



SIGNET
JEWELERS



path to
BRILLIANCE



**2018
CORPORATE SOCIAL
RESPONSIBILITY
REPORT**



TABLE OF CONTENTS

06 OVERVIEW

09 PEOPLE

18 RESPONSIBLE SOURCING

28 ENVIRONMENTAL STEWARDSHIP

34 CHARITABLE GIVING



ABOUT SIGNET

Signet Jewelers Limited is the world's largest retailer of diamond jewelry. Signet operates approximately 3,300 stores primarily under the name brands of Kay Jewelers, Zales, Jared, H.Samuel, Ernest Jones, Peoples Jewellers, Piercing Pagoda and JamesAllen.com. We are in the midst of a significant and challenging transformation plan called Path to Brilliance, moving from a legacy mall retailer to a modern OmniChannel category leader.

Further information is available at [signetjewelers.com](https://www.signetjewelers.com)
NYSE: SIG

ABOUT THIS REPORT

Signet's 2018 Corporate Social Responsibility (CSR) Report presents performance information for our businesses in North America and the United Kingdom, excluding data from R2Net, which was acquired in 2017 and owns and operates JamesAllen.com (unless otherwise noted). The Report details our goals and highlights for the calendar year 2018, which is primarily our Fiscal 2019 (unless otherwise noted), with additional quantitative and qualitative material from previous years. We remain committed to reporting in a manner that is informed by international frameworks such as the Global Reporting Initiative (GRI) Standards and the Retail Industry Leadership Association (RILA) Retail Sustainability Management Maturity Model.

Click any of these links to learn more.

KAYTM

JARED[®]

ZALES[®]
THE DIAMOND STORE[®]

PIERCING
Pagoda[®]

PEOPLES
CANADA'S #1 DIAMOND STORE

 **JAMES ALLEN**[®]

ERNEST JONES
LOVE & LIFE

H.SAMUEL
THE JEWELLER

Jewelry included in this report are examples of our responsibly sourced merchandise.

2018 Highlights



PEOPLE

over **11,000**

team members are now certified experts in diamondology or gemology



over **70%**

of Signet Field Leadership are women



1,200

U.S. team members took part in the On the Move Challenge to improve wellness

nearly **10,000**

team members were celebrated via our Rewards and Recognition program



RESPONSIBLE SOURCING



94.2%*

of all Signet jewelry sourced from Responsible Jewellery Council (RJC) members

*by value

- Since 2014, 4X more suppliers are now RJC members
- #5 on list of companies around the world most praised by NGOs

5 Years

consecutive years reporting verified conflict-free gold



First retailer to sell gold jewelry from certified conflict-free artisanal mines from the Democratic Republic of the Congo



ENVIRONMENTAL STEWARDSHIP



2.5%

absolute reduction in water use globally versus FY17

over **25%**

reduction in greenhouse gases globally versus FY14*

*Scope 1 and Scope 2

more than **7%**

reduction in absolute energy use versus FY17

nearly **56%**

of all waste recycled in our Support Centers



more than **11 million** kilowatt hours saved through energy-efficiency measures across all properties



CHARITABLE GIVING

over **\$71 million**

raised for St. Jude Children's Research Hospital since the start of our partnership over 20 years ago.



Charitable giving mission focused on helping underserved women and children

nearly **\$6 million**

raised for charities and children's hospitals by holiday campaigns in the US, Canada and the UK

Instilling trust through CSR

Message from our CEO, Virginia C. Drosos

Dear Fellow Stakeholders,

At Signet, we see CSR as a strategy and a clear competitive advantage. Our sphere of influence goes beyond just the places we do business, and we recognize that our people, values and culture require that we take responsibility wherever we have an impact.

Photo by Phil Masturzo. Reprinted with permission of Akron Beacon Journal and Ohio.com.



Instilling trust among our key stakeholders — investors, employees and customers — means that we are transparent about our CSR goals, and that we must integrate them into our daily operations. We also work closely with suppliers, governments, communities and civil society to create value through responsible initiatives across our four CSR key areas: People, Responsible Sourcing, Environmental Stewardship, and Charitable Giving.

People

In last year's report, we shared the news about the launch of our updated core values: People First, Lead Bravely, Own It, CUSTOMERS! and Straight Talk. It's heartening how quickly team members adopted these values and how passionately they are living them in our stores and our support centers.

We are taking actions to build a more agile, responsive and engaged organization to support our Path to Brilliance transformation plan. All team members are actively engaged, Leading Bravely and Owning It through town halls, straight talk with senior leaders and using our new Workplace by Facebook social media platform to regularly inspire, update and share ideas.

We are proud of the progress we are making in our diversity and inclusion efforts. In 2018, we launched four business resource groups: LGBTQ, Multicultural, Women and Young Professionals. Signet was named to the [Bloomberg 2019 Gender Equality Index](#) as one of only a few retailers and the only jewelry company. This recognition is a reflection of strong progress, like our gender-equal Board of Directors and our field leadership being 74% women.



Responsible Sourcing

At the very heart of our business is the trust that our customers place in us regarding the integrity of our jewelry products. Our decades-long commitment to be a global leader in responsibly sourcing the metals and gems used to create our jewelry is a fundamental Signet value. In 2018, we expanded our award-winning, open-source Signet Responsible Sourcing Protocol (SRSP) beyond gold and diamonds to include silver and platinum through collaborative efforts with partners throughout our global supply chain. These efforts led to the launch of a new SRSP for Colored Gemstones in March 2019.

Additionally, we were elected chair of the [Responsible Jewellery Council](#), a global standards setting and certification organization of more than 1,100 members supporting human rights, business ethics, and social and environmental performance in the industry. Our goal, both as a company and an industry leader, is to work closely with our partners to further strengthen standards and certification towards the continuous improvement in the integrity of the global jewelry supply chain.

In 2018, we were only one of four companies, and the only jeweler, to have nearly 100% of our gold supply chain verified as conflict-free for five consecutive years based on Dodd-Frank Section 1502 Conflict Mineral Report filings. We are also extremely pleased that SIGWATCH, an unaffiliated NGO tracking company based in the United Kingdom, ranked us as one of the top five most praised companies in the world – the only jewelry company on the list – for our responsible sourcing efforts (see page 21).

Environmental Stewardship

Like other retailers, our operations require energy, water, and other materials. Our goal is to reduce waste and increase efficiency through such initiatives as lowering energy usage, reducing travel through video-conferencing, installing water-saving devices, and encouraging a paperless office. We reduced energy use by more than 7% and increased recycling rates by 6 % compared to last year. And, in water-scarce Botswana, we reduced our water consumption by more than 60%. We also advocate for conscientious environmental stewardship among our suppliers and throughout our supply chain.

