustainability programs: Corporate Citizenship & Sustainability, Human Capital Management & Compensation, Audit and Governance & Technology.



Sapphire jewelry from Jared

## BOARD-LEVEL COMMITTEES

### CORPORATE CITIZENSHIP & SUSTAINABILITY COMMITTEE

Oversight responsibility regarding our corporate citizenship initiatives is embedded in the Corporate Citizenship & Sustainability Committee. The Committee reports to the full Board on the Company's ongoing ESG-related activities. The Committee provides oversight and strategic direction for our sustainability program including oversight of Signet's 2030 Corporate Sustainability Goals (CSGs) and its ESG reporting and disclosures. As part of this oversight, the Committee considers how the Company's CSG and ESG strategies align with the Company's overall business strategy and objectives of protecting and enhancing the reputation, brand image and external representation of the culture of the Company, and monitors external risks and developments, including climate change and developments in ESG frameworks and regulatory changes. The Committee will review disclosures regarding climate change in accordance with any new SEC rules.

### HUMAN CAPITAL MANAGEMENT & COMPENSATION COMMITTEE

The Human Capital Management & Compensation Committee provides oversight on overall management of human capital, which includes culture, diversity, equity and inclusion; executive compensation programs; benefits and well-being strategy; talent management (attraction, development and retention); performance management; and, in collaboration with the Governance & Technology Committee, succession planning.

The Corporate Citizenship & Sustainability Committee collaborates with the Human Capital Management & Compensation Committee in its oversight of diversity, equity and inclusion; team member engagement and team member experience practices.

### AUDIT COMMITTEE

The Audit Committee oversees the Company's financial reporting and audit, processes for risk management and the Company's systems of internal controls over financial reporting and disclosure controls and procedures. The Audit Committee provides oversight of the Company's SEC disclosures, including with respect to any climate data or risk disclosures that may be required by the SEC.

### GOVERNANCE & TECHNOLOGY COMMITTEE

The Governance & Technology Committee nominates Directors and provides oversight with respect to Board composition, implementation of the Company's Corporate Governance Guidelines and overall corporate governance, the Company's cybersecurity and data privacy risks and protocols, and technology matters relating to the Company as an OmniChannel enterprise.

### FINANCE COMMITTEE

The Finance Committee reviews and guides strategic direction and oversees and offers advice to the Board and management pertaining to risks, opportunities, policies, processes and progress regarding corporate financing or refinancing transactions and the Company's credit and finance program and portfolio, treasury and capital allocation strategies and programs, and mergers and acquisitions.



# Love for All People

---

- 18** Community Impact At-A-Glance
- 19** Corporate Giving Strategy
- 20** St. Jude Children's Research Hospital®
- 21** Signet Love Inspires Foundation
- 22** Select 2022 Signet Love Inspires Foundation Grantees
- 23** National Charitable Partnerships
- 24** Privacy and Data Security

# Community Impact At-A-Glance



**NEARLY**  
**\$97M**

Raised for St. Jude  
Children's Research  
Hospital® since 1999

**NEARLY**  
**\$8.2M**

Raised for St. Jude  
Children's Research  
Hospital® in 2022



**MORE THAN**  
**C\$2.3M**

Raised for Canada's  
Children's Hospital  
Foundations (CCHF)  
since 2017

**C\$534K**

Raised for Canada's  
Children's Hospital  
Foundations (CCHF)  
in 2022



*Tiya, Canada's Children's Hospitals Foundations' Patient Representative*



The Signet Love Inspires Foundation is pleased to share it partnered with Splash International in 2022 in support of Splash's work to bring safe Water, Sanitation and Hygiene (WASH) and menstrual health solutions to children in urban schools, starting with Addis Ababa, and Bahir Dar, Ethiopia. Splash makes efforts to advance children's health and well-being within a challenging context including political instability, unparalleled inflation rates in Ethiopia and global supply chain issues.

The Foundation's support has helped Splash and its partners achieve the following:

**Splash reached 399 individual schools** providing water filtration systems, improved water storage and Splash handwashing and drinking stations for 504,495 children, teachers and other school staff in Addis Ababa, Ethiopia.

**Splash launched Project WISE (WASH-in-Schools for Everyone) in a second city.** WASH implementation work has been completed at 16 sites, ensuring clean water and child-friendly handwashing and drinking stations for 37,672 children in Bahir Dar, Ethiopia.



The Signet Team Member Relief Fund provides assistance, in the form of grants, to eligible Signet team members who have encountered a financial or other hardship for reasons beyond their control.

**More than \$323,000 was given to 246 Signet team members through the Fund.**



The Signet Love Inspires Foundation donated \$1 million to the American Red Cross to provide humanitarian aid in response to the Ukraine crisis.



Signet's corporate philanthropy programs, including the Signet Love Inspires Foundation, are by calendar year not fiscal year.

# Corporate Giving Strategy

Philanthropy is an avenue that Signet uses to address some of the toughest challenges in our communities. Our commitment to serving the communities where we operate goes back to 1988 in Akron, Ohio, when our first team member giving programs were organized and our first corporate donation was made. We draw on our Company's strengths, including our team members, our global reach and the scale of the philanthropic organizations we support to deliver an even greater impact.

## New This Year: Signet's In-Kind Donation Program

Signet's In-Kind Donations Program is a stand-alone program. The purpose of the Signet In-Kind Donations Program is to recognize the importance and value of local, charitable non-profit organizations and support their work in the communities where we live and work. An in-kind gift such as a pair of earrings, necklace, bracelet or watch, is a donation that does not consist of donating cash directly to an organization. Charities may utilize in-kind donations in fundraising activities (e.g., auctions, raffles). Signet tested this program in 2022 and is exploring additional opportunities to use our merchandise to support communities.



Monique Lhuillier  
collection from KAY

## SIGNET LEADERSHIP NON-PROFIT BOARD MEMBERS

Our leaders widely serve in the communities where they live and work, and below are a few examples.

- ◆ **Virginia C. Drosos**, Chief Executive Officer, serves on the Akron Children's Hospital Board of Directors.
- ◆ **Bethany Spain**, VP Associate General Counsel, serves on the Akron Children's Hospital Foundation Board of Directors.
- ◆ **Howard Melnick**, Chief Information Officer, serves on the Board of Directors of United Way of Summit and Medina.
- ◆ **Stacey Johnson-Williams**, Managing Director, Peoples Jewellers, and SVP, Merchandise Planning and Inventory, Kay Jewelers serves on the Board of Directors of The Family Place in the Dallas Metroplex.
- ◆ **Danielle Tasson**, Director Learning and Performance Improvement serves on the Board of ACCESS, a homeless shelter for women and children in Akron, OH.



## Signet Love Inspires Foundation

The Signet Love Inspires Foundation was established in 2021 as a 501(c)(3) non-profit organization with the aim of providing grants to non-profit organizations supporting social activism and underserved women and children. Additionally, the Foundation provides matching gifts to qualifying non-profit organizations our team members support.



## Cause Marketing

We keep our philanthropic commitment strong by supporting non-profit organizations that join us in our Purpose of **Inspiring Love** throughout the communities where we live and work. This includes the US, Canada, the UK and Ireland. Our giving programs throughout our stores provide team members and customers opportunities to engage and create deeper connections.



## Signet Team Member Relief Fund

The Signet Team Member Relief Fund provides assistance, in the form of grants, to eligible Signet team members who have encountered a financial or other hardship for reasons beyond their control.



# Love for All People — Signet Raises Record Amount for St. Jude Children's Research Hospital®

## Signet Jewelers is proud of our long-term corporate partnership with St. Jude Children's Research Hospital®

We are pleased to share that we raised a record of nearly **\$8.2 million** through our 2022 fundraising campaign for St. Jude Children's Research Hospital®. Thanks to our customers and team members, we raised record funds through our annual plush sales, Give at the Register campaign, St. Jude Memphis Marathon® weekend participation and personal donations from our team members. With this nearly \$8.2 million raised in 2022, we've increased our 24-year grand total to nearly \$97 million. In addition, we completed our \$50 million commitment for the Kay Research and Care Center ahead of schedule.



Maelin-Kate, St. Jude Children's Research Hospital® Patient Representative

## Quick Facts About Our Partnership

The funds provided by Signet Jewelers over the last 24 years have contributed toward:

### Kay Research and Care Center

The Kay Research and Care Center ushers in a new era of research, education, collaboration, care and treatment for the kids at St. Jude Children's Research Hospital®. Signet Jewelers completed our financial commitment of \$50 million in 2023 to build the six-story tower in the heart of the St. Jude campus.

### St. Jude Children's Research Hospital® — Washington University Pediatric Cancer Genome Project

Signet Jewelers raised \$20 million as lead sponsor of the Pediatric Cancer Genome Project.

### Kay Kafe

Signet raised \$16 million to remodel and expand the St. Jude Children's Research Hospital® cafeteria facility. In keeping with founder Danny Thomas' vision, this cafeteria is a place where patients, families, physicians and scientists gather at mealtime under one roof, as one family.



### Second Floor In-Patient Care Center

Signet raised \$5 million to renovate the entire second floor of the hospital, completed in 2005, and its continued upgrade.

### Patient Registration Area

Signet raised \$500,000 to renovate the patient registration area. It is the first place patients come when they are admitted to St. Jude Children's Research Hospital®. The area serves more than 230 patients per day and more than 5,000 per year.

### Solid Tumor Clinic

Signet raised \$1.5 million to support the renovation and operation of the Solid Tumor Clinic, or "D" Clinic, that is located on the first floor of the hospital. The clinic serves and treats patients with solid tumors in the brain, kidneys, bones and the central nervous system.

# Signet Love Inspires Foundation

Through support for underserved women and children and social change advocacy, the Foundation strives to enable the world to rotate more on an axis of love. The Foundation integrates and focuses Signet's philanthropic efforts to maximize our impact around the world.

In 2021, we launched the Signet Love Inspires Foundation. Building on our decades-long legacy of corporate philanthropy, this corporate-based giving entity integrates our focus on philanthropic efforts in ways that maximize our impact.

The Foundation, through its approved grants, supports 501(c)(3) non-profit charitable organizations in the US that support underserved women and children and social change advocacy. The Foundation also provides matching gifts for Signet US team members who make personal contributions to qualifying non-profit organizations that meet established criteria and for Signet's commitment to community impact programs. By stepping up, speaking out and focusing on our advocacy and strategies, we bring our corporate Purpose to life in ways that help provide a better, more equitable life for those in our communities — locally and globally.

The Signet Love Inspires Foundation provides grants to many non-profit organizations with programming that best supports the Foundation's mission, program areas and selected Sustainable Development Goals. Please see select list on the next page.



## MISSION AND PROGRAM AREAS

The Signet Love Inspires Foundation provides funding for non-profit organizations that join us in our Purpose to create an equitable and sustainable world, with a focus on underserved women and children and social change advocacy. We continue to look for more ways to champion love, assist the underserved and care for those most in need.

## Alignment with the UN Sustainable Development Goals

The SDGs guide our giving decisions and actions.



**GOAL 3.** Ensure healthy lives and promote well-being for all at all ages



**GOAL 4.** Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all



**GOAL 5.** Achieve gender equality and empower all people who identify as women and girls



**GOAL 10.** Reduce inequality within and among countries



# Select 2022 Signet Love Inspires Foundation Grantees

## American Heart Association



American  
Heart  
Association.

Providing support for the "Health Should NOT Depend on Wealth Advocacy Campaign" — focused on maternal health of underserved women and children and ensuring access to healthcare for postpartum mothers. The Foundation's support has helped the American Heart Association's advocacy team convince the District of Columbia and 26 states, including Ohio, to extend their postpartum Medicaid coverage to a full year.

## American Red Cross



American  
Red Cross

Providing support for fire safety education and free smoke alarms to at-risk communities in northern Ohio. The Red Cross of Northern Ohio and its partners, through community preparedness education, helped to make over 3,200 homes in the Northern Ohio region safer and helped install more than 8,300 smoke alarms. Providing support for Hurricane Ian disaster relief efforts in Florida. The Red Cross and its partners helped serve more than 36,500 households with relief supplies, providing more than 1.73 million meals and snacks.

