



**SIGNET**  
JEWELERS

# 2020

CORPORATE CITIZENSHIP  
AND SUSTAINABILITY  
REPORT

---

**CORPORATE  
SUSTAINABILITY GOALS**

# We have aligned our Corporate Sustainability Goals with the UN Sustainable Development Goals

Signet joined the UN Global Compact, the world's largest corporate sustainability initiative, in March 2021. The UN Global Compact guides companies on the Ten Principles of the UN Global Compact and the Sustainable Development Goals (SDGs). The SDGs are a set of 17 global goals adopted by the UN to transform our world by 2030. The SDGs are a unifying force that reach across the public sector and the private sector for global change. Our CSOs focus on SDGs where we can have the most global impact.

**SUSTAINABLE  
DEVELOPMENT  
GOALS**





# OUR PURPOSE: INSPIRING LOVE

Our purpose of Inspiring Love is evident in everything we do, from the ways we empower our more than 26,000 diverse team members to all the ways we enable our customers to celebrate their lives and express their love. And, as a purpose-driven and sustainability-focused company, Signet is driven to love and protect our planet, pioneering and championing initiatives, advocating throughout our supply chain and using our influence to pave the way for our planet to shine as brilliantly as the gems it creates. To Inspire Love and be the change we want to see in the world, Signet is focused on fostering equality, innovating new ways to bring our unique jewelry to everyone, and encouraging self-expression. These ideas are deeply entrenched in the values we live every day.



Signet's Three Loves:

LOVE FOR ALL PEOPLE.  
LOVE FOR OUR TEAM.  
LOVE FOR OUR PLANET AND PRODUCTS.

# Signet Jewelers

## 2030 Corporate Sustainability Goals

### Love for All People



**Social Change Advocates**

**Signet  
Love Inspires Foundation**

**Governing with Purpose**

### Love for Our Team



**Employer of Choice**

**Community of Inclusiveness**

**Purpose and Appreciation**

### Love for Our Planet and Products



**Human Rights**

**Climate Advocacy**

**Design Innovation  
and Inclusivity**

# Love for All People

Purpose drives our governance, business strategy, and our philanthropic missions; it serves as a North Star for our leadership and our Foundation. We believe love has no boundaries and does not discriminate. We champion diversity, equity, and inclusion throughout our store operations, our digital transactions, and philanthropic giving — all of which show our love for the diverse world in which we operate.

**Social Change Advocates**

**Governing with Purpose**

**Signet Love  
Inspires Foundation**



## GOALS

# Love for All People

### Social Change Advocates

- ◆ Signet will continue to lead innovative and inclusive marketing campaigns that represent diverse populations inclusive of all shapes, sizes, ethnicities, and abilities.
- ◆ Respond to societal conversations where our voice may be helpful in communities in which we serve.
- ◆ Regularly engage with Signet BRGs to foster conversation that brings our purpose to life.



### Signet Love Inspires Foundation

- ◆ 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.
- ◆ Align the Signet Love Inspires Foundation grant making policy with the United Nations Sustainable Development Goals to meaningfully measure our impact towards solving the world's most pressing problems.



### Governing with Purpose

- ◆ 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.
- ◆ 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.





# Love for Our Team

We believe for love to be shared with our customers and in our communities, it must start inside our Company. We are committed to foster a culture where team members feel engaged, energized, inspired, respected, and valued. Our leadership teams are as diverse as our customer base, and we reward our people with pay and benefits that value their contributions and individuality.



4 QUALITY EDUCATION

8 DECENT WORK AND ECONOMIC GROWTH

10 REDUCED INEQUALITIES



## GOALS

# Love for Our Team

### Employer of Choice

- ◆ By 2025, we strive to be certified as a Great Place to Work® for 5 consecutive years.
- ◆ We strive to increase our Great Place to Work® Expanded Trust Index® Results average score by 10 points.
- ◆ Become a Fortune 100 Best Companies to Work For® by improving our scores on Great Place to Work® by 2025.
- ◆ Improve Field and Support Center retention by 10% by 2025.
- ◆ Become an Employer of Choice for LGBTQ+ communities and become recognized by the Human Rights Campaign Corporate Equality Index.