Charitable Giving

Signet supports charitable organizations that focus on underserved women and children. We encourage our team members and customers to join us in this effort. With partnerships that go back decades, we have raised tens of millions of dollars to support charities that meet our focus areas. In 2018 alone, we raised nearly \$6 million for our national and international charitable giving partners, with an emphasis on helping sick children. We know that our charitable partners often need more than just money. That is why I am proud that in 2018, we increasingly complemented financial support with volunteer time from our team members. For example, during the academic year, 85 Akron-based team members volunteered weekly as mentors for underprivileged children in local elementary schools. And, thousands of hours are donated through volunteerism every year by our team members in communities where we operate.

We are transforming our business and repositioning our company for success in a rapidly changing retail landscape. The Path to Brilliance transformation plan makes us more customer-centered by leveraging technology to deliver an OmniChannel experience and creating a more agile and efficient culture. Likewise, our CSR goals are evolving and addressing the challenges we face as a company. What isn't changing is our commitment to making a difference for our people, the industry, our communities and other stakeholders.

Thank you for your interest in our company and what we are accomplishing through our CSR commitment. Part of our ethos is to never be satisfied. Every day we work to continuously improve. In the following pages, please note the progress we are making and the challenges we have ahead. We hope our report captures the passion every single person working for this company has to make memorable and meaningful moments for our customers every day. Corporate Social Responsibility is both a reflection of and a means to how we accomplish this.



Virginia C. Drosos
Signet Jewelers
Chief Executive Officer

Signet At-A-Glance

Fiscal Year 2019

GLOBALLY

3,334

STORES

22,989
AVERAGE NUMBER OF
EMPLOYEES (FTE)
\$6.25

BILLION IN REVENUE

NORTH AMERICA SEGMENT

The North America segment operated 2,729 locations in the US and 128 locations in Canada*.

KAY

39%
(Kay Jewelers and
Kay Jewelers Outlet)

JARED

18%
(Jared The Galleria Of Jewelry
and Jared Vault)

ZALES

20%
(Zales Jewelers and
Zales Outlet)PIERCING
PAGODA
5%
PEOPLES
JEWELLERS
3%

(Canada)

JamesAllen.com
website
4%
(Following 2017
acquisition of R2Net)

INTERNATIONAL SEGMENT

International segment operated 477 stores in the United Kingdom, Republic of Ireland and Channel Islands*.

ERNEST JONES

5%

H.SAMUEL

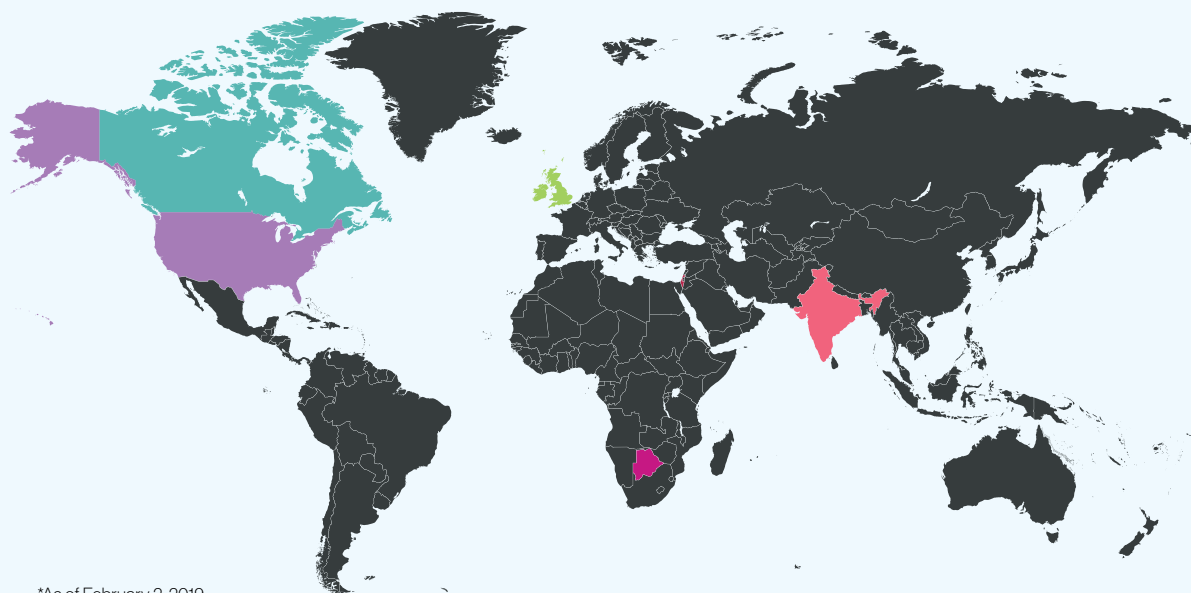
5%

OTHER

Diamond sourcing (includes diamond polishing operations in Botswana)

(Percentage of total Signet revenue)

WHERE WE OPERATE


CANADA*
128
 STORES

US*
2,729
 STORES

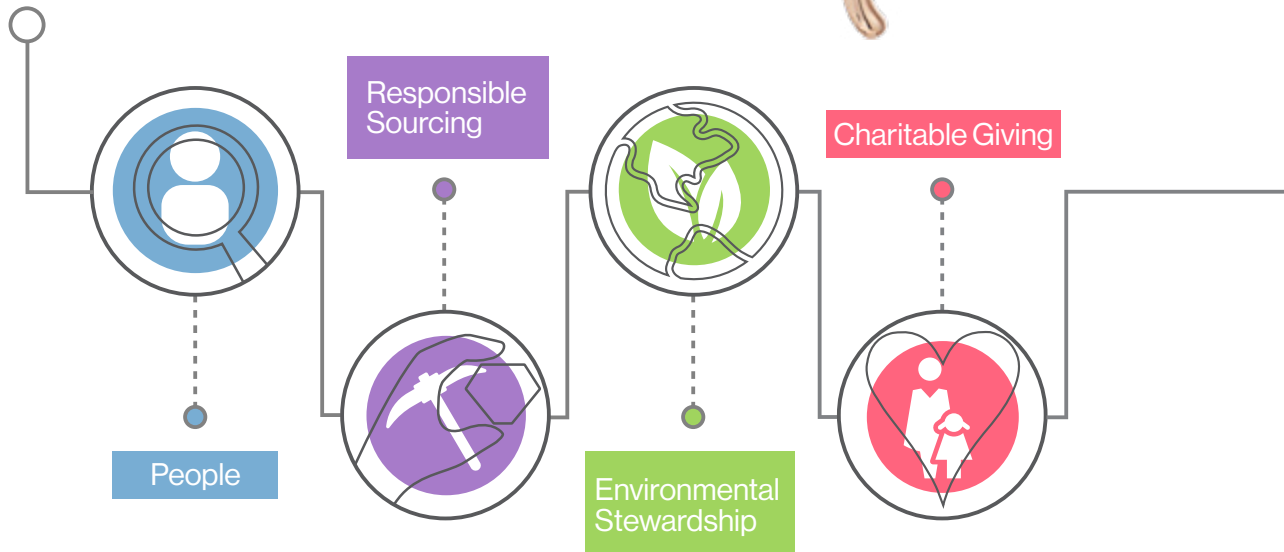
INDIA
 Diamond liaison office
BOTSWANA
 Diamond polishing plant
ISRAEL
 Technology center

**UK, IRELAND &
CHANNEL ISLANDS***
477
 STORES

*As of February 2, 2019

Corporate Social Responsibility at Signet

As a whole and within each of our four CSR key areas, Signet is dedicated to a process of continuous improvement. Through ongoing cross-functional collaboration, we employ a combination of surveys, stakeholder dialogue and science-based evidence to establish, execute and improve our initiatives and programs.