## CASA Board Volunteer Association Inc.



CASA  
Court Appointed Special Advocates  
FOR CHILDREN

Supporting Court Appointed Special Advocates (CASA) in their advocacy for 257 abused and neglected girls. CASA is providing Sweet Case kits (duffle bags) for girls who are being removed from their homes due to mistreatment.

## Girls on the run Northeast Ohio



Supporting physical activity-based, positive youth development programming for girls, including low-income girls, girls of color or those with cognitive, sensory and physical disabilities. Provided 72 pairs of shoes, plus 20 hygiene kits to girls who needed them. The Foundation's support has helped Girls on the run teams complete 42 community service projects.

## The LGBT Community Center of Greater Cleveland



Supporting the expansion of core programming and giving the Center's experts flexibility to route funding toward emerging issues as needed for underserved women and children. The Foundation's support has helped the Center reach 282 participants via in-person and virtual programming.

## The Thea Bowman Center



Thea Bowman Center

Providing support for the DreamSTEM initiative, formed by the NeoSTEM Ecosystem, geared to raise individual and community awareness of the many STEM (Science, Technology, Engineering and Math) careers available and to develop accessible pathways to them for underserved women and children. With the Foundation's support, the Center provided STEM Exploration days out of Cleveland Recreation Centers serving over 270 students, families and seniors. In addition to STEM learning stations, participants were provided STEM kits, and STEM maker books, and all were served a hot meal.

## Unite for HER



Providing support for critical access to integrative therapies to those diagnosed with breast and ovarian cancer in underrepresented communities. The Foundation helped support 22 metastatic women with ongoing support through the HER's Metastatic Wellness Program and 102 women newly diagnosed with breast cancer. The Foundation's support of this program that prioritizes underserved communities, has made a dramatic impact on the reach to patients and their families by establishing services in 3 new locations, and accelerating HER's goals by enrolling 124 patients earmarked for the Signet grant in HER's National Program.

## GOVERNANCE

### Board of Directors

- ◆ Virginia C. Drosos
- ◆ Joan Hilson
- ◆ Stash Ptak
- ◆ Colleen Rooney

### Officers

- ◆ David Bouffard, President
- ◆ Vincent Ciccolini, Treasurer
- ◆ Stash Ptak, Secretary

### Grant Review Committee (Calendar Year 2022)

- ◆ Shanon Sallis
- ◆ Misty Thrash
- ◆ David Johnston
- ◆ Jeremy Hale
- ◆ Towanda Mullins
- ◆ Jill Pirollo
- ◆ Teri Robson
- ◆ Ebony Yeboah-Amankwah
- ◆ Jaime Colon
- ◆ Autumn Nyahay
- ◆ Danielle Price
- ◆ Maureen Klosterman

### Community Impact Coordinator

- ◆ Paula Stanley

Grant Review Committee members will serve under an annual-rotation basis to achieve a refreshment of cross-functional team members. In 2022, the Foundation increased the number of Grant Review Committee members to 12, ensuring diverse perspectives are brought to the decision-making process.

# National Charitable Partnerships

We maintain national charitable partnerships in each of the countries in which we have retail stores and support them through annual team member and consumer giving campaigns across our banners throughout the year.



**PARTNER SINCE 1999**



**PARTNER SINCE 2017**



**PARTNER SINCE 2014**



**PARTNER SINCE 2014**

WHERE	United States	Canada	United Kingdom	Ireland
WHAT THEY DO	St. Jude Children's Research Hospital® is leading the way the world understands, treats and defeats childhood cancer and other life-threatening diseases. Families never receive a bill from St. Jude for treatment, travel, housing or food so they can focus on helping their child live. Treatments invented at St. Jude have helped push the overall childhood cancer survival rate from 20% to more than 80% since it opened in 1962. And they won't stop until no child dies from cancer.	Raise funds on behalf of Canada's Children's Hospital Foundations (CCHF) for the highest priority needs of each hospital, including research.	When cancer strikes young lives, Young Lives vs Cancer helps families limit the damage it causes beyond their health.	Barretstown provides residential camps and programs for children and their families affected by cancer and serious illness. They offer a range of adventurous, fun and challenging activities, which are supported behind the scenes by 24-hour on-site medical and nursing care. The range of camps are offered to all family members living with a serious illness to include Family Camps and Brothers and Sisters Camp. Summer camps are tailor-made to different age groups including Summer Children's and Teen Camp.
WHOM THEY SERVE	<b>8,600 patients annually</b>	<b>More than 1,800,000 patient visits annually</b>	<b>Children and young people under 25 with cancer and their families</b>	<b>Children and families living with a serious illness</b>
WHAT SIGNET DOES	<ul style="list-style-type: none"> <li>◆ 24-year partnership</li> <li>◆ Annual plush campaign at KAY and Jared</li> <li>◆ Year-long give-at-the-register at US banners</li> <li>◆ Team member payroll deductions</li> <li>◆ Give at eCommerce checkout</li> </ul>	<ul style="list-style-type: none"> <li>◆ Raise funds from give-at-the-register and plush campaigns at Peoples Jewellers and Mappins Jewellers stores</li> <li>◆ Team member donations</li> <li>◆ Corporate donations</li> <li>◆ Give at eCommerce checkout</li> </ul>	<ul style="list-style-type: none"> <li>◆ Plush toy sales at H.Samuel, Ernest Jones, both online and in stores</li> <li>◆ 90 Day Challenge from May to July each year</li> </ul>	<ul style="list-style-type: none"> <li>◆ Staff fundraising activities</li> </ul>
CALENDAR YEAR 2022 IMPACT	Nearly <b>\$8.2M</b> raised	<b>C\$534K</b> raised	<b>£152,664</b> raised	<b>£2,091</b> raised
CUMULATIVE IMPACT	Nearly <b>\$97M</b> raised	More than <b>C\$2.3M</b> raised	More than <b>£1.4M</b> raised	<b>£61,800</b> raised



# Privacy and Data Security

Privacy and data security are monitored at the highest levels of our Company; our Board of Directors is actively engaged in oversight of cybersecurity — a responsibility included in the charter of our Governance & Technology Committee, which oversees the Company's cybersecurity and data privacy risks and protocols. Additionally, our Board is kept informed on cybersecurity and privacy via quarterly reporting, regular reports to the Governance and Technology Committee and full Board discussions throughout the year.

Howard Melnick, our Chief Information Officer, and Scott Lancaster, our Senior Vice President, Chief Information Security & Privacy Officer, oversee Signet's information risk and compliance, enterprise data security, customer data privacy, enterprise IT risk management, global information security, internal cyber investigations and cyber crisis response management. Our Senior Vice President, Chief Information Security & Privacy Officer works closely with our internal data stewardship committee, including our IT Risk Management team, to ensure we take a holistic approach to caring for customer, team member and financial data.

## Signet's data stewardship focuses on three primary areas:

### Personalization and Privacy

As a retailer, we use data to drive demand via targeted marketing, develop merchandise insights and strategies and provide customer insights to drive business objectives across our Company. We safeguard this data by monitoring and complying with all privacy laws. Signet commits to collecting personal data only with

We value our customers and team members and the data they entrust to us and treat their information and other financial data with care and respect.



the customers' consent. Because the Company offers numerous credit and financing options for purchases, as well as a rewards program, we commit to respecting the integrity of our customers' data through policies to keep the customers' data correct and complete.

### Oversight and Enablement

Our Security Center continuously and proactively monitors our network and application landscape for threats and anomalies. We have established processes for sharing data and performing third-party risk assessment, and we have disaster recovery planning and testing procedures in place.

### Security

Signet team members are stewards of Company data, and it's essential that we educate them on how to keep data safe. Signet requires all team members to complete a privacy, security and confidentiality training and awareness program entitled Information Security and Privacy Awareness Training. The training module is designed to shape team members' perceptions about information protection in ways that create a responsible, compliance-minded workforce that is knowledgeable about privacy and information security policies. To ensure we reach all team members, this training also is a part of the new-hire orientation process and is available on the Company's intranet. Participation is captured and tracked annually. The Signet cybersecurity team manages a longstanding phishing testing program to mitigate against increased phishing scams. A new phishing test is launched at least ten times a fiscal year, and the IT team tracks click rates of all team members. Remediation is provided for team members that do not pass the phishing test.



# Love for Our Team

---

- 26** People At-A-Glance
- 27** Team Member Experience
- 28** Diversity, Equity & Inclusion
- 30** Business Resource Groups
- 31** Signet Team Member Retail  
Store Onboarding Experience
- 32** Brilliant University and  
Leadership Development

# People At-A-Glance



## 29,660

GLOBAL TEAM  
MEMBERS

## \$15

PER HOUR  
MINIMUM WAGE IN  
US OPERATIONS

Eligible retail and distribution center team members receive commission and bonuses on top of base pay.

IN RESPONSE TO THE FISCAL 2023 GREAT PLACE TO WORK® TRUST INDEX™ SURVEY, OUR TEAM MEMBERS RESPONDED POSITIVELY TO STATEMENTS ABOUT OUR COMPANY, INCLUDING:



## 87%

**AGREED THAT**

"When you join the company, you are made to feel welcome."

## 85%

**AGREED THAT**

"When I look at what we accomplish, I feel a sense of pride."

## 2

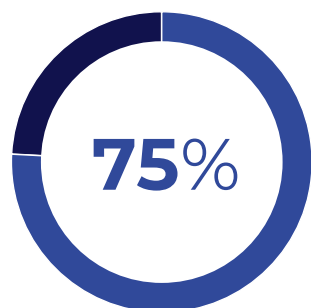
**THE LOUPE**

FIELD AND SUPPORT CENTER  
MANAGEMENT LEADERSHIP CONFERENCES

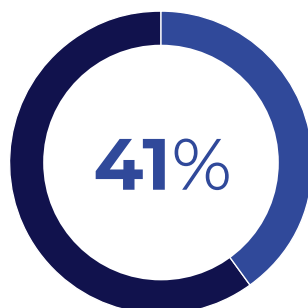
## WOMEN IN LEADERSHIP\*

**FISCAL 2023**

As of January 28, 2023



OF STORE ASSISTANT  
MANAGERS AND ABOVE



OF VICE PRESIDENTS  
AND ABOVE

\*North America, excludes Blue Nile.

## TEAM MEMBER EMPOWERMENT

## 3,448

TEAM MEMBERS BELONG TO A  
BUSINESS RESOURCE GROUP

## 650,000

HOURS OF VIRTUAL TRAINING  
LOGGED BY TEAM MEMBERS

## 8

ACTIVE BUSINESS  
RESOURCE GROUPS

- ◆ Asian Pacific Employee Network
- ◆ Black Employee Network
- ◆ Diamante (Hispanic and Latino)
- ◆ Signet Pride (LGBTQ+)
- ◆ Transforming Inclusivity Diversity Equality (TIDE)
- ◆ Veterans
- ◆ Women's
- ◆ Young Professionals

# Team Member Experience

At Signet, we strive to deliver team member experiences that grow high-functioning teams, while inviting our team members to bring their best selves to work. We start by introducing team members to our Company Purpose of **Inspiring Love**. Then we immerse them in our culture, which is centered on being a unified company with a shared commitment to our workplace, business strategy and Purpose. We believe — both in spirit and in action — that our team members are our most valuable asset. We help them thrive in their careers so they can continually deliver an extraordinary experience to our customers and build relationships that last a lifetime.

## Team Member Engagement

Engaged team members live at the heart of Signet's success. Through our team member engagement initiatives, our people feel connected and empowered to lead with confidence.

