

SIGNET UK GENDER PAY INFORMATION – Publication for the period including 5th April 2020

UK gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the average pay gap is between their male and female employees. The analysis is based on a “snapshot” of data as of 5th April each year.

As a result of the COVID pandemic, reporting was suspended for the period including 5th April 2019 and the deadline for publishing information for the period including 5th April 2020 was extended to 5th October 2021.

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

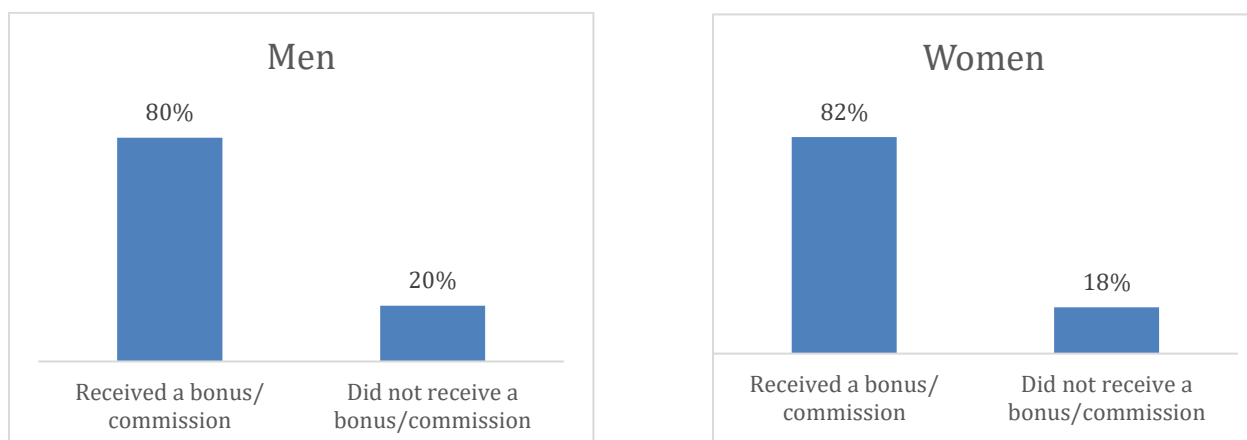
Signet Trading Ltd has published the following gender pay data on GOV. UK

Pay and bonus gap

The following table shows our overall mean and median gender pay gap based on the hourly rates of pay as at the snapshot date (i.e. 5th April 2020). It also captures the mean and median difference between bonuses paid to men and women at Signet Trading Ltd in the 12 months up to 5th April 2020 (i.e. from 6th April 2019 to 5th April 2020)

	Mean	Median	Median for 2018 report	Median for 2017 report
Gender pay gap (based on hourly rate of pay for full-pay relevant employees)	21%	6.9%	9.6%	10.4%
Bonus gender pay gap (based on hourly rate of pay for full-pay relevant employees)	38.8%	63.2%		

Proportion of employees in receipt of a bonus payment in the 12 months up to April 2020

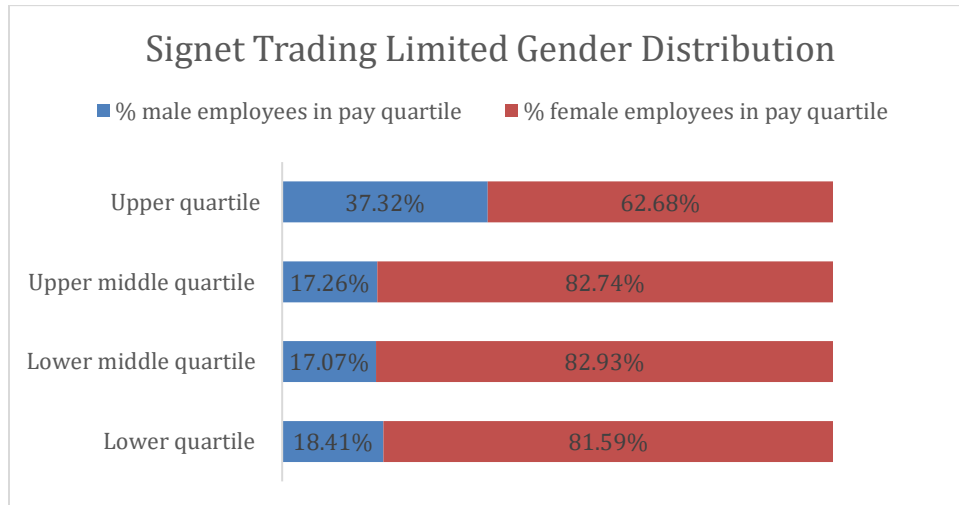


Hunters Road, Birmingham, B19 1DS

Signet Trading Limited, Registered in England & Wales, Company number 03768979. Registered Office: Imperial Place 3, Maxwell Road, Borehamwood, Hertfordshire, WD6 1JN

Gender distribution

The chart below shows the gender distribution at Signet Trading Ltd across four equally sized pay quartiles. The distribution pattern is consistent with the 2018 data.



What the data tells us

The gender pay Regulations help to identify how large an organisation's pay gap is, and what might be causing it. The existence of a gender pay gap is not evidence of discrimination and we are confident that men and women are paid on equal terms for doing the same or similar jobs across the business. Signet Trading Ltd operates a job evaluation scheme and banding systems in order to achieve pay equality.

We believe that the pay gap is the result of the structure of our workforce. Those team members who fall into the lower pay quartile are mainly store based, where the female population is far higher than the male population.

Our goal remains to have a more even gender distribution across the organisation and for women to progress to senior and more highly paid positions in more of our SSC departments/ grades and highest turnover stores.

What are we going to do?

As part of Signet Jewelers Limited (listed on the New York Stock Exchange under Signet Jewelers Limited NYSE: SIG), we continue to be focused on attracting, recruiting, and promoting the best people. A diverse and inclusive workforce is good for everyone. We have a good balance of men and women working across most grades and functions, taking into consideration the sector in which we operate, but we know we need to do better at attracting more women to certain senior roles. We have strong core values and a global focus on diversity and inclusion.

We are committed to

- Monitoring the shortlist of candidates for senior roles in all departments/ store quartiles where there is a current imbalance.

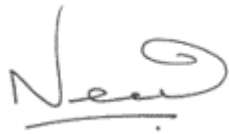
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SIGNET JEWELERS

- Promoting and encouraging take up of our flexible working and family-friendly policies, including our new hybrid working policy.
- Continuing to work to create a culture of inclusion - in our latest pulse survey (May 2021), 88% of employees feel all team members are treated fairly regardless of their age, colour, disability, gender, race, religion or belief, or their sexual orientation

I confirm that the above information is accurate to the best of my knowledge and belief.



NEIL OLD
MANAGING DIRECTOR

30th September 2021

Hunters Road, Birmingham, B19 1DS

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