



NEWS RELEASE

I Work at a Truly Great Place

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Recently, Signet Jewelers was Certified™ as a Great Place to Work® company. It was our second-consecutive certification, with a large majority of the scores increasing from the previous year. But this isn't an article about numbers or badges or who made the list. This is an article about what's behind the data and **what the Great Place to Work® moniker represents** – our people and the culture they continue to define.

At Signet, we believe love inspires love, and the more love there is in the world, the better the world is for all of us. In order to inspire the kind of love we're talking about, it must start **within our four walls**. In the last few years, the story of Signet's cultural transformation began to be written. It's as much a love story as it is a culture story told through our team member experience.

That experience starts with potential new hires getting to know our company and is pulled through to those who've chosen to spend most of their **careers at Signet**, providing each person with new ways to grow and feel a part of something bigger than themselves. Here are the three elements that we adhere to provide every team member at every level the opportunities to learn, grow and be successful – at Signet and in life.

- A proposal - a compelling value proposition to potential candidates.
- A promise - how we aspire to treat our team members and ensure they feel valued and respected, and
- A path - our framework for introducing new initiatives and programs that will allow everyone to become their best and true selves.

All of this may sound lofty, and maybe it is. But the important thing is, it's equally tangible and able to be realized.

Which brings me back to **Great Place to Work®** (GPTW). The organization stands for something that Signet's culture is fundamentally built on: acceptance. GPTW exists "to build a better world by helping organizations become a great place to work for all." Signet Jewelers' mission is to **enable all people** to Celebrate Life and Express Love. The common denominator is "all." It's human nature to want to feel accepted, included, valued and especially, loved. Signet's unwavering focus on diversity, equity and inclusivity empowers every one of our 26,000 team members to feel safe, listened to and accepted for who they are and what they believe.

The Great Place to Work-Certification is an honor beyond the distinction itself. It means so much to me because it was realized by the collective voice of our team members. After all, a company can only achieve this prestigious honor based on the high marks given by its own team members. The 2021 Great Place to Work® Trust Index© Survey covered an array of topics intrinsic to the health, growth and success of any organization: Collaboration, Credibility, Equity, Fairness, Pride and Respect to name just a few. The results of our team members' anonymous and honest feedback resulted in Signet having several notable scores in the 90th percentile or above – high marks that show our cultural transformation taking root.

What's more, the average of all statements was up 9% from a year ago when we received our first certification. The story behind those numbers is this: our team members know what they say and how they feel matters, and they have a support system within Signet that listens, cares and most importantly, acts. Were all the scores from the survey where we want them to be? No, but that's part of the transparent culture developing here.

Every single score is noteworthy because it reinvigorates my team and shows us where Signet as a company can do better in fulfilling our promise of inviting team members to **be their best selves**, introducing them to ideas that grow their passions, and yes, Inspiring Love within our four walls and the four corners of the world.