- ◆ Signet's quarterly check-in program is crucial to team member experience and communicating expectations and strategic goals. Check-ins provide an opportunity for critical connections between managers and team members, as both can listen and receive feedback.
- ◆ Celebrate YOU!, our reimagined service anniversary program is exciting, celebratory and impactful to mark special team member milestones. This "People First" program is personalized to the team member, enhances the recognition experience by providing leaders with better insight into their team member's anniversary dates to promote celebration and appreciation, and rewards those at the heart of our business — our people.
- ◆ Throughout the year, Support Center team members are recognized personally, on a quarterly basis, by our CEO's distinguished Most Valuable Player and Most Valuable Team awards. Additionally, hundreds of our field team members seek the annual "Signet's Best" Incentive Trip award each year — an opportunity to travel globally and realize in-person C-suite recognition for their top sales.
- ◆ We engage our teams daily through an integrated suite of communication tools and events including in-person and virtual town halls, in-person events, training and SIGnet, our Company intranet.

## Benefits

We continue to invest in our team members, our greatest asset. Having a fair base wage is central to our compelling reasons to join Signet. We fully implemented a \$15 per hour minimum wage for team members in our retail stores and distribution centers in the US in the fall of Fiscal 2022. In addition, eligible retail team members and distribution center team members receive commission and bonuses on top of base pay. We offer a competitive benefits package for eligible team members. All parents, regardless of gender identity, are eligible for parental leave benefits. Team members may add same-sex domestic partners/spouses to our health insurance benefits. Signet provides transgender benefits in line with insurance program best practices.

### A TEAM MEMBER EXPERIENCE THAT INSPIRES LOVE

#### At Signet, you are:

- ♥ Invited to be your best self
- ♥ Introduced to ideas that grow your passion — not just your job
- ♥ Inspired to inspire more love in the world



Signet team members attending a town hall in Akron, Ohio



Signet team members attending a town hall in Dallas, Texas



# Diversity, Equity & Inclusion

At Signet, our approach to Diversity, Equity & Inclusion starts with our core value of “People First.” We’re committed to creating a truly inclusive, innovative and collaborative company culture. We value building a diverse workforce, embracing different perspectives and fostering an inclusive, empowering work environment for our team members and customers.

## Be Yourself

We are proud to honor and value all our team members and their identities. Signet has enhanced our self-identification program to select gender and pronoun options that best represent their identities. Our gender-inclusive identification options encourage everyone to bring their whole selves to work.



**Reggie Johnson**  
Chief Diversity  
Officer and Sr. Vice  
President, Field  
Human Resources

To foster a continual awareness of diversity, equity and inclusion, we require team members to participate in annual training on topics such as unconscious bias and microaggressions.



## Great Place to Work® Trust Index® Survey

In response to the Fiscal 2023 Great Place to Work® Trust Index™ Survey, our team members responded positively to statements regarding fair treatment in our Company, including:

**92%**

### AGREED THAT

“People here are treated fairly regardless of their sexual orientation.”

**89%**

### AGREED THAT

“People here are treated fairly regardless of their race.”

**87%**

### AGREED THAT

“People here are treated fairly regardless of their gender.”

## FY23 TRAINING SESSIONS TO BUILD AN INCLUSIVE CULTURE

- ♥ Encourage Authenticity as a Manager
- ♥ How to Be an Ally in Preventing Discrimination
- ♥ Overcome Personal Bias Around Disability
- ♥ Put Your Culture Intelligence Quotient (CQ) into Action
- ♥ Simple Actions to Support LGBTQ Inclusion

*Bridal diamond  
collection from Zales*

## Women in Retail Leadership Supports Brilliant Leaders

Signet leaders were proud to represent Signet at the Women in Retail Leadership (WIRL) Summit in Phoenix, Arizona. This annual three-day summit gives attendees access to powerful presentations and keynotes from retail leaders and other inspirational speakers. Women leaders discuss industry issues, find inspiration on how to be a great leader, learn the latest and greatest retail technologies and explore how to conquer challenges in both their personal and professional lives.

We are proud to be a Women in Retail Leadership Circle corporate partner, enabling us to foster brilliant leaders at every level across Signet.

Mary Liz Finn, Kecia Caffie and Amy Robinson participated in a panel discussing Signet's inspiring transformational leadership and unique culture that continues to earn certification from Great Place to Work® and inclusion on the Bloomberg Gender-Equality Index.

### SIGNET SPEAKERS

**Mary Liz Finn**, Chief People Officer

**Kecia Caffie**, President, Zales

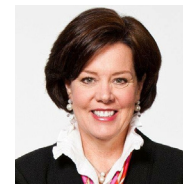
**Amy Robinson**, President,  
Banter by Piercing Pagoda

**Shannon Sallis**, Divisional Vice  
President, Zales



*Signet leaders attending the Women in Retail Leadership Summit*

Attendees who stopped by Signet's booths were encouraged to have their jewelry cleaned and inspected as well as rent our jewelry for professional headshots. Signet also had jewelry available for purchase and offered free ear piercings. All WIRL Summit speakers were also invited to dazzle themselves in Signet jewelry before hitting the stage.



**Mary Liz Finn**  
Chief People Officer

**Signet is proud to announce Mary Liz Finn joined the Women in Retail Leadership Circle Advisory Board in Spring 2023.**

## Signet Continues Partnership with Clark Atlanta University



*Signet CEO, Gina Drosos, presents scholarships to Clark Atlanta University students*

Signet further developed its partnership with Clark Atlanta University (CAU) — the first Historically Black College or University (HBCU) in the southern United States. Signet provides scholarships, internships and job opportunities to deserving students who are interested in career opportunities in the jewelry industry. It's one of our steps toward building a diverse pipeline of talent and helping underrepresented communities thrive — commitments spelled out in our Company's 2030 Corporate Sustainability Goals.

Gina Drosos, Signet CEO, spoke with students, faculty and staff at CAU. Gina shared information about Signet and shared tips that can help lead the students to future success in business and industry.

This partnership with CAU is Signet's latest step in building a diverse pipeline of talent from HBCUs and Hispanic-serving institutions.

# Business Resource Groups

## Signet Has Eight BRGs!

### Asian Pacific Employee Network



**Mission Statement:** To facilitate and empower our Pan-Asian and Pacific Islander communities and allies through structured mentorships, international sponsorship, professional programming and cultural celebrations.

### Black Employee Network



**Mission Statement:** To create a formal network for Black employees, change agents and allies — who together will provide strategic insights that build a more inclusive environment within Signet and use a collective voice to affect positive change internally within Signet and externally in the communities where they work and live.

### Diamante (Hispanic and Latino)



**Mission Statement:** Our mission is to promote Hispanic and Latino cultural awareness. We strive to build a workplace community that attracts, develops and empowers Hispanic and Latino team members, and their allies, through promoting leadership and business growth.

### Signet Pride (LGBTQ+)



**Mission Statement:** We envision a renowned culture where policies, visual imagery, words and behaviors reflect our passion for celebrating all lives and all expressions of love.

### Transforming Inclusivity Diversity Equality (TIDE)



**Mission Statement:** A collaborative network of Signet team members committed to transform our organization by engaging team members to come together to celebrate both our differences and similarities, while building and developing equitable partnerships.

### Veterans **VETERANS★BRG**

**Mission Statement:** To attract and hire active and Veteran military members and their family members while also honoring them and providing support for them in our communities.



Veteran's BRG Donation Drive for Valor House

### Women's



**Mission Statement:** We are committed to the empowerment of Signet team members through intentional networking, knowledge sharing and leadership development for any person who is advocating for equitable practices for all people who identify as women and gender non-conforming communities.

### Young Professionals



**Mission Statement:** We empower team members to be leaders at all levels, foster a work environment to ideate creative concepts and transform our workplace culture and community.

**Signet's BRGs hosted a series of events throughout the year to enhance education and strengthen a sense of belonging among all team members. A sampling of these events included:**

**Veterans BRG:**  
Donation Drive  
for Valor House

**Young Professionals:**  
LevelUp  
Networking Series

**APEN:**  
Diwali Casino Night

**Diamante:**  
Code Switching Forum

**Signet PRIDE:**  
Pronoun Workshop



# Signet Team Member Retail Store Onboarding Experience

- ◆ Team members are immersed in Signet's Purpose, culture and values
- ◆ 40 hours of training before engaging in customer sales
- ◆ Part virtual instructor-led, part independent study
- ◆ Topics include Signet Core Values and Purpose, foundational product knowledge and Customer First training programs



*Signet team member helps customer create a custom jewelry piece*



**Bill Luth,**  
EVP Global Store  
Operations, Design  
and Service Centers  
and Customer  
Connection Center

Signet's team member onboarding experience empowers new retail team members with both Company knowledge and jewelry knowledge to provide a truly elevated customer experience. The program has significantly improved our new team member retention rates and is now an important aspect of our team member experience.



# Brilliant University and Leadership Development

In Fiscal 2023, Signet continued to invest in our learning platform, Brilliant University, to support team member training, leadership development and education. The platform gives team members access to training modules from their very first day of employment. Investments in our people, such as training, allows us to efficiently provide them with new skills and experiences regarding Signet values, leadership traits and jewelry knowledge.



## Signet's Seven Leadership Traits

Our learning experience is guided by Signet's seven leadership traits, which are foundational to the success of each leader at Signet, regardless of job title. We believe in "leadership at every level," and Brilliant University provides education and training for team members to learn more about what each trait looks like at different levels in the organization.

### 1 Vision and Purpose

- ◆ Craft an inspired vision for a clear path forward

### 2 Critical Thinking

- ◆ See the challenges, consider all possibilities

### 3 Customer Obsession

- ◆ It starts and ends with our customer, period

### 4 Employee Experience

- ◆ Create a vibrant culture of collaboration and engagement

### 5 Diversity, Equity & Inclusion

- ◆ Embrace our differences, celebrate our uniqueness

### 6 Innovative Action

- ◆ Iterative ideas drive progress, acting out our ideas drives success

### 7 Performance Excellence

- ◆ Motivated, accountable and professional — the MAP for greatness



# Love for Our Planet and Products

---

- 34** Responsible Sourcing
- 35** Continued Commitment to Responsibly Sourced Precious Minerals and Metals
- 36** Human Rights Due Diligence
- 37** Signet Responsible Sourcing Protocol
- 40** We Support the UN Global Compact / Signet's Responsible Sourcing Outreach Spans the Globe
- 41** Industry Leadership
- 42** Transparency About Our Top Suppliers
- 44** Circular Economy

# Responsible Sourcing

As the world's largest retailer of diamond jewelry, we have an unequal commitment and responsibility to ensure consumer confidence across our entire supply chain — standing behind everything we source and sell. We can only fulfill our mission to help customers celebrate life and express love if our customers trust us to provide fine jewelry sourced and produced with integrity. That is why we have developed a rigorous and collaborative approach — something we call The Signet Promise — based on our Four-Layered Consumer Confidence Approach. It holds our global suppliers to high ethical standards and prioritizes respect for human rights. In turn, we provide consumer confidence and continuously improve the integrity of our global diamond supply chain through our four-layered system of checks and balances.