Eugenia Ulasewicz

Signet Board Member & Chair
of the Board CSR Committee

MESSAGE FROM THE BOARD CSR COMMITTEE CHAIR

Our company's commitment to Corporate Social Responsibility (CSR) reflects its culture and is equally vital to its success. We recognize that CSR activities are often factors in decisions for current and prospective employees, customers, investors, suppliers, and other stakeholders to engage with our company. Not widely known, though, is that Signet is among a relatively small group of public companies that have a Board-level CSR Committee. Now in its fifth year, the Committee has been providing strategic direction and governance oversight on goals and progress for the four CSR key areas that comprise our commitment to you.

The Committee believes that our CSR commitment clearly supports the company's business strategy for long-term growth. This involves the integration of human capital management, purposeful stakeholder outreach, and financial and operational resource stewardship. This year, we intend to establish additional goals and most important, step up communications internally and externally about our CSR progress. With more than 30,000 team members who can serve as ambassadors, amplifying important messages to all our stakeholders, from customers to investors, is an important objective this year.

We're most proud of the progress our company has made in our global responsible sourcing achievements over the last several years. The team's work is respected around the world by government, and civil society and has established us as the clear industry leader in this regard. The work already under way this year will further strengthen both our collaboration and accountability with suppliers to help enhance the high business and ethical standards already in place.

In addition, Signet's commitment to inclusion and diversity runs from the Board throughout the organization, and fuels innovation and development among employees. Accelerating engagement throughout the organization is a critical goal this year for all levels of leadership. As the company optimizes its real estate footprint, we also are mindful to have ongoing integration for environmental stewardship initiatives. And this year, we are pleased that team members are further empowered to take ownership for volunteering more in our communities within our charitable giving focus on helping underserved women and children.

CSR is central to our culture, reflected in our core values, and essential for us to remain both an industry leader and a competitive company. And you have our assurance that Signet's CSR commitment will continue to play a vital role in all company activities, including our Path to Brilliance transformation plan. On behalf of our Committee, thank you for your interest in our CSR program.



CSR GOVERNANCE AT SIGNET

The [Board CSR Committee](#) consists of five Signet Board Members. The Committee has oversight and sets the strategic direction for corporate social responsibility at Signet. Signet management updates the CSR Board Committee quarterly.

In its role in providing oversight of risk management, the Board annually agrees on the prioritized risks impacting the company and the Board's associated responsibilities and reviews them on a quarterly basis.

Committed to mitigating environmental risks

We believe climate change risks related to our direct business performance are limited primarily to extreme weather events that could negatively affect the operation of our stores. Signet, however, recognizes that climate change is a risk to society and therefore continues to take steps to reduce Signet's climatic impact. By monitoring and managing our carbon footprint, Signet aims to mitigate climate change risks that could disproportionately affect vulnerable groups within our supply chain, as well as potentially affect demand for our products in the long term.

CSR Governance Structure

Signet Board CSR Committee

Eugenia Ulasewicz (Chair)
Mark Graf Marianne Miller Parrs
Zackery A. Hicks Brian Tilzer

Chief Communications Officer

Vice President of Corporate Affairs

Team Members Globally

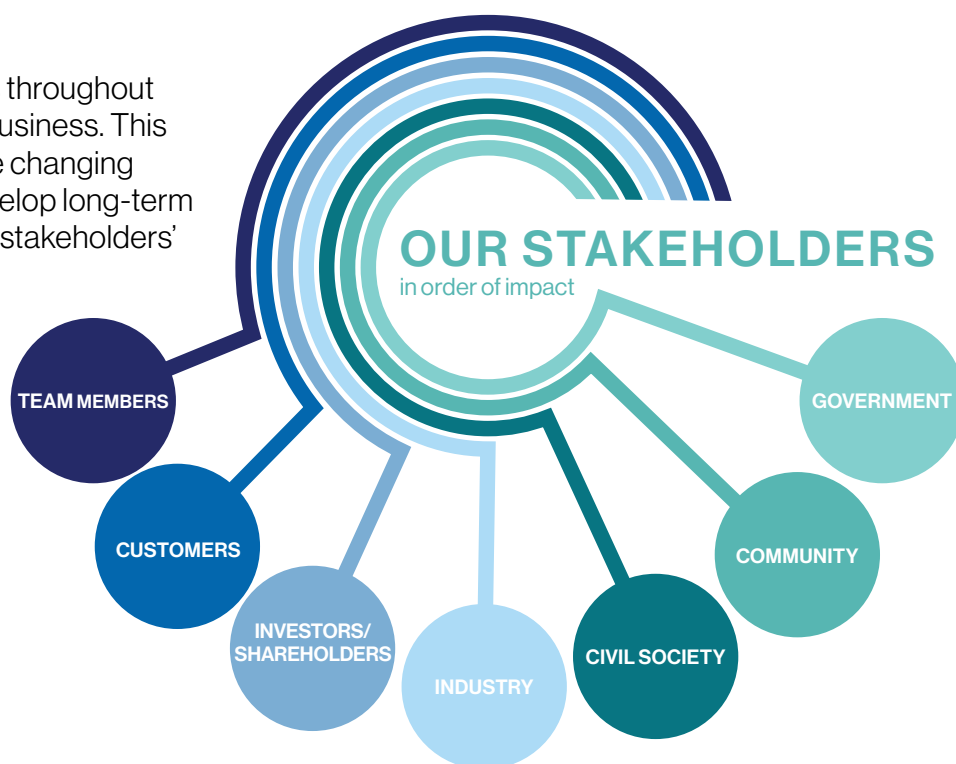
STAKEHOLDER ENGAGEMENT: MATERIALITY SURVEY EXPANDS TO INCLUDE MORE LEADERS

Previously Signet conducted an annual survey of cross-functional leaders to determine what's most important to our CSR reputation. This year we expanded the survey scope to include input from over 70 Signet leaders around the world. The survey asked each participant to provide an opinion on the most material issues from three perspectives. The table below summarizes the percentage of participants who responded that the issue was "very or extremely important."