### Community of Inclusiveness

- ◆ 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.
- ◆ Continue to offer required courses for all team members targeted at inclusion and equity annually for the next 4 years.
- ◆ By 2025, we expect our management teams to better reflect our customers and the communities we serve.
- ◆ Increase diversity in leadership positions at Director and above by 25% by 2030.
- ◆ Increase the representation of BIPOC in leadership roles at Director and above in our support centers by 20% by 2030.
- ◆ Interview diverse candidates for manager level positions and above.
- ◆ All Directors and above complete the course of Traits of Inclusive Leaders by 2025.

### Purpose and Appreciation

- ◆ We will increase our base wage to \$15/hour by Spring 2022 in the US.
- ◆ Continue to provide competitive and equitable benefits for all team members, with annual evaluations to determine new trends or team member needs.
- ◆ By 2023, we will provide all retail team members with additional training available on demand to support their professional development.

Jared Team  
Members





# Love for Our Planet and Products

We create policies and take bold action on environmental standards with a focus on climate. We also believe in inspiring love and creating the kind of world we want to live in. It means leading in responsibly sourced products, protecting workers around the globe in our supply chain, and always with our planet in mind.

**Human Rights**

**Climate Advocacy**

**Design Innovation  
and Inclusivity**



# Love for Our Planet and Products

## Human Rights

- ◆ 100% of our strategic indirect suppliers have signed Signet's Supplier Code of Conduct or have a similar one in place.
- ◆ 100% of our strategic indirect suppliers are audited for compliance.
- ◆ 100% of our strategic direct and indirect suppliers are increasing access to career opportunities and upward mobility our for women.
- ◆ 100% of strategic direct suppliers are building world-class, safe, and healthy workspaces for the people making our products.
- ◆ 100% of Signet and R2Net key suppliers to be certified RJC members by 2025.
- ◆ Conduct rigorous audits of R2Net suppliers at risk of non-compliance with the D-RSP.
- ◆ Source conflict-free rough diamonds from conflict and high-risk affect areas (e.g., Central Africa) working with artisanal and small-scale miners ("ASM"), and aligned with OECD Due Diligence Guidance.
- ◆ Disclose diamond origin by company and provide economic impact to customers for every diamond traceable through De Beers, ALROSA or any other major rough diamond source.
- ◆ Continue to build skills and opportunities in the diamond cutting and polishing area through beneficiation in Botswana.

## Climate Advocacy

- ◆ 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.
- ◆ Partner strategically with leading Transportation Suppliers in order for Signet to achieve net-zero greenhouse gas emissions by 2050.
- ◆ Signet will use at least 50% recycled content for pulp and paper-based packaging and collateral and 30% recycled content in plastic-based packaging.
- ◆ Signet will create sustainable packaging options for consumer selection in stores and online.
- ◆ Signet will purchase corrugated boxes for use in our supply chain that consists of no less than 60% recycled material.
- ◆ Implement water usage reduction policies in all of the factories and facilities we operate in water-stressed areas.
- ◆ 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.

## Design Innovation and Inclusivity

- ◆ Increase cumulative spend on indirect diverse suppliers to \$250M.
- ◆ Co-develop designers and talent in the diamond jewelry sector for Black, Indigenous and People of Color (BIPOC) creative design talent in the United States 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.
- ◆ Increase merchandise spend to global direct suppliers with active community development and social impact programs that pay living wages and provide livelihoods for women.
- ◆ Provide support for five new female entrepreneurs in the jewelry industry and the communities in which we operate.
- ◆ 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.
- ◆ Innovate our business model to create products, programs, and services which contribute to the circular economy.





SIGNET  
JEWELERS

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