## INDUSTRY ACRONYMS

<b>KP</b>	Kimberley Process
<b>RJC</b>	Responsible Jewellery Council
<b>WDC</b>	World Diamond Council
<b>SoW</b>	System of Warranties
<b>SRSP</b>	Signet Responsible Sourcing Protocol
<b>DRSP</b>	Diamond Responsible Sourcing Protocol
<b>LGD</b>	Laboratory Grown Diamond

*Diamond Earrings  
from Kay*



## THE SIGNET PROMISE

### OUR FOUR-LAYERED CONSUMER CONFIDENCE APPROACH

THE  
**SIGNET**  
PROMISE

- 1 Signet created the award-winning, open-source Signet Responsible Sourcing Protocol (SRSP) in 2012. Mandatory for all Signet suppliers, this audited protocol incorporates best-in-class principles that build on existing industry standards, including the Kimberley Process (KP), the World Diamond Council (WDC) System of Warranties (SoW), the UN Guiding Principles on Business and Human Rights, and the Organisation for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains.
- 2 Signet became a founding member of the Responsible Jewellery Council (RJC) in 2005. The RJC is the world's leading standard-setting organization for the jewelry and watch industry. Today, Signet remains a participant in its SDG Taskforce and numerous committees, actively ensuring adherence to globally responsible business practices that include human rights, labor practices, environment and anti-corruption. Signet's Vice President of Corporate Affairs is the Chair of RJC's board of directors, serving the second year of his elected three-year term. Please see the text box on page 40 for a full list of Signet's participation and leadership on RJC committees.
- 3 Signet is an active member of the World Diamond Council (WDC), a non-profit trade association established in 2000 to combine efforts in the global diamond industry to support the Kimberley Process (KP) in preventing conflict diamonds from entering the legitimate diamond trade. We audit the implementation of the WDC's System of Warranties (SoW), which extends the effectiveness of the KP beyond the export and import of rough diamonds to include polished diamonds we sell.
- 4 Signet adheres to the Kimberley Process (KP), an international certification program that regulates trade in rough diamonds. The process is designed to prevent the flow of conflict diamonds, while helping to protect the legitimate trade in rough diamonds. We urge everyone with a stake in our industry to continue with, or join us in, the pursuit of integrity, transparency and accountability. In that spirit, we encourage others in our industry to leverage our Signet Responsible Sourcing Protocol to prioritize human rights through the entire global jewelry supply chain and to actively engage with the KP, the WDC and the RJC.

# Continued Commitment to Responsibly Sourced Precious Minerals and Metals

Signet has a well-established history of leadership in ongoing efforts to ensure responsible sourcing of conflict-free precious metals, diamonds and gemstones.

Conflict-free means that these resources are acquired in a manner that is respectful of human rights. We continue to be the only jewelry company that has submitted an independently audited annual Conflict Mineral Report (CMR) since 2014 (for calendar year 2013) to the US Securities and Exchange Commission (SEC) under the provisions of the Dodd-Frank Act.\*

Signet continues to support legislation and processes that strengthen transparency and integrity in the trade of conflict-free minerals. For example, Signet works through the World Diamond Council to support the Kimberley Process Certification Scheme (KPCS). This joint government, industry and civil society initiative has successfully stemmed the flow of conflict diamonds used by rebel movements to finance wars against legitimate governments.

**OVER**  
**98%\*** OF GOLD SOURCED  
IS REPORTED AS  
CONFLICT-FREE

\*The CMR report is based on calendar year as per SEC requirements. Signet filed its calendar year 2022 CMR report in May 2023.

Signet has incorporated the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas into our supplier policy and management.



## FIVE-STEP RISK-BASED DUE DILIGENCE

- 1** Establish strong company management systems
- 2** Identify and assess risks in the supply chain
- 3** Design and implement a strategy to respond to identified risks
- 4** Support independent third-party audit of the refiner's due diligence.
- 5** Report annually on supply chain due diligence

# Human Rights Due Diligence

## PROACTIVELY ADDRESSING WORLD EVENTS AND IMPLEMENTING POLICY CHANGES QUICKLY



Respect for human rights is foundational to Signet's supply chain due diligence approach. In 2011, Signet was named to the Organisation for Economic Cooperative Development (OECD) Conflict Minerals Multi-stakeholder Working Group. Signet's Responsible Sourcing Protocol (SRSP) has been aligned with the UN Guiding Principles on Business and Human Rights since 2011. The Company, accordingly, has led hundreds of suppliers in implementing the UN Guiding Principles for more than a decade, aligning with OECD Due Diligence Guidance since 2016. Building on our robust and responsible sourcing leadership, we proudly announced our commitment to the United Nations Global Compact, the world's largest sustainability initiative, in 2021.

**Signet has a track record of working with our suppliers to ensure our supply chain addresses human rights risks.**

### Russia

On March 16, 2022, Signet communicated to its suppliers that the Company had suspended all business interactions with Russian-owned entities as a result of the February 24, 2022, invasion of Ukraine — preceding US sanctions. Subsequently, Signet sent its initial communication to suppliers, announcing an end to all purchases of precious metals and diamonds originating from Russia since the start of the invasion. Previously, Signet had a long-term business relationship with Russian diamond miner ALROSA. Subsequently the US Treasury extended further sanctions against ALROSA in early April 2022.

At the time this report was published, those sanctions remained in place. Signet will continue to:

1. Clearly communicate to suppliers regarding our expectations of identifying diamonds, precious gemstones and precious metals originating from Russia in their inventory.
2. Independently audit suppliers as needed regarding their compliance with Signet's policy.

### Myanmar

In 2017, Signet proactively reinstated a ban on rubies originating from Myanmar (formerly Burma), due to reports of human rights violations in the country. In 2018, Signet went a step further after media reports of human rights violations concerning the Rohingya people in Myanmar and the report from a fact-finding mission of the United Nations Human Rights Council. As a result, Signet gemstone suppliers were contacted and asked to provide more details and due diligence on their supply chains to determine if, in addition to rubies, any other gemstones might originate from Myanmar. Once Signet was provided with the information, it worked with suppliers to ensure that no materials originating from Myanmar were present in their inventories or supplied to Signet.

### Bans Remain in Place until Human Rights Issues Are Resolved

The return to sourcing from any country cited for human rights violations would only occur once there is adequate substantiation that human rights violations in the country have been resolved, and Signet is confident that sourcing protocols fall in line with the Company's responsible sourcing policy. To make this determination, Signet's Legal Counsel will evaluate public statements from the following government and non-governmental organizations:

- ◆ United Nations High Commission on Human Rights
- ◆ United States Department of State
- ◆ Foreign and Commonwealth Office of the United Kingdom
- ◆ Human Rights Watch
- ◆ Amnesty International
- ◆ Global Witness



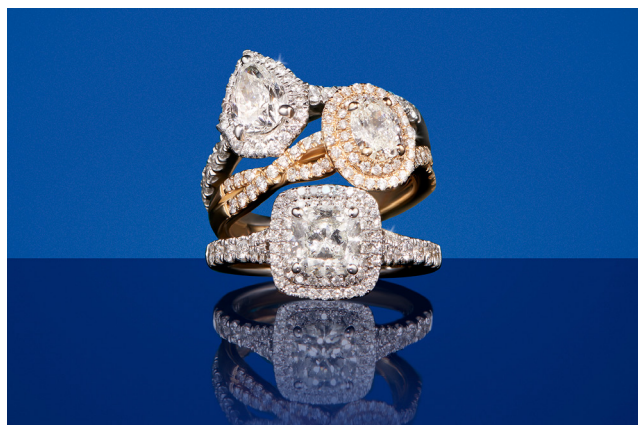
# Signet Responsible Sourcing Protocol

Our commitment to ensuring responsible supplier practices and the integrity of our processes throughout our supply chain is embodied in our open-source Signet Responsible Sourcing Protocol (SRSP).

Signet developed this industry-leading protocol through a collaborative, multi-stakeholder process that included input from suppliers, producers, major jewelry trade associations, civil society, auditors, customers, governments and banks.

The Company implemented its first SRSP in 2013 in response to Section 1502 of the 2010 Dodd-Frank Act to cover what were then identified as conflict minerals: tin, tungsten, tantalum and gold — also known as “3TG.” Over the next five years, the SRSP expanded to cover supply chains for all precious metals and minerals — diamonds, 3TG, silver and platinum group metals. It also includes a special section on human rights.

Signet developed the human rights section of the SRSP to be consistent with the Responsible Jewellery Council's (RJC) Code of Practices on human rights, which was produced through extensive consultation with outside stakeholders, including the Organisation for Economic and Cooperative Development (OECD). Signet's precious metals SRSP requirements align with the London Bullion Market Association's (LBMA) Responsible Sourcing Standards.



*Celebration Infinite rings from Zales*

## NOTABLE SRSP DEVELOPMENTS

- ◆ In 2019, Signet published the SRSP Appendix for Colored Gemstones, providing assurances that its fine jewelry pieces containing natural rubies, sapphires and emeralds are verified as being responsibly sourced.
- ◆ In 2020, Signet added responsible sourcing requirements for laboratory-grown diamonds (LGDs) to the SRSP as a requirement for all suppliers of LGDs.
- ◆ In 2022, Signet added R2Net, Diamonds Direct and Rocksbox to the SRSP, bringing the total to ten of eleven banners participating in the SRSP.
- ◆ In 2023, Signet will add Blue Nile to the SRSP.



## SRSP COVERAGE:

**All Precious Metals  
and Stones**

**Gold    Diamonds    Silver**

**Tungsten    Tin    Tantalum**

**Platinum Group Metals**

**Colored Gemstones**  
(Rubies, Sapphires and Emeralds)

**Laboratory Grown Diamonds**

**Ban on Precious Metals  
and Diamonds Sourced  
from Russia**



The Signet SRSP Audit Guidance document is updated each year and provided to suppliers as part of the SRSP process. Signet conducts its responsible sourcing audit assurance program through the supplier's certification audit against the RJC 2019 Code of Practices. In addition, all Signet suppliers are subject to audit for any reason, at any time. General guidelines are disclosed in the table below. A supplier's RJC certification must include all precious minerals and metals from all manufacturing and office locations. RJC-certified members who achieve and maintain this level of certification are not required to undertake third-party audits of SRSP reports and/or ethical audits (i.e., onsite factory audits). For non-RJC members, or for RJC members whose RJC membership or current certification scope does not cover all products supplied to Signet, Signet may require suppliers to undertake an independent audit of their SRSP Compliance Report, based on Signet's risk assessment relating to the supplier's report. Please refer to SASB index on page 53 for details on audits completed in FY23.

### Signet Supplier Audit Requirements

SIGNET SUPPLIERS RJC MEMBERSHIP STATUS	SIGNET SUPPLIERS AUDIT REQUIREMENT
<b>NON-RJC MEMBER</b>	<p><b>YES</b>, third-party audit of SRSP (documentation audit) may be required.</p> <p><b>YES</b>, ethical audits may be required.</p>
<b>NON-CERTIFIED RJC MEMBER</b>	<p><b>YES</b>, third-party audit of SRSP (documentation audit) may be required.</p> <p><b>YES</b>, ethical audits may be required.</p>
<p><b>RJC-CERTIFIED MEMBER FOR THE CODE OF PRACTICES 2019</b></p> <p>Membership must cover all entities under the control, influence or common ownership of the supplier that are involved in Signet's supply chain as per the SRSP.</p>	<p><b>NO</b>, third-party audit of SRSP (documentation audit) will not be required.</p> <p><b>NO</b>, ethical audits will not be required.</p>





### Scope of QIMA Ethical Audits

- ◆ Hygiene, health and safety
- ◆ Waste management
- ◆ Labor practices, including forced labor, worker representation, disciplinary practices and discrimination.
- ◆ Child and young labor
- ◆ Working hours and wages

### Compliance with SRSP Appendix for Diamonds

The complexity of our supply chain mandates implementing very detailed policies and constructive engagement with all suppliers to ensure transparent sourcing. The SRSP Appendix for Diamonds applies to all diamonds supplied to Signet, including loose, rough and polished diamonds, as well as diamonds set into finished jewelry.