The results from our 2018 survey confirm that the most important issues for Signet align with our current priorities and our four CSR key areas: People, Responsible Sourcing, Environmental Stewardship and Charitable Giving. The 2018 survey results are a new baseline against which future results will be compared.

SURVEY RESULTS	HOW IMPORTANT IS THE TOPIC BELOW TO SIGNET'S CURRENT BUSINESS/ FINANCIAL SUCCESS?	HOW IMPORTANT IS THE TOPIC BELOW IN TERMS OF SIGNET'S ENVIRONMENTAL IMPACTS & SOCIAL RESPONSIBILITY?	HOW IMPORTANT IS THE TOPIC BELOW TO SIGNET'S STAKEHOLDERS?	MATERIALITY SURVEY SCOPE EXPANDS TO MORE LEADERS
Ethical labor practices	93%	95%	89%	92%
Ethical (environmental & social) sourcing	89%	95%	86%	90%
Overall customer satisfaction	94%	75%	90%	87%
Diversity in the workforce	82%	78%	79%	80%
Employee engagement and recognition	96%	68%	72%	79%
Availability and cost of natural resources (inputs)	75%	65%	54%	65%
Alternative material sourcing (replacing unavailable inputs)	72%	58%	58%	63%








We also engage with our stakeholders throughout the year during the normal course of business. This engagement keeps us current with the changing CSR landscape and enables us to develop long-term relationships to better understand our stakeholders' evolving expectations.



UN SUSTAINABLE DEVELOPMENT GOALS

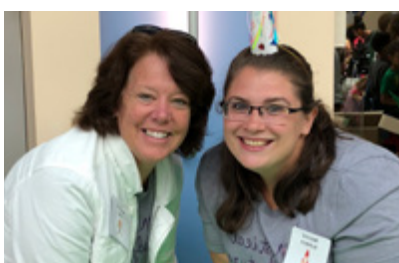
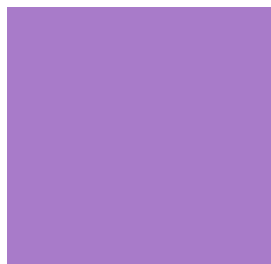
The United Nations 2030 Agenda for Sustainable Development encompasses a set of 17 goals to end poverty, protect the planet and ensure prosperity for all as part of a new sustainable development agenda. Signet supports the UN Sustainable Development Goals and recognizes that the private sector has an important role to play in achieving them. Throughout this Report we highlight those goals, which our projects and programs help to further, while the table below summarizes alignment between goals most material to Signet's business and CSR initiatives.



UNSDG	DESCRIPTION	SIGNET ALIGNMENT	FOR MORE INFORMATION
	No poverty	Through responsible sourcing, we offer employment opportunities to create sustainable livelihoods in many of the less developed countries where Signet's suppliers' employees live and work.	Responsible Sourcing > Groundbreaking Progress on Conflict-Free Gold
	Good health & well-being	Providing facilities and programs to improve team members' physical and mental well-being. Working with suppliers to enforce safety initiatives through audits and training, particularly to protect workers exposed to occupational risks.	People > Wellness and Responsible Sourcing > Signet Responsible Sourcing Protocol
	Quality education	Providing educational opportunities to move children from mines into classrooms through the Diamond Development Initiative (DDI).	Responsible Sourcing > Compliance with SRSP for Diamonds > Support for the Diamond Development Initiative
	Gender equality	Maintaining an inclusive culture within our company and supply chain where everyone has equal access to opportunities to thrive and achieve their potential.	People > Diversity
	Decent work and economic growth	Holding our suppliers to high standards in providing safe and fulfilling work, as well as creating jobs and economic opportunity in communities where we operate.	Responsible Sourcing > Signet is leading the way in sourcing conflict-free artisanal gold from the Democratic Republic of Congo
	Responsible consumption & production	Leading and advocating for industry harmonization and standards for responsible sourcing of gemstones.	Responsible Sourcing > Industry collaboration
	Climate action	Managing our energy and emissions, in particular, those from our support centers and retail spaces.	Environmental Stewardship > Energy, water, waste, transport greenhouse gases



PEOPLE






People

Team members are Signet's No. 1 asset. When they win, Signet wins. As work on our Path to Brilliance transformation plan progresses, we are underscoring the importance of every job, the accountability of every team member, and behaviors that enable us to be a more agile and efficient organization. Our culture celebrates diversity and inclusion, while at the same time uniting around a common mission to Celebrate Life and Express Love®. Signet's People First core value promotes embracing differences, celebrating uniqueness and showing respect to deliver authentic and joyful customer experiences. We nurture talent by providing professional, personal and social development opportunities that allow our employees to shine, and we are proud of our long-standing track record of promoting from within.



PROGRESS AGAINST GOALS

Goals*	Progress Report
Ensure key Signet CSR themes, achievements and messages are integrated into new training and development programs for the Support Centers and Field team members	 <ul style="list-style-type: none"> Fully under way and ongoing
Conduct a team member engagement survey globally, to gather insights about our workplace environment and company culture	 <ul style="list-style-type: none"> Baseline survey completed Pulse follow-up surveys in development
Use the survey findings to help shape our engagement activities to support our People First core value	 <ul style="list-style-type: none"> Activities under way and ongoing for current fiscal year

