NEWS RELEASE

Reflecting on Gender Equality: A Q&A with one of Signet's Leaders

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On the heels of another global and galvanizing International Women's Day celebration, and as we continue to honor inspiring women throughout the month of March, we sat down with one of Signet's leaders, Jennifer Hammond, Divisional Vice President of Regional Operations for KAY Jewelers. We asked Jennifer about her view as a leader inspiring positive change and her views on the collective progress being made in support of gender equality.

Jennifer Hammond (left) with fellow KAY team members.

Q: Companies around the world look forward to International Women's Day as a day of recognition and reminder. What does the day mean to you?

JH: To me, International Women's Day is a reminder – it's a reminder that I matter, and that empowering women in an equitable way matters. It's not only fair, but it's right. I'm fortunate to hold a role in this organization that impacts career development for all. I'm in a position with others at Signet to help influence and create positive change. That's something I consider to be a great honor, and an even greater responsibility.

Q: February 28, 1909, was the date of the first National Women's Day. One hundred and fourteen years later, how far do you think the world has come with women's rights?
JH: I believe progress has been made. That's thanks to the intentional and relentless efforts of many. But we still have a long way to go. Women's rights are human rights!

Q: Signet leadership makes diversity and equality paramount in what we do. Can you talk about the impact our CEO, Gina Drosos, has had toward helping achieve our gender goals?
JH: Gina lives and breathes our Purpose of Inspiring Love. Our Purpose has become our ethos and it's evident in everything we do. This holds true in so many facets of the team and business she has built. This is not a "goal" for her, but rather an expectation. And because of that, we have seen so many female leaders stand up and earn their place within this organization. I'm especially proud that 76% of our store assistant managers and above are women. That speaks to our commitment.

Q: You mentioned one impressive statistic, here are a few more: 50% the Signet Leadership Team is women, 42% of Vice Presidents and above within Signet are women. What are your thoughts on those numbers?
JH: These statistics make me proud. And let's not leave off that Signet was just included on the Bloomberg Gender-Equality Index for a fifth consecutive year. We are the only specialty jewelry retailer to be included. I'm just beyond proud to see this kind of progress being made in the career advancement of women, and proud to work for a company that promotes equity and inclusion for all with such resolve.

Q: Yes, the Bloomberg Gender-Equality Index for five years running, there's also Great Place to Work® certification for three straight years and Signet landing at #12 on the Forbes and Great Place to Work® Best Workplaces in Retail. You've been part of Signet for 19 years, do any of these accolades surprise you?
JH: None surprise me. With great effort comes great result. These recognitions were earned by doing what is right, and that is something to truly cherish.

Q: How do you teach and assist others when it comes to gender equality?
JH: Awareness is key, knowing your blind spots is a gift that we can all benefit from. Last year, in fact, Signet held a town hall called, "Leading Bravely: Diversity Unlocks Innovation" on the topic of allyship, blind spots and unconscious bias. Town Halls, educational forums, quarterly check-ins with your team, these are all tools that we use internally, and of course, our voice and influence in the jewelry retail world is what we use externally to help make the change we want to see in the world.

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Learn more about Signet's commitment to gender equality.