The majority of Signet's sourced diamonds come in the form of finished jewelry, but there is diversity in supplier business models and diamond types in the Company's supply chain. The SRSP asks suppliers to identify all diamonds supplied to Signet in any of four diamond categories:

	<b>CATEGORY 1</b> Single-stone tracking
	<b>CATEGORY 2</b> Parcel tracking
	<b>CATEGORY 3</b> Mixed sources
	<b>CATEGORY 4</b> Other identified and verified sources

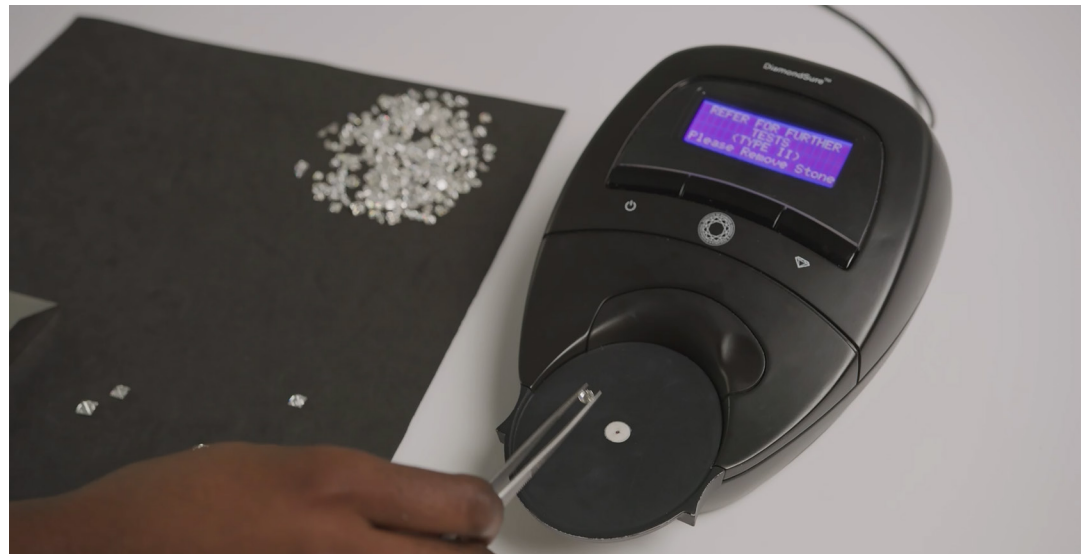
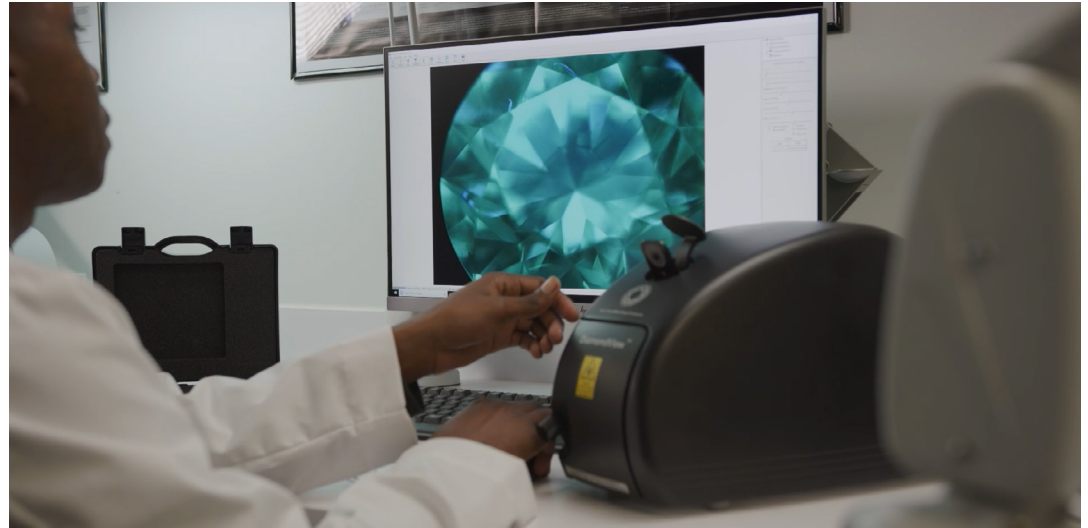
## Project ASSURE: Maintaining Diamond Integrity

As a retailer, Signet is responsible for sharing accurate disclosures about natural diamonds and laboratory grown diamonds. To mitigate risks and maintain integrity of the natural diamond supply chain, Signet launched Project ASSURE in partnership with De Beers and the Natural Diamond Council. Project ASSURE was established to reassure customers that a diamond sold as a natural diamond is truly of natural origin.

Distinguishing natural diamonds from laboratory grown diamonds requires specialized equipment and cannot be assessed by the human eye. Accurate disclosure, supported by third-party tested Diamond Verification Instruments, ensures customers know what they are buying and can feel confident in purchasing natural diamonds. The Signet Responsible Sourcing Protocol also requires all Signet suppliers to screen diamonds and apply strict factory standards to mitigate the risk of mixing natural diamonds with laboratory grown diamonds.

Project ASSURE has developed a standard for diamond detection technology in association with Underwriters Laboratories (UL). Devices are submitted to UL for testing under the ASSURE Standard. The published results allow the trade to make informed choices about the accuracy of diamond detection equipment and which device best suits their requirements.

In addition to adhering to our industry-leading, global sourcing protocol, our internal teams perform their own final assurance of quality.



Photos from Signet's headquarters in Akron, OH

# We Support the UN Global Compact






## United Nations Global Compact

- ◆ Signet joined the United Nations Global Compact in 2021.
- ◆ The RJC joined the UN Global Compact in 2009 and incorporated the Ten Principles of the UN Global Compact on human rights, labour, environment and anti-corruption into the RJC Code of Practices.
- ◆ This report serves as Signet's first Communication on Progress.



## Signet's Responsible Sourcing Outreach Spans the Globe

KEY COLLABORATORS	LEGACY OF ENGAGEMENT	SIGNET DESIGNATED LEADERSHIP
 <p><b>ORGANISATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT</b></p>	<ul style="list-style-type: none"> <li>◆ Founding member of the multi-stakeholder group, which developed the Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.</li> <li>◆ Member of expert networking group developing the OECD handbook on risks associated with production and trade of natural resources, covering guidance for all minerals.</li> </ul>	<p><b>David Bouffard</b>, VP Corporate Affairs, represents the jewelry industry on the multi-stakeholder working group.</p>
 <p><b>RESPONSIBLE JEWELLERY COUNCIL</b></p>	<ul style="list-style-type: none"> <li>◆ Signet became a founding member of RJC in 2005.</li> <li>◆ Signet named a member of the RJC SDG taskforce in 2021.</li> </ul>	<p><b>CHAIR: David Bouffard</b>, VP Corporate Affairs (Elected to second 3-year term through 2024)</p> <p><b>ASSURANCE COMMITTEE: Adriaan Olivier</b>, SVP Strategic Diamond Sourcing (Named)</p> <p><b>COLORED GEMSTONE COMMITTEE: Georg Leifheit</b>, VP Global Strategic Sourcing (Named)</p> <p><b>SDG TASKFORCE: Anna Bryan</b>, Senior Director ESG Reporting and Communications (Named)</p>
 <p><b>WORLD DIAMOND COUNCIL</b></p>	<ul style="list-style-type: none"> <li>◆ Continue to urge reforms to the Kimberley Process (KP) through the WDC and support a new WDC System of Warranties.</li> <li>◆ The Kimberley Process Certification Scheme (KPCS) must ensure that all human rights issues related to diamond production are covered: it must therefore expand its definition of "conflict diamond."</li> </ul>	<p><b>David Bouffard</b>, VP Corporate Affairs, serves on the Board of Directors of World Diamond Council.</p>



## RESPONSIBLE JEWELLERY COUNCIL Industry Leadership

Signet is a founding and four-time certified member of the RJC, the jewelry industry's premier standards and certification organization.

The RJC Code of Practices (COP) is the foundation of its work — addressing human rights, labor rights, environmental impact, mining practices, product disclosure and other topics in the jewelry supply chain. In 2019, the RJC revised its COP to incorporate international guidance on supply chain due diligence and expanded to include silver and colored gemstones.

Signet requires all suppliers to join the RJC and to be certified by RJC's accredited third-party auditors. This certification by RJC is harmonized with Signet's audit policy, so RJC-certified suppliers are exempt from Signet's SRSP audit and independent social audits of factories. In 2022, Signet purchased 83%\* of its jewelry from RJC member companies.

Signet's policy to purchase from RJC members is a key component of our responsible sourcing program, including supply chain risk assessment and due diligence process. The RJC certification scheme was Signet's primary mechanism for ensuring independent third-party verification and our jewelry supply chain audit.

Signet does purchase a percentage of its jewelry from non-RJC members. To ensure those non-RJC members comply with Signet's SRSP, we require non-RJC members to submit compliance reports annually. Signet then identifies non-RJC member suppliers that are at risk of non-compliance with the Company's SRSP and requires non-RJC member suppliers to undertake an independent audit. Please see page 38 for more details regarding Signet's audit policy.

Signet is now a four-time certified member of the RJC. Signet was recertified as an RJC member in October 2021. Signet's 2021 RJC audit was inclusive of R2Net. Signet will be subject to RJC audit for recertification in 2024, and Signet's acquisitions Diamonds Direct and Rocksbox will be included in the independent third-party audit required for RJC recertification.



**Jamie Singleton,**  
Group President  
and Chief  
Consumer Officer

As the world's largest retailer of diamond jewelry, we have an unequal commitment and responsibility to ensure consumer confidence across our entire supply chain — standing behind everything we source and sell. The Signet Promise — based on our Four-Layered Consumer Confidence Approach — holds our global suppliers to high ethical standards and prioritizes respect for human rights. We view RJC membership of our suppliers as an essential component of our Signet Promise and we are proud of Signet's leadership, membership and participation in the RJC.

### ABOUT THE RJC

**1,700+**  
MEMBER  
COMPANIES

**265**  
SIGNET  
SUPPLIERS ARE  
RJC MEMBERS

**83%\***  
OF SIGNET  
PURCHASES FROM  
RJC MEMBERS



RESPONSIBLE  
JEWELLERY  
COUNCIL

\*By value, excludes Blue Nile

As RJC Chair, I am proud of our accomplishments toward ensuring consumer confidence in the global jewelry and watch industry. With more than 1,600 international members, the RJC has successfully increased manufacturer membership in Asia and Europe and we know we can do the same by working with retailers in the US. I am invigorated by our next chapter, focused on strengthening the RJC's position in the US, the largest jewelry market in the world.



**David Bouffard,**  
Vice President of  
Corporate Affairs

\*By value, excludes Blue Nile.



# Transparency About Our Top Suppliers

Signet believes transparency about our top suppliers is important for accountability to our stakeholders. The table on the following page reflects Signet's top 40 finished jewelry suppliers across all banners. All are compliant with the Signet Responsible Sourcing Protocol (SRSP) and nearly all are Certified RJC members.

## Rough Diamonds

Signet purchases rough diamonds from suppliers that comply with the Kimberley Process Certification Scheme (KPCS). Signet is a De Beers sightholder.

## Polished Diamonds

Rough diamonds are cut and polished at our polishing facility in Botswana or sourced from suppliers that comply with the World Diamond Council System of Warranties.

## Jewelry Manufacturing

Signet purchases most of its finished jewelry from jewelry manufacturers that are RJC members. Signet requires our suppliers to join the RJC.

## DE BEERS

JEWELLERS

As a De Beers sightholder, we ensure compliance with international human rights standards derived from compliance with the De Beers Best Practice Principles. In 2017, De Beers Group announced a ground-breaking research-based project to deliver carbon-neutral mining at a number of its operations. In 2020, De Beers announced its 2030 Sustainability Goals, branded as the Building Forever 2030 Goals. De Beers has pledged to "provide the origin and impact of every diamond we discover and sell" by 2030. Learn more about De Beers Group Sightholder Sales at [www.debeersgroup.com/about-us/our-operations/sales/global-sightholder-sales](http://www.debeersgroup.com/about-us/our-operations/sales/global-sightholder-sales).

We also are proud of our selection of suppliers throughout our store brands (or "banners"). We display all our jewelry suppliers by name on each website, including LeVian, the Leo® Diamond, Royal Asscher®, Chosen® and others.