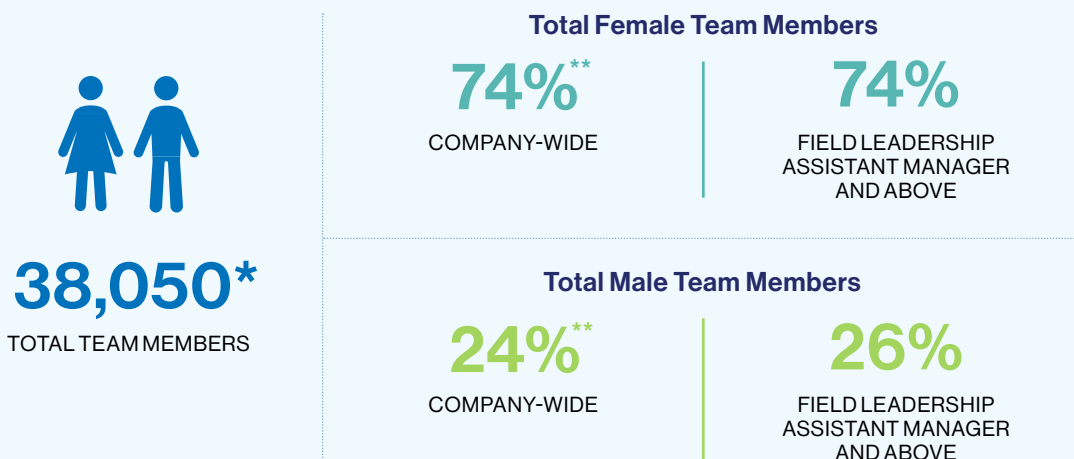
*Goals set in the 2017 CSR Report



Our New People Goals

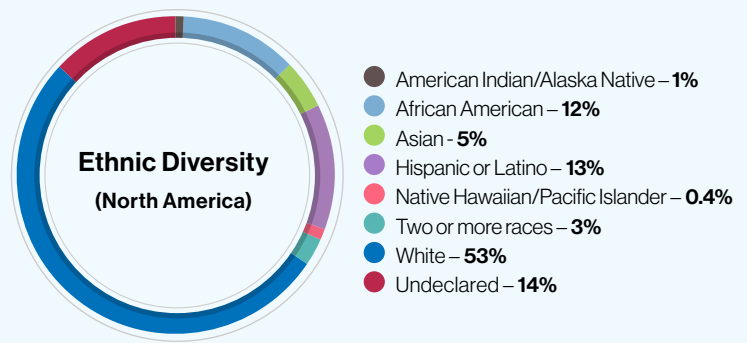
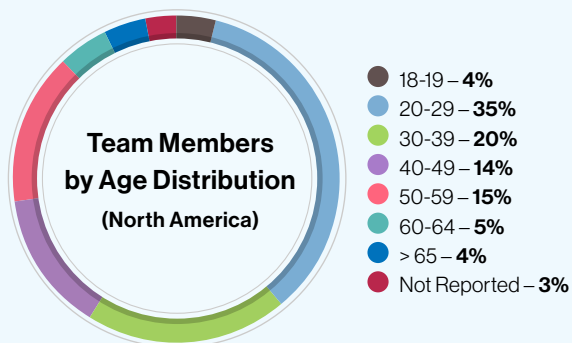
CATEGORY	GOAL
Team Member Engagement and Wellness	<ul style="list-style-type: none"> Deliver and inspire excellence in people, processes and programs that attract, retain and engage team members In 2019, drive meaningful improvement on engagement scores: conduct pulse surveys between company-wide engagement surveys Encourage and support service and volunteering in the communities where we work and live Create a culture of health and wellness that improves outcomes, facilitates a cost-conscious entrepreneurial mindset and focuses on enhanced benefit offerings for team members
Diversity and Inclusion	<ul style="list-style-type: none"> Nurture an inclusive environment where all team members are valued Improve key measures of a robust, diverse pipeline of talent that fuels innovation and growth
Talent Development	<ul style="list-style-type: none"> Unleash the potential of each team member to be their very best Invest in "Leadership at every level" with targeted training and development for all team members

Team Members At-A-Glance



*Numbers represent all team members who worked for Signet during Fiscal 2019

**~2% are undeclared



Diversity & Inclusion



Diversity supports our mission of helping all customers Celebrate Life and Express Love®. We believe that diverse teams make better decisions. Accordingly, we strive to create an

inclusive and respectful environment that empowers all genders, ethnicities, nationalities and beliefs to thrive and be promoted based on merit and talent. This commitment has been underscored by our selection for the 2019 Bloomberg Gender Equality Index (GEI), based on Signet's FY2017 diversity profile and policies. We are one of only a few retailers, and the only jewelry retailer, included in the 2019 Bloomberg GEI.

Signet's Diversity Leadership Team (DLT), comprised of team members from the Field and Support Centers, is the driving force in identifying opportunities for more inclusive practices that foster engagement and

inclusion is evaluated using defined qualitative and quantitative measures of success. In addition, the DLT provides team members with opportunities for professional leadership development and continuous improvement.



In December, Signet named Reggie Johnson, Sr. Vice President, Human Resources (Field) and Chief Diversity Officer.

2018 Diversity initiatives

Team members took the lead in organizing and participating in events to promote diversity by creating four new Business Resource Groups (BRGs) in our Akron and Dallas Support Centers: Young Professionals, Women, LGBTQ+ and Multicultural support. Among the BRG-sponsored events during the year were celebrations in Akron and Dallas of National Coming Out Day, which engaged team members to support our core value to Lead Bravely. BRG members also participated in Pride parades in the Cleveland and Dallas areas.

Our LinkedIn Learning platform now provides team members with access to specific diversity-focused soft skills courses. Topics include Unconscious Bias, Confronting Bias and Managing a Diverse Team.

performance. The DLT develops cross-functional collaboration and proposes strategic, inclusive and value-added corporate initiatives to support our core value of Own It. Each proposal to increase organizational



“““

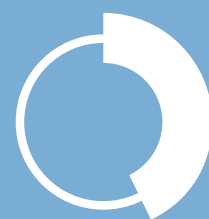
We are in a joyful business, and we want every team member to feel the joy of delivering our mission:

Celebrate Life and Express Love®.

—CEO Gina Drosos



Women in leadership



43%

Senior management positions (vice president and above)

50%

Board positions



74%

Store leadership (assistant manager and above)

Engagement



Signet can only achieve our mission if our team members are engaged, invested and committed to living our core values on a daily basis. To

encourage team members to engage in person and online, we held the #CoreValues Challenge in 2018. Team members were invited to share their passion for Signet's five core values by posting video submissions on our Workplace by Facebook platform. Hundreds of team members from across the US and Canada participated in the challenge.

Rewards and recognition

Every year, Signet's Best Incentive Trip recognizes the extraordinary efforts of team members who go beyond our core values in delivering exceptional client service.

Shine with Signet Rewards and Recognition intranet enables team members to send peer-to-peer recognition and celebratory e-cards and anniversary milestone award certificates on a daily basis. In 2018, team members sent over 1,750 recognition badges, 5,500 e-cards and awarded more than 2,500 milestone anniversary certificates.

SigExchange

In 2018, Signet launched a TED Talk styled event called SigExchange. The aim is to bring together internal thought leaders to share concepts and passions, as well as to facilitate interactive dialogue and activities. The inaugural event's theme, Signet's Culture of Leading, was supported by



**Embodying our
“People First”
Core Value means
we appreciate the
contributions of all
Team Members,
value diversity and inclusion, and
find joy in delivering our mission.**

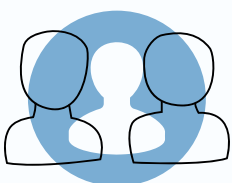
—Mary Liz Finn, Chief People Officer



Mary Liz Finn
Chief People Officer

sharing ideas around four behaviors: diversity and inclusion, development, entrepreneurial mindset and leadership ability. Signet CEO Gina Drosos opened the event with a video message in which she explained that “Culture is the fabric of an organization. A Culture of Leading helps others to get engaged with our mission.” SigExchange events are held live and videotaped so that all Signet team members can benefit from these unique learning opportunities.

CORE VALUES



People First

**Appreciation •
Inclusion • Joy**

Our people come first. We support and appreciate each other, embrace differences, celebrate uniqueness, encourage development, and reward performance. We have fun together and feel the joy of delivering our mission every day.



Lead Bravely

Team • Innovative • Agile

We transform our future with courage and vision by working as a team. We are curious, challenge the status quo, and innovate. We are agile and fearless, committed to win by focusing on priorities that make a difference.



Own It

**Accountable • Integrity •
Continuous Improvement**

We deliver on commitments because we are personally accountable. We learn from mistakes, and strive for continuous improvement. We are trustworthy, always operating with the highest integrity.



CUSTOMERS!

**Exceed Expectations •
Earn Trust •
Build Relationships**

We provide truly memorable experiences, striving to always exceed expectations. We delight in gaining customer trust, developing lasting relationships, and providing the best products, service, quality, and value.



Straight Talk

**Honest • Respectful •
Collaborative**

We listen, seek the truth together, and tell it like it is, even when it's difficult. We are honest and respectful. We communicate openly and clearly, strive to simplify, and drive collaboration.



Learning & Development

Investing in team members' development positions them to thrive in our highly competitive industry and innovate in the face of disruption.



Our training programs are key to instilling our core value of Own It, promoting accountability, integrity and continuous improvement.

We approach talent development from the perspective of shared accountability among all team members. Learning opportunities are seen as an everyday part of how we get things done, and digital learning technology is embraced.

With the adoption of Zoom Conference and Microsoft Teams Technology at our Support Centers, we are bringing leaders from around the world together for both large and small collaboration opportunities. Field leadership will also gain access to these tools in 2019.

We offer Signet team members a host of training programs to develop specialized knowledge, transferable skills and leadership potential.

Signet leverages in-house training content to deliver customized online, in-person, one-on-one coaching and multi-day offsite professional development opportunities.

In 2018 Field leadership and team members received training on a wide variety of important customer-focused topics including:

- Net Promoter Score/ Voice of Customer training

- Credit retraining
- Repair training
- Operational excellence training
- Customer First, OmniChannel & Culture of Agility and Efficiency training in support of our Strategic Pillars
- Core Values Training

In 2018, Signet was recognized by the Association for Talent Development (ATD), a national organization promoting employee learning, for its efforts in Employee Learning Week that featured an awareness campaign highlighting the important connection between learning and achieving organizational results.

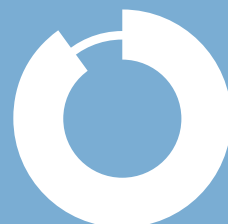
We plan to expand our efforts in 2019. For our Field team members, we will provide access to the thousands of courses available through LinkedIn Learning. We will launch specialized Career Schools and will be continuing with the focused education and peer-to-peer learning opportunities for Field leadership at our annual District Managers Meeting.

In our Akron and Dallas Support Centers, we will also be continuing or launching several important programs in the coming year including:

- Pathways Mentoring Program
- Emerging Leaders Program
- Leading Beyond Program
- Key Talent Program
- Merchandise Trainee Program (Dallas only)

Why talent development is top-of-mind

Responses from 2018 Employee Survey:



90%

of executives say leadership and development is a necessary benefit to the company



94%

of team members would stay at a company longer if it invested in their career development



68%

of team members prefer to learn at work

11,000+ team members completed a professional training course and have been certified as experts in diamontology and/or gemology. This type of investment in our employees helps them better serve our customers and ultimately make them more successful in their jobs.



Wellness

Our enterprise-wide wellness strategies are designed to support the physical, mental, social, environmental and financial well-being of our team members at work and at home. We develop strategic health and financial wellness initiatives that are driven by “People, Purpose and Passion” — positively inspiring long-term sustainable health among team members and improving health cost management. We educate, engage and empower team members to improve and maintain their overall health and financial well-being through programs aimed at prevention, health management and optimal engagement.



On the Move Challenge

Signet's On the Move Challenge is a 12-week, companywide program that encourages US team members to set and achieve fitness goals. Several accountability and reward mechanisms are built into the program to help team members stick to their goals. Examples include:

- Collecting ‘You Were Caught On The Move’ cards from other team members when seen exercising, with the cards redeemable for rewards
- Earning points, redeemable for rewards at the 4-, 8- and 12-week marks
- Providing an online platform for support and tips

Over 1,200 team members participated in 2018. We followed this challenge with a Life on the Move online program. Life on the Move takes a holistic approach to personal wellness and offers expert-written articles on topics such as Emotional Brain Training, fitness videos and weekly assessments focused on health behaviors and social well-being.



My Happy Plates

To make healthy eating easier, Signet offers US team members free membership to My Happy Plates, an easy-to-use, interactive online meal planning tool. Healthy recipes, including all nutritional information, are selected based on the team member's dietary and nutrition preferences. My Happy Plates offers monthly gift card draws and savings at local grocery stores. The tool is currently used by 1,259 team members.



Wellness at work

We provide fitness facilities and organize wellness events throughout the year at both our Akron and Dallas Support Centers to engage team members on proactively managing their health. Preventive programs, such as flu vaccinations and mammograms, are offered at both sites, along with Lunch and Learns on disease prevention and management.



In Akron, team members have 24/7 access to the SigFit Fitness Center, and we offer team-building competitive activities, such as softball, basketball, sand volleyball, bowling and cornhole. Health and wellness programs were front and center as part of moving into our new Dallas Support Center. Team members have access to two campus fitness facilities and can participate in monthly orientation meetings and other group fitness programs.

3,142

Team members participated in online wellness training videos

LifeSpeak

Launched in mid-May 2018, LifeSpeak is an online health and wellness platform that includes videos, podcasts, action plans and “Ask the Experts” live monthly sessions. Team members and their family members in the US and Canada can receive advice on topics ranging from physical and mental well-being to parenting and caregiving education. Last year 3,142 team members participated in the online wellness training videos.



Financial wellness



Our holistic view of wellness extends to personal finance. Signet financial wellness programs are designed to help provide team members and their families with sound financial management decision-making and alleviate stress related to financial decisions. Team members have access to a credit union, retirement investment plans and legal consultations. Every month, we provide team members with one-on-one sessions with financial advisors at all office locations. And, in partnership with our 401(k) vendor and other financial institutions, we offer a series of Lunch and Learns and webinars on financial wellness on topics such as When can I retire? Asset Allocation; and Taking Financial Control in your 20s, 30s and 40s.



UK wellness programs

During the past year, our programs in the UK and Ireland have emphasized mental health. Approximately 350 managers enhanced their awareness of common and more severe mental health conditions through an e-learning course, which also introduced ways to support team members who are managing mental health concerns. We also created relaxation rooms in our Store Support Centres prior to the busy holiday period. These rooms provided team members with a space during busy days to relax, read, draw or complete a mindfulness session. Two webinars on practicing mindfulness and resilience also were offered to team members.