Rose-cut diamond  
collection from Zales



## TOP 40 FINISHED JEWELRY SUPPLIERS (in alphabetical order)

SUPPLIER	RJC STATUS	SRSP COMPLIANT
ALLURE GEMS LLC	CERTIFIED	YES
ANERI JEWELS	CERTIFIED	YES
ATIT DIAMOND CORPORATION	CERTIFIED	YES
C & C JEWELRY MFG INC	CERTIFIED	YES
CLYDE DUNEIER	CERTIFIED	YES
COLORON	CERTIFIED	YES
DANA AUGUSTINE	CERTIFIED	YES
DIAMOND DIRECT	CERTIFIED	YES
EVOLUTION DIAMONDS LLC	CERTIFIED	YES
FREDERICK GOLDMAN INC	CERTIFIED	YES
GOLD LLC	CERTIFIED	YES
GOLDIAM	NOT MEMBER	YES
GOLDSTAR JEWELLERY	CERTIFIED	YES
H.K. DESIGNS	CERTIFIED	YES
IMAGINE DESIGNS GEM CORP	NOT MEMBER	YES
INDIGO JEWELRY	CERTIFIED	YES
J HOMAN	CERTIFIED	YES
JASANI DESIGNS	CERTIFIED	YES
JEWEX	CERTIFIED	YES
JEWELMARK	CERTIFIED	YES
JTS INC	EXPIRED	YES
KARIZIA	CERTIFIED	YES
KBS	CERTIFIED	YES

SUPPLIER	RJC STATUS	SRSP COMPLIANT
KGK	CERTIFIED	YES
KONSTANT JEWELS INC	CERTIFIED	YES
LEO SCHACHTER	CERTIFIED	YES
LEVIAN	CERTIFIED	YES
MG WORLDWIDE	CERTIFIED	YES
MIORO	CERTIFIED	YES
PURE BRILLIANCE LLC	NOT MEMBER	YES
RICHLINE GROUP	CERTIFIED	YES
ROSY BLUE	CERTIFIED	YES
SANDEEP DIAMOND CORP.	CERTIFIED	YES
SDC DESIGNS	CERTIFIED	YES
STULLER, INC.	CERTIFIED	YES
SUASHISH JEWELS	CERTIFIED	YES
SUPER DIAMOND	CERTIFIED	YES
UNIQUE DESIGNS (SDIL)	NOT MEMBER	YES
VAD LLC DBA AV DIAMONDS	CERTIFIED	YES
VERIGOLD	CERTIFIED	YES



Piercing jewelry from Banter  
by Piercing Pagoda

# Circular Economy

**Signet's rental and jewelry services businesses continue to position Signet as a leader in the circular economy.**

The principles of the circular economy — a production and consumption model that includes repairing, refurbishing and reimagining existing materials and products as long as possible — are firmly built into our business model. We intend to extend the life of every piece of jewelry we touch with sustainability in mind. When jewelry becomes unloved, our business model invites jewelry owners to trade it in, or to have it reimaged. Many pieces of jewelry that come back to Signet are resold or recirculated in a new form. As precious metals and gemstones are the components of our jewelry, reuse is almost always possible.

**Jewelry care and repair appeals to customers who care for the environment.**

Services like jewelry care and repair, as well as diamond jewelry trade-in programs, enable customers to express their love for others, themselves and the planet — knowing that many parts of jewelry placed in our care are reused, resold or repurposed.

**We offer programs that help our customers cherish their jewelry pieces for a lifetime — keeping jewelry in use for as long as possible to extract maximum value.**

Customers enjoy the precious metals and gemstones in our jewelry for a lifetime, and often pass them down to future generations. Our care and repair services allow customers to keep their jewelry in like-new condition. Jewelry design services enable customers to collaborate with our professional artisans to redesign heirlooms or pieces that need refreshing — whether purchased from a Signet banner or elsewhere. Signet banners also host custom design and jewelry repair events throughout the year, inviting customers to bring in pieces for consultation with our jewelry consultants. Our experts help customers determine options for each piece of jewelry, including care, repair or potential redesigns to modernize

Once diamonds have been traded in and appraised, they're inventoried in Signet's vault, a place we call the "Diamond Room." Signet's artisans all over the US can access the Diamond Room inventory while working on repairs and custom designs. For example, our Remixed Reimagined line at Zales is produced using diamonds from trade-ins. Those diamonds are stored in Signet's Diamond Room until they're placed in a new piece.

## CIRCULAR ECONOMY BY THE NUMBERS

Through numerous programs, customers can cherish precious metals and gemstones forever.

**31,015**

TROY OUNCES OF  
GOLD RECOVERED

**38,685**

TROY OUNCES OF  
SILVER RECOVERED

**145,932**

TOTAL TRADE-INS  
(PIECES OF JEWELRY)

**4M**

PIECES OF JEWELRY  
DESIGNED, CUSTOMIZED  
AND REPAIRED

**126,726**

CARATS OF DIAMONDS  
RECOVERED

**\$40.6M**

REVENUE FROM  
RECOVERED METAL

267

REPAIR LOCATIONS  
THROUGHOUT  
THE US

1,850+

SKILLED  
JEWELERS

3.78

DAYS AVERAGE  
REPAIR TIME

3x

CUSTOMERS  
OPEN THE REPAIR  
TRACKER 3 TIMES  
ON AVERAGE

Lab-Created  
Diamond  
Hoop Earrings  
from Jared

## Product Lifestyle Management

As a retailer of precious metals and gemstones, Signet creates products with longevity. Jewelry can last for generations if cared for properly. That's why we also train our jewelry artisans in the craft of care and repair.

## Customer Service

Jewelry consultants help customers select options and ensure their jewelry is meticulously tracked when it is in our care. With design and service centers all over the United States staffed with expert jewelers, Signet gives customers access to an online repair tracker. It allows them to see where their jewelry is located at all times, and indicates when it will be returned to them.

## Jewelry Care and Repair Services

Signet is one of the nation's largest providers of jewelry repair services — with on-site jewelers in all Jared and Diamond's Direct stores and in select Kay and Zales stores. The jewelers in the UK and for our digital commerce customers sit in central locations to minimize repair times. In Fiscal 2023, Signet designed, customized or repaired 4 million jewelry pieces. Our warranty programs allow customers to keep their jewelry in perfect condition by doing basic repairs like fixing broken clasps. We also launched new refurbish and restoration services, where customers can bring in any piece in their jewelry box for restoration services, even if it was not purchased at a Signet banner.

Signet's restoration events invite customers to bring in treasured jewelry for a bold refresh. Our trained jewelry specialists clean, inspect and repair fine jewelry and — in many cases — recommend ongoing services ranging from repairs to refurbishing. Some jewelry pieces need only a good cleaning or simple repair to look new again. In other instances, Signet artisans work with customers to design a new setting, or to refinish jewelry to look new once again — like replating jewelry from silver to gold, for example.



Custom-designed ring with its 3D-printed mold and initial sketch



## CUSTOM DESIGN

Transforms customers' visions into reality.



BEFORE

AFTER

## REIMAGINING

Customers' heirlooms take on new life.



BEFORE

AFTER

## RESTORATION

Unique jewelry looks sparkling and new again.



BEFORE

AFTER

## Services Offered to Extend the Lifecycle of Jewelry

### 1 WORRY-FREE WEAR LIFETIME PROTECTION

Signet offers several guarantees and programs to allow customers to maintain and enjoy their jewelry. *Services offered vary by banner.*

- ◆ **Lifetime Diamond & Gemstone Guarantee:\***  
Under this guarantee, the participating banner will replace — free of charge — any diamond, emerald, ruby or sapphire covered by the Lifetime Diamond & Gemstone Guarantee. Signet will replace the stone if it chips, breaks or is lost from its original setting during normal wear. Customers are required to bring their covered jewelry to a store location every six months for inspection by an authorized representative to keep the guarantee active. Signet representatives must complete all necessary repairs.
- ◆ **Optional Lifetime Protection Plans:**  
Some Signet banners offer optional protection plans, which provide a lifetime of service for a one-time cost. Plans can be added at the time of purchase to allow customers affordable options to keep their jewelry in good condition and remove barriers to future repairs. Some Signet banners offer extended warranties after purchase.
- ◆ **Lifetime Diamond Trade-In Policy:**  
Customers can trade in a diamond purchased at a participating Signet banner to the same participating banner, for another diamond, as long as it is valued at least double the original purchase price.

\*Lifetime guarantees vary across banners. Not all lifetime guarantees are inclusive of gemstones

### 2 JEWELRY CARE AND REPAIR SERVICES

Jewelry care and repair services are offered to customers on all jewelry. Care and repair services allow customers to keep their jewelry wearable and in good repair.

- ◆ **Ring sizing** — right-size the ring to ensure the best comfort and fit.
- ◆ **Prong/Stone tightening** — use existing metal to tighten the stone in a non-prong setting.
- ◆ **Stone resetting** — reset diamonds and gemstones into an existing setting.
- ◆ **Repair damaged setting** — repair the part of the jewelry that includes only the central gem, typically the “head” and “shoulders” of a ring.
- ◆ **Refinish and polish** — properly clean the jewelry and polish to restore the beautiful luster.
- ◆ **Repair damaged earring backs** — repair or replacement of earring back and post.
- ◆ **Repair clasp** — repair of the spring-loaded round jewelry clasp
- ◆ **Re-tip prongs** — rebuilding of damaged or worn prongs.
- ◆ **Rhodium finish** — ring is dipped in rhodium for a crisp, extra-shiny look.

### 3 JEWELRY REIMAGINING

For many customers, jewelry holds special meaning and treasured memories. But tastes change, and sometimes that jewelry stays hidden in a jewelry box collecting dust. Signet invites customers to repurpose those pieces into something modern they can enjoy — all while retaining those special memories. Expert artisans can sit with them to reimagine their pieces — either in person or virtually. In both instances, customers can see their new treasures evolve from sketch to Computer-Aided Design “CAD,” color rendering, wax mold and finally, a beautiful new piece. At any time in the process, customers can make changes to ensure the final product is everything they want.



*Custom-designed ring with its 3D-printed mold from Jared*



## Services and Strategies to Recirculate Jewelry and its Components

Customer jewelry preferences inevitably change, and sometimes jewelry comes back to us. When it does, we have several programs and strategies to recirculate those items, or break them down into components that will be appreciated again in new hands.

### Our Resale Marketplace

Signet brands resell jewelry through our online marketplace on most banner websites. Some of our banners offer diamond trade-ins, allowing customers to upgrade their pieces originally purchased from a Signet banner. Our resale marketplace items include jewelry that was originally purchased at a Signet banner and traded in for a higher-value jewelry piece. The traded-in pieces are resold or returned to our diamond room, where stones are recovered for resale.

### Smelting and Reclaiming

Signet has long-term relationships with multiple refineries to purchase and sell precious metals. These relationships enable us to recirculate precious metals through the circular economy. We attempt to reuse every component of trade-in jewelry, including diamond dust — particles and shavings that come from jewelry repair. It's another way we demonstrate our commitment to the circular economy — by recirculating components of the jewelry with which we work.

### Kay Jewelers Gold Exchange Program

We offer secure and convenient options for exchanging gold and platinum through the Kay Jewelers Gold Exchange — where we pay competitive prices. In full transparency, we record customer jewelry items being unpacked and processed, and post the video to their online accounts for viewing. Customers also are incentivized with the option of a Kay gift card that exceeds the value of a cash payment.

### Merchandise Leveraging Reclaimed Gold and Repurposed Diamonds

Zales: Remixed Reimagined is Signet's circular economy fine-jewelry line. It features reclaimed gold and repurposed diamonds, showcasing many of our circular economy business principles and initiatives. The Remixed Reimagined line breathes new, contemporary life into reclaimed gold and repurposed diamonds, and represents a fashion-forward proposition that leverages our circular economy initiatives. In fact, Signet engaged a special manufacturer to execute our vision for a line that uses our materials and applies our sustainability principles. All diamonds used are from Signet's Diamond Room — a warehouse of stones from jewelry trade-ins. The Responsible Jewellery Council (RJC)-certified vendor certifies to Signet that the gold is repurposed.

## INSPIRING BRILLIANCE BUSINESS STRATEGY: ACCELERATE SERVICES



**Lisa Walker,**  
President,  
Jewelry Services

Signet Jewelry Services are designed to enhance the customer's ownership experience. We are overjoyed that we can connect our *Inspiring Brilliance* business strategy and our corporate sustainability goals while providing our customers with great services that allow them to keep their jewelry beautiful and brilliant for life. Through our robust set of services, customers can maintain their jewelry and pass it on to the next generation to enjoy.