350

Managers studied the awareness signs of common and severe mental health conditions



RESPONSIBLE SOURCING



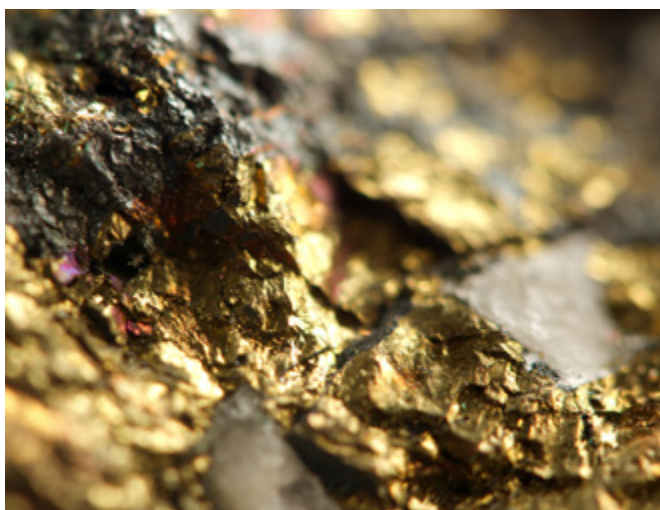
(Below) Sabyasachi Ray,
Executive Director at the
Gem and Jewellery Export
Promotion Council (left)
and David Bouffard, Signet
Vice President of Corporate
Affairs (right)








Responsible Sourcing

Our Path to Brilliance Transformation Plan puts our Customers First. A supply chain that is responsible, transparent and sustainable is a strategic imperative, as we can only fulfill our mission to help customers Celebrate Life and Express Love® if they trust us to provide fine jewelry that has been sourced and produced with integrity. That is why we have developed a rigorous and collaborative approach that holds our suppliers to a higher ethical standard and prioritizes respect for human rights. Further, as the world's largest retailer of diamond jewelry, we continue to use our influence and position to work for harmonized industry standards. Signet is dedicated to the continuous improvement in the integrity of the global jewelry supply chain.



PROGRESS AGAINST GOALS

Goals*	Progress Report
Achieve Responsible Jewellery Council (RJC) membership for a total of 250 Signet Suppliers in 2018	 Over 260 Signet suppliers are RJC members, representing 94.2% of all Signet jewelry purchases by value
Create the Signet Responsible Sourcing Protocol (SRSP) for Colored Gemstones in 2019	 The SRSP appendix for Colored Gemstones produced and published in March 2019
Initiate Phase II of the SRSP for Diamonds (D-SRSP) aimed at significantly increasing the integrity of the melee supply chain over time	 Steps taken in 2018 to increase supply chain integrity include: <ul style="list-style-type: none"> • Involvement in the Tracr De Beers blockchain pilot (see page 25) • Education and training efforts across the supply chain • Support for Project ASSURE which was published in March 2019 (see page 25)

THIS YEAR, WE ARE SETTING THREE NEW LONG-TERM RESPONSIBLE SOURCING GOALS:

- Continue efforts to bring responsibly sourced conflict-free minerals from conflict-afflicted areas, such as artisanal and small-scale mines, into the Signet supply chain
- Integrate Responsible Sourcing into customer facing messages, such as communicating our commitment to the Responsible Jewellery Council as our primary external assurance mechanism
- Ensure that a continuously increasing number of Signet suppliers maintain compliance with the Signet Responsible Sourcing Protocol

*Goals set in the 2017 CSR Report



Our Responsible Sourcing Journey

**2001–
2005**

- WDC founded
- KPCS Formed
- Clean Diamond Act Passed (US)
- Became a Founding and Certified RJC Member
- Supported the founding of the Diamond Development Initiative

- First RJC Annual General Meeting convened
- Diamond Empowerment Fund created
- RJC published first Code of Practices

**2006–
2010**

2011

- Named to the OECD Conflict Minerals Working Group
- Focused on including requirements for protecting human rights per the UN Guiding Principles on Business & Human Rights

- Formed the Signet Global Jewelry Supply Chain Integrity Committee

2012

2013

- Published SRSPs for tungsten, tantalum, tin and gold (3TG)
- Joined the Electronic Industry Citizenship Coalition (EICC), the first jeweler to do so, to help develop the Conflict-Free Sourcing Initiative (CFSI) program

- Filed our first conflict-free report with the SEC
- Formed a subcommittee to focus on the risk of Undisclosed Lab-Grown Diamonds (ULGD)

2014

2015

- Launched a global event series hosted on the ULGD risk

- Published SRSP for Diamonds (D-SRSP), requesting all diamond suppliers “work toward compliance”
- Required all Signet suppliers to become Certified RJC Members over time
- Supported the Partnership Africa Canada Initiative

2016

2017

- Made D-SRSP compulsory for all Signet diamond suppliers
- Published SRSPs for Silver and Platinum Group Metals and requested all silver and platinum group metals suppliers to “work toward compliance”
- Published inaugural Signet CSR report

- Consolidated SRSPs and updated Supplier Code of Conduct
- Made SRSPs for Silver and Platinum Group Metals compulsory for all Signet suppliers
- Announced blockchain pilot for diamond traceability with De Beers
- Along with De Beers and the Diamond Producers Association Signet launched Project ASSURE, a Standard for diamond detection technology developed in association with Underwriters Laboratories (UL)

2018

2019

- Will publish SRSP for Colored Gemstones requesting Signet natural colored gemstone suppliers to “work toward compliance”

- Will make SRSP for Colored Gemstones compulsory for all Signet suppliers

2020

Signet Responsible Sourcing Protocol

Our commitment to hold suppliers to higher standards is embodied in our industry-leading, open-source Signet Responsible Sourcing Protocol (SRSP). This protocol has been developed through a collaborative, multi-stakeholder process that incorporates input from more than 80 suppliers, producers, major jewelry trade associations, civil society, auditors, customers, governments and banks.

In 2018, we consolidated the core elements of the SRSP into one document with appendices for each mineral and included a special section on human rights, developed in line with the Responsible Jewellery Council's (RJC) Code of Practices' references to human rights and through extensive consultation with outside stakeholders. Our silver and platinum group metals SRSP requirements are aligned with the London Bullion Market Association (LBMA) Responsible Sourcing Standards. In 2019, we are publishing the SRSP for Colored Gemstones (CG-SRSP), providing assurance that Signet fine jewelry containing rubies, sapphires and emeralds will be verified as responsibly sourced.



SRSP Coverage

Tungsten	Diamonds
Tantalum	Platinum Group Metals
Tin	Silver
Gold	Rubies, Sapphires and Emeralds

Throughout 2018, we collaborated with the top 25 suppliers specializing in colored gemstones to develop this protocol. Drafts also were shared with civil society organizations and jewelry trade associations. The CG-SRSP is aligned with the RJC Code of Practices (CoP) and reiterates the Signet ban on all rubies sourced from Myanmar. We anticipate full supplier compliance with this latest addition to the SRSP in 2020.

Our 2017 acquisition of R2Net, including James Allen, has been integrated into Signet's RJC recertification in 2018. R2Net has contributed to the 2018 SRSP compliance reporting process and is developing a responsible sourcing protocol for James Allen and R2Net D-Market participants that is consistent with the SRSP and the Diamond Appendix.

SIGWATCH

Courtesy of SIGWATCH, an unaffiliated NGO tracking company based in the United Kingdom

Signet's industry-leading responsible sourcing program, including its SRSP, has placed us among the top five companies in the world most praised by NGOs. SIGWATCH is a private research organization and consultancy that tracks NGO campaigns around the world.

Signet's ranking improved from below #40 in 2017 to #5 in 2018 of the world's top companies, primarily as a result of our responsible sourcing policies and practices.

TOP 10 FOR NGO PRAISE IN 2018		2017 RANKING	REASONS FOR NGO PRAISE IN 2018
1	Unilever	1	Palm oil, animal welfare, fragrance disclosure, sustainability
2	Allianz	Below 40	Climate commitments (coal)
3	AXA	34	Climate commitments (coal)
4	Swiss Re	Below 40	Climate commitments (coal)
5	Signet Jewelers	Below 40	Responsible gem & mining sourcing
6	McDonald's	14	Animal welfare, plastics, climate & forest commitments
7	Aldi	9	Animal welfare, plastics, forest commitments, "healthy checkouts"
8	Ildi	12	Tobacco, 'ghost gear' (discarded plastic fishing nets), fair trade, plastics, caged eggs
9	Nestlé	4	Palm oil, 'ghost gear', animal welfare, GMOs, cocoa sourcing
10	H&M	2	Supply chain transparency & standards, stance on mohair and viscose

Industry Leadership



Responsible Jewellery Council

The complexity and challenges of the global jewelry supply chain require solutions that are larger than any one company can drive. Signet engages and collaborates with a wide spectrum of suppliers, industry associations, civil society and governments to further harmonize industry standards, tackle industry-wide challenges and develop common solution sets.



Signet is a Founding and three-time Certified Member of the RJC, the jewelry industry's premier standards and certification organization. In May 2019, Signet Vice President of Corporate Affairs, David Bouffard, was elected chairman of the RJC. He is pictured here (left) with Andrew Bone, Executive Director (right). Other RJC elected officials include Peter Karakchiev, Head of International Relations at ALROSA as Vice-Chair; Jason Rubin, President and CEO of the Republic Metals Corporation as RJC Honorary Secretary; and Ferial Zerouki, De Beers' Senior Vice President, International Relations and Ethical Initiatives as Honorary Treasurer. This marks the first time that the RJC board officers include a retailer, a refiner and producers, thereby representing the entire jewelry supply chain. Also for the first time, the RJC board officers represent Russia, Europe and the United States, and a large scale retailer chairs the board.

In his role as RJC Chair and as a retailer, David Bouffard is working to make the customer's voice the most relevant in the RJC's work and, in turn, create greater awareness of the RJC across the industry and among more consumers. During his tenure, he has presented on the pressing need for responsible sourcing at seminars and meetings around the world, as well as before members of the US Department of State and EU representatives, where he discussed the importance of the RJC role in the industry.

The RJC Code of Practices (CoP) is the foundation of the organization's work and addresses human rights, labor rights, environmental impact, mining practices, product disclosure and other topics in the jewelry supply chain. In 2018, Signet led efforts to revise the CoP to incorporate international guidance on supply chain due diligence and to extend the scope of RJC's standard to include silver and colored gemstones. Signet requires all suppliers to join the RJC over time. In addition, RJC certification provides third-party validation for suppliers implementing the SRSPs.

Signet industry leadership

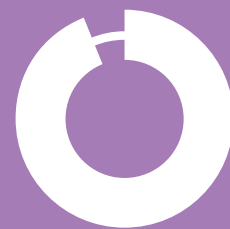


As RJC Chair in 2018, Signet Vice President of Corporate Affairs David Bouffard has set an ambitious agenda for the organization. "I have a number of priorities in mind, including revitalizing internal governance processes, completing the Code of Practices review establishing 100% conformance with OECD DDG for diamonds, implementing the strategic plan approved by the board, especially developing improved membership services, growing a stronger membership and ensuring the smooth expansion of RJC's scope to include silver and colored gemstones," he explained. Also in 2018, David's numerous career contributions to the jewelry industry were recognized by The American Gem Society (AGS), which awarded him the distinctive AGS Triple Zero® Award. The AGS is the country's preeminent jewelry trade organization dedicated to consumer protection.

About the RJC

1,100+

Member companies



94.2%

Signet purchasing spend represented

266

Signet suppliers



Key Partners

Signet's partnerships span the world, and our activities take many forms.



Organisation for Economic Co-operation and Development

- Founding member of multi-stakeholder group which developed the Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas
- Member of expert working group developing the OECD handbook on risks associated with production and trade of natural resources, covering guidance for all minerals



Public-Private Alliance for Responsible Minerals Trade

- Joined in 2018 as the first jewelry retailer among leading companies such as Apple, Boeing, Dell, Ford, Google, Hewlett-Packard, Intel, LG Electronics, Microsoft, Sony and Verizon



World Diamond Council

- Member of the Board of Directors and Chair of the Communications Committee
- Continue to urge reforms to the KP through the WDC and support a new WDC System of Warranties.
- The KPCS must ensure that all human rights issues related to diamond production are covered: it must therefore expand its definition of "conflict diamond"



CIBJO, the World Jewellery Confederation

- Serve in key leadership positions, including president of CIBJO retail commission
- Support CIBJO Responsible Sourcing Guidance
- Presentation of SRSPs at the annual conference



Responsible Minerals Initiative

- Engagement through annual conference attendance
- Ongoing exchange of ideas and best practices

In addition, Signet is an active participant in the following industry, trade and charitable organizations:

- [London Bullion Market Association \(LBMA\)](#)
- [Diamond Empowerment Fund](#)
- [Diamond Development Initiative](#)
- [Gem and Jewellery Export Promotion Council \(GJEPC\) India](#)
- [Jewelers of America](#)
- [Jewelers Vigilance Committee](#)
- [United States Jewelry Council](#)
- [Dubai Multi Commodities Centre \(DMCC\)](#)
- [Retail Industry Leaders Association \(RILA\)](#)



Signet attends the 2018 KP Plenary in Brussels as part of the WDC KP Task Force

Groundbreaking Progress On Conflict-Free Gold



The sourcing of conflict-free gold from the Democratic Republic of the Congo (DRC) has been an ongoing challenge for Signet and others for many years. In recent years, Signet has joined with the