## Rocksbox

Rocksbox is a jewelry rental membership business that invites members to discover new looks and trends, or add classic styles to their jewelry collections. For a monthly subscription fee, members receive three pieces of jewelry in a set mailed to their front doors. There is no limit to the number of sets that can be received every month, and the monthly membership fee can be applied as a credit toward purchasing any piece from a mailed set.

Rocksbox allows sustainability-conscious customers to move away from fast fashion and make choices in line with their values by renting jewelry. The try-before-you-buy model allows customers to make informed purchasing decisions, and to experience more variety in their looks — all while supporting a circular economy model. Rocksbox jewelry is delivered to customers in a creatively designed and sturdy box that can be kept or recycled; the box is made of 100% fully recyclable materials.

Rocksbox continues to innovate and expand on its assortment offering, creating the exclusive Demi-fine by Rocksbox line, as well as building out a gender-fluid offering on the Rocksbox website, providing inclusive options for all gender expressions. In addition, Rocksbox has been collaborating with other Signet banners, including select Banter styles as part of the rental subscription offering, and partnering with Zales to pilot a new in-store rental model for fine jewelry.



**Allison Vigil,**  
President,  
Rocksbox

At Rocksbox we strive to make the joy of jewelry accessible to all through rental. Our team members and our customers share a passion for a low-waste lifestyle. Rental can enable discovery and experimentation through our shared collection, which extends the useful life of jewelry pieces and enables members who love a piece to buy with confidence without the excess of fast fashion.



**Rocksbox boxes are 100% recyclable.**

**2070+ styles circulating in our shared jewelry collection.**

**Pieces on average are enjoyed by 3+ customers before finding their forever home.**

# Data and Reporting Frameworks

---

- 50** Fiscal 2023 Environmental Data
- 52** Fiscal 2023 Human Capital Management Data
- 53** Sustainability Accounting Standards Board (SASB) Index
- 56** Equal Employment Opportunity

# Fiscal 2023 Environmental Data

## Greenhouse Gas Emissions by Scope

(Tonnes CO<sub>2</sub>e)

	FY2023	FY2022	FY2021	FY2020	FY2019
<b>SCOPE 1</b>	6,675	9,049	4,769	5,450	4,977
<b>SCOPE 2</b>	46,980	46,363	37,937	59,288	63,836
<b>SCOPE 3</b>	19,336	19,509	24,992	29,821	37,882
<b>TOTAL</b>	<b>72,991</b>	<b>74,921</b>	<b>67,698</b>	<b>94,559</b>	<b>106,696</b>

Fiscal 2022 and Fiscal 2023 Scope 2 emissions in *Greenhouse Gas Emissions by Scope* are location-based. Scope 2 market-based GHG emissions can be found in *Greenhouse Gas Emissions by Source*.

Previous Scope 3 emissions included only upstream transportation and business travel. Fiscal 2022 and 2023 Scope 3 emissions include only fuel- and energy-related activities and waste from operations.

Fiscal 2019–2021 data does not include R2Net.

The COVID-19 pandemic had a direct impact on Signet's Fiscal 2021 carbon footprint. Temporary store closures, remote working and business travel restrictions contributed to less energy consumption and fuel use, reducing our GHG emissions.

## Total Energy Consumption (Scopes 1 and 2)

(Electricity + Gas) (MWh)

	FY2023	FY2022	FY2021	FY2020	FY2019
<b>TOTAL</b>	<b>159,073</b>	<b>169,142</b>	<b>122,317</b>	<b>175,447</b>	<b>177,603</b>

## Total Electricity Consumption (Scope 2)

(MWh)

	FY2023	FY2022	FY2021	FY2020	FY2019
<b>TOTAL</b>	<b>131,951</b>	<b>128,537</b>	<b>97,238</b>	<b>147,210</b>	<b>151,697</b>

## Total Water Consumption

(Kiloliters)

	FY2023	FY2022	FY2021	FY2020	FY2019
<b>TOTAL</b>	<b>509,727</b>	<b>492,661</b>	<b>222,684</b>	<b>313,148</b>	<b>240,418</b>

## Greenhouse Gas Emissions by Source

(Tonnes CO<sub>2</sub>e)

SCOPE 1	FY2023	FY2022
<b>Stationary combustion</b>	4,925	7,366
<b>Vehicles</b>	1,722	1,563
<b>Refrigerants</b>	28	120
SCOPE 2	FY2023	FY2022
<b>Purchased electricity</b>		
<b>Location-based</b>	46,980	46,363
<b>Market-based</b>	49,210	49,403
SCOPE 3	FY2023	FY2022
<b>Fuel/energy-related activities</b>	16,090	16,238
<b>Waste from operations</b>	3,246	3,271
<b>TOTAL<sup>1</sup></b>	<b>72,991</b>	<b>74,921</b>

1. Fiscal 2022 and 2023 totals in *Greenhouse Gas Emissions by Source* include only Scope 2 location-based results. Scope 2 market-based results are not included in the total.

For additional information on Signet's Environmental Data, see page 51.





## About Our Data

Data is collected and reviewed annually based on Signet's Fiscal year, approximately February 1 to January 31.

Signet engaged a third-party consultant to assist with the data gathering process and GHG emissions calculations through Fiscal 2021. Where data was not available, estimates based on geography, store size and comparisons for similar facilities were applied. The sources of emission factors included UK Department for Energy Security and Net Zero as well as UK Department for Business, Energy & Industrial Strategy ("DEFRA") and US EPA eGRID.

## Fiscal 2022 and Fiscal 2023

Signet now utilizes in-house processes to centralize data and calculate global GHG emissions. The sources of emissions factors include US EPA eGRID and Waste, National Canadian Inventory Report, DEFRA, IEA, World Resource Institute and Sustainable Energy Authority of Ireland.

Where Fiscal 2022 and 2023 primary data was unavailable for North American and UK banners (e.g., such as actual utilities consumption), secondary data has been applied based on average usage, square footage or like-for-like comparisons for similar facilities typically stemming from existing primary data.

Rocksbox, Diamonds Direct and Blue Nile usage and GHG emissions data was included from their acquisition dates of March 29, 2021, November 17, 2021, and August 19, 2022, respectively.

Signet has utilized the best information available, as described above, to completely and accurately capture its climate impact for Fiscal 2022 and 2023, and will continue to enhance its data completeness (e.g., missing data), methodologies, accuracy and transparency before finalizing our base year.

Due to the changes in methodologies as described above beginning in Fiscal 2022, usage and emissions data between periods may not be fully comparable.



Decarbonization of our operations is a key focal point to achieve Signet's Corporate Sustainability Goal of working towards Net-Zero GHG emissions by 2050. Last year we made the decision to improve our GHG reporting by taking a physical footprint approach to our accounting efforts. By identifying GHG emissions at a store level across all banners, we are now better positioned to understand the direct impacts of initiatives such as Project Illuminate, our global LED conversion strategy. As we prepare to expand our GHG reporting across our value chain and improve upon the data completeness, consistency and accuracy of our operational impacts, the foundation is in place for Signet to set achievable Scope 1, 2 and 3 targets supported by a clear reduction strategy.



Blue and white lab-created sapphire bracelet from Kay

# Fiscal 2023 Human Capital Management Data

## Global Team Members

LOCATION	FY2023	FY2022	FY2021
NORTH AMERICA	25,794	27,162	23,700
UK	3,205	3,239	2,885
OTHER INTERNATIONAL	661	455	164
<b>GLOBAL TOTAL</b>	<b>29,660</b>	<b>30,856</b>	<b>26,749</b>

## North America Team Members

(excludes Blue Nile in Fiscal 2023 and Diamonds Direct in Fiscal 2022)

BY STATUS	FY2023	FY2022	FY2021
FULL-TIME	14,475	15,395	14,800
PART-TIME	10,704	11,174	8,900
<b>TOTAL</b>	<b>25,179</b>	<b>26,569</b>	<b>23,700</b>

BY GENDER	FY2023	FY2022	FY2021
WOMEN	18,367	19,613	17,750
MEN	6,495	6,601	5,822
NONBINARY OR CHOSE NOT TO IDENTIFY	317	355	128

BY RACE/ETHNICITY	FY2023	FY2022	FY2021
NUMBER OF BLACK OR AFRICAN AMERICAN EMPLOYEES	3,344	3,715	3,095
NUMBER OF AMERICAN INDIAN OR ALASKAN NATIVE EMPLOYEES	199	212	152
NUMBER OF ASIAN EMPLOYEES	1,409	1,348	1,169
NUMBER OF WHITE EMPLOYEES	12,753	13,094	12,200
NUMBER OF HISPANIC OR LATINO EMPLOYEES	3,833	4,203	3,375
NUMBER OF NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER EMPLOYEES	117	114	104
NUMBER OF EMPLOYEES OF TWO OR MORE RACES	906	976	822
NUMBER OF EMPLOYEES OF UNKNOWN ETHNICITIES	2,618	2,907	2,783

## North America Team Members (cont.)

VICE PRESIDENT AND ABOVE (SUPPORT CENTER)	FY2023	FY2022	FY2021
WOMEN	41.4%	42.3%	40.4%
MEN	58.6%	57.7%	59.6%
NONBINARY OR CHOSE NOT TO IDENTIFY	0.0%	0.0%	0.0%

BLACK OR AFRICAN AMERICAN	7.2%	7.0%	6.1%
AMERICAN INDIAN OR ALASKAN NATIVE	0.0%	0.0%	0.0%
ASIAN	3.3%	2.1%	0.9%
HISPANIC OR LATINO	2.6%	2.8%	1.8%
NATIVE HAWAIIAN OR PACIFIC ISLANDER	0.0%	0.0%	0.0%
TWO OR MORE RACES	1.3%	0.7%	0.9%
UNDECLARED	6.7%	7.7%	6.1%
WHITE	78.9%	79.6%	84.2%
<b>TOTAL</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

STORE ASSISTANT MANAGER AND ABOVE	FY2023	FY2022	FY2021
WOMEN	74.6%	75.8%	75.3%
MEN	25.0%	23.9%	24.6%
NONBINARY OR CHOSE NOT TO IDENTIFY	0.4%	0.3%	0.1%

BLACK OR AFRICAN AMERICAN	11.5%	11.4%	10.7%
AMERICAN INDIAN OR ALASKAN NATIVE	0.8%	0.5%	0.5%
ASIAN	4.2%	4.2%	4.2%
HISPANIC OR LATINO	15.7%	16.0%	14.6%
NATIVE HAWAIIAN OR PACIFIC ISLANDER	0.5%	0.5%	0.5%
TWO OR MORE RACES	3.1%	3.0%	2.8%
UNDECLARED	9.8%	10.2%	10.3%
WHITE	54.4%	54.2%	56.5%
<b>TOTAL</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

# Sustainability Accounting Standards Board (SASB) Index

The **Value Reporting Foundation** is a global non-profit organization that offers a comprehensive suite of resources designed to help businesses and investors develop a shared understanding of enterprise value — how it is created, preserved and eroded. Below is Signet's response to the **SASB Standards**, an industry-specific reporting framework that allows investors to compare ESG performance across industry peers more easily.

Signet is assigned to the **Apparel, Accessories & Footwear Industry, Consumer Goods Sector** by SASB's Sustainable Industry Classification System (SICS). As a retailer that sells multiple product lines, Signet also reports under the **Multiline and Specialty Retailers & Distributors Industry, Consumer Goods Sector**. Responses in the far-right column of this table disclose a specific data point or indicate where you can find more information about each of these topics. Data in this disclosure does not include Blue Nile.

## Apparel, Accessories & Footwear Industry, Consumer Goods Sector

ACTIVITY METRIC/CODE	RESPONSE / COMMENT FISCAL 2023
Number of 1) Tier 1 suppliers and 2) suppliers beyond Tier 1 Code CG-AA-000.A	(1) The following data was compiled for Signet's CMR disclosure. As of the end of December 31, 2022, we sourced from 1,378 direct merchandise suppliers based on individual vendor numbers, representing 933 companies. In the jewelry industry there are many companies that have multiple brands that are reflected as individual suppliers based on vendor numbers. We define those 1,378 suppliers as our Tier 1 suppliers.  (2) Signet suppliers that are certified RJC members may disclose their Tier 2 suppliers via their certification scope. In addition, Signet annually requests the Tier 2 information from our suppliers via our Vendor Factory Request as part of our annual Vendor Buying Agreement (VBA) process.

TOPIC	ACCOUNTING METRIC/CODE	RESPONSE / COMMENT FISCAL 2023
MANAGEMENT OF CHEMICALS IN PRODUCT	Description of processes to maintain compliance with restricted substances regulations CG-AA-250a.1	Not applicable.
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products CG-AA-250a.2	Signet contracts with a certified third party, Clean Harbors, for regular safe disposal. Our Solution Exchange Policy requires a log to ensure the process is conducted in a timely manner. Our operations rarely generate other types of hazardous waste, but when they do we follow all legal requirements and compliance procedures to dispose of it safely.
ENVIRONMENTAL IMPACTS IN THE SUPPLY CHAIN	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreements CG-AA-430a.1	In Fiscal 2023, Signet required completion of the Environmental and Social Report (E&S Report), which is included in the Signet Responsible Sourcing Protocol (SRSP) compliance report process. The Fiscal 2023 report asked suppliers to disclose the location of their operations in water-stressed areas and if any of their facilities required wastewater disposal permits.  In addition, an audit of wastewater discharge permits is included in the scope of the ethical audits conducted by Signet. Ethical audits are onsite factory audits with a broader scope than social audits. Please see our response to CG-AA-430b.3 for details on the scope of Signet ethical audits.  Our vendor for ethical audits is QIMA and we refer to the audits as "QIMA ethical audits" or "Signet ethical audits."
	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Index Facility Module (Higg FEM) assessment or an equivalent environmental data assessment CG-AA-430a.2	RJC audits do have an environmental component. Please refer to data above regarding Signet suppliers that are certified RJC members. In addition, Signet conducts ethical audits with an environmental component.

## Apparel, Accessories &amp; Footwear Industry, Consumer Goods Sector (cont.)

TOPIC	ACCOUNTING METRIC/CODE	RESPONSE / COMMENT FISCAL 2023
LABOR CONDITIONS IN THE SUPPLY CHAIN	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labor code of conduct, (3) percentage of total audits conducted by a third-party auditor. CG-AA-430b.1	<p>(1) In total, 265 of the 933 Tier 1 suppliers reported above are RJC members, of which 233 are certified and have been audited against the RJC Code of Practices, which includes guidance on human rights. The 233 Tier 1 suppliers audited against the RJC Code of Practices comprise 83%* of our business.</p> <p>(2) Not available.</p> <p>(3) 85 Signet suppliers were audited by a third party to receive an RJC certification. RJC members are audited every three years. In addition, Signet uses a risk-based approach based on RJC certification status and payables to identify suppliers for third-party audit. In Fiscal 2023, Signet completed 33 ethical audits by a third party auditor. In Fiscal 2023, Signet completed 13 SRSP data verification audits by a third-party auditor.</p> <p>Signet Jewelers and Signet Direct Diamond Sourcing Limited (SDDS) is a wholly owned subsidiary of Signet Jewelers Ltd. are DeBeers sightholders and subject to annual compliance with the DeBeers Best Practices Principles (BPP). DeBeers requires sightholders to be audited annually to validate compliance with the BPP Assurance Program. In addition, Signet is subject to RJC audit every three years. Signet's recertification status is available on the <a href="#">RJC website</a>.</p>
	Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits. CG-AA-430b.2	In Fiscal 2023, Signet conducted 33 ethical audits in total, of which 10 were re-audits following non-conformances on an original audit. However, each and every audit did have smaller corrective action items for suppliers. Each supplier is required to formally respond to the corrective action items and respond via a process until all items are resolved.
	Discussion of greatest (1) labor and (2) environmental, health and safety risks in the supply chain CG-AA-430b.3	<p>There are five areas covered by RJC audits:</p> <ul style="list-style-type: none"> <li>• Responsible supply chains and human rights</li> <li>• Labor rights and working conditions</li> <li>• Health, safety and environment</li> <li>• Gold, silver and platinum group metals, diamond and colored gemstones</li> <li>• Responsible mining</li> </ul> <p>There are six areas covered by QIMA ethical audits:</p> <ul style="list-style-type: none"> <li>• Scope of QIMA ethical audits</li> <li>• Hygiene, health and safety</li> <li>• Waste management</li> <li>• Child and young labor</li> <li>• Labor practices, including forced labor, worker representation, disciplinary practices and discrimination</li> <li>• Working hours and wages</li> </ul> <p><a href="#">Please reference the Signet's Supplier Code of Conduct</a>   <a href="#">Please reference the RJC Code of Practices</a></p>
RAW MATERIAL SOURCING	Discussion of environmental and social risks associated with sourcing priority raw materials CG-AA-440a.1	<p>For more information on our largest suppliers, please refer to page 43 of this report. We work with the <a href="#">London Bullion Market Association</a> to maintain a global precious metals supply chain with integrity. Please refer to <a href="#">Signet's Responsible Sourcing website</a>.</p> <p>We disclose a high-level summary of Signet's approach to human rights abuse including our ban on Russian gemstones and precious metals on page 36 of this report.</p>
	Percentage of raw materials third-party certified to an environmental and/or social sustainability standard, by standard CG-AA-440a.2	Signet requires all key suppliers to become Certified Responsible Jewellery Council (RJC) members by 2025. Its third-party certification includes social and environmental standards as spelled out in our response to CG-AA-430b.3 above. As of December 31, 2022, 83%* of Signet's jewelry by value is from RJC members. A Signet representative is the Chair of the RJC.

\*By value, excludes Blue Nile.



## Multiline and Specialty Retailers and Distributors Industry, Consumer Goods Sector

ACTIVITY METRIC/CODE		RESPONSE / COMMENT FISCAL 2023
Number of (1) retail locations and (2) distribution centers CG-MR-000.A		(1) Signet had 2,808 retail locations as of year-end Fiscal 2023. Please see map on page 8. (2) Signet had 29 distribution centers as of year-end Fiscal 2023, which includes all buildings that are not retail locations.
Total area of: (1) retail space and (2) distribution centers Square meters (m <sup>2</sup> ) CG-MR-000.B		(1) 4,208 total net selling square footage (thousands) (2) 1,504 approximate distribution center square footage (thousands)
TOPIC	ACCOUNTING METRIC	RESPONSE / COMMENT FISCAL 2023
ENERGY MANAGEMENT IN RETAIL AND DISTRIBUTION	(1) Total energy consumed, (2) percentage grid electricity, and (3) percentage renewable CG-MR-130a.1	(1) Please see Fiscal 2023 Environmental Data table on page 50. (2) 100% (3) zero
	Description of approach to identifying and addressing data security risks CG-MR-230a.1	Please refer to the data stewardship text on page 24.
DATA SECURITY	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), and (3) number of customers affected CG-MR-230a.2	Signet experienced no data breaches in the past year.
	(1) Average hourly wage and (2) percentage of in-store employees earning minimum wage, by region. CG-MR-310a.1	(1) For eligible jewelry consultants in the US, our total average hourly wage is \$21.93. (2) 100% of Signet team employees in North America earn \$15 per hour.
LABOR PRACTICES	(1) Voluntary and (2) involuntary turnover rate for in-store employees CG-MR-310a.2	Our field team retention topped 80% in Fiscal 2023, ahead of retail benchmarks. This is a positive reflection of Signet's strong, supportive culture. Our employee survey scores show that 89% of our team members understand how their work contributes to Signet's Purpose, notably up 28 points since Fiscal 2018.
	Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees CG-MR-330a.1	Please refer to Fiscal 2023 Human Capital Management Data table on page 52.
WORKFORCE DIVERSITY AND INCLUSION	Revenue from products third-party certified to environmental and/or social sustainability standards CG-MR-410a.1	Please refer to our response to CG-AA-440a.2 above.
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products CG-MR-410a.2	Please refer to our response to CG-AA-250a.2 above.
	Discussion of strategies to reduce the environmental impact of packaging CG-MR-410a.3	In Fiscal 2023 Signet reviewed all packaging and established the recycled content baseline in our packaging and developed a plan to reach goal #34 on packaging of Signet's 2030 Corporate Sustainability Goals. Rocksbox boxes are 100% recyclable. Please see page 9 for a full list of goals.
PRODUCT SOURCING, PACKAGING AND MARKETING		

# Equal Employment Opportunity

## 2021 Employer Information Report EEO-1 Consolidated Report


The below data reflects Signet's 2021 EEO-1 filing and was certified on May 13, 2022. Signet is legally required to submit an EEO-1 report to the Equal Employment Opportunity Commission (EEOC) on an annual basis. Data submitted to the EEOC is for the US only. This filing does not include Diamonds Direct. Data is pulled for a particular payroll period. The data in this report reflects the payroll period December 12, 2021, through December 25, 2021.

			Non-Hispanic or Latino												OVERALL TOTALS
Hispanic or Latino			Male						Female						
JOB CATEGORIES	Male	Female	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or More Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or More Races	
EXECUTIVE / SENIOR OFFICIALS AND MANAGERS	12	9	181	16	—	15	—	1	205	14	—	13	—	4	470
FIRST/MID OFFICIALS AND MANAGERS	244	683	837	143	8	85	8	36	2,482	515	23	168	24	140	5,396
PROFESSIONALS	4	25	218	19	—	56	1	5	307	42	1	39	—	4	721
TECHNICIANS	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
SALES WORKERS	606	1,986	1,201	603	10	105	29	127	5,217	1,879	50	485	108	513	12,919
ADMINISTRATIVE SUPPORT	156	375	424	130	2	42	5	26	1,415	403	14	98	32	97	3,219
CRAFT WORKERS	182	66	412	58	2	113	13	30	343	36	5	15	5	16	1,296
OPERATIVES	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
LABORERS AND HELPERS	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
SERVICE WORKERS	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
TOTAL	1,204	3,144	3,273	969	22	416	56	225	9,969	2,889	93	818	169	774	24,021
PREVIOUS REPORT TOTALS	958	2,501	3,013	780	0	370	34	206	9,261	2,507	—	725	124	654	21,133

# Equal Employment Opportunity

## 2021 Employer Information Report EEO-1 Headquarters Report; Akron, OH

			Non-Hispanic or Latino												OVERALL TOTALS
Hispanic or Latino			Male						Female						
JOB CATEGORIES	Male	Female	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or More Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or More Races	
EXECUTIVE / SENIOR OFFICIALS AND MANAGERS	4	4	147	9	—	4	—	1	141	6	—	6	—	3	325
FIRST/MID OFFICIALS AND MANAGERS	1	2	100	3	1	3	—	—	143	6	—	7	1	1	268
PROFESSIONALS	2	5	178	13	—	27	1	3	220	21	1	19	—	3	493
TECHNICIANS	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
SALES WORKERS	3	30	7	1	—	1	1	—	96	15	—	14	1	3	172
ADMINISTRATIVE SUPPORT	7	27	149	30	—	12	—	3	432	145	—	19	2	26	852
CRAFT WORKERS	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
OPERATIVES	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
LABORERS AND HELPERS	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
SERVICE WORKERS	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
TOTAL	17	68	581	56	1	47	2	7	1,032	193	1	65	4	36	2,110
PREVIOUS REPORT TOTALS	14	38	506	46	—	40	—	8	828	212	—	46	4	38	1,780



**Inspiring Love** to  
create the kind of world  
we all want to live in.

**SIGNET**  
JEWELERS

[signetjewelers.com](http://signetjewelers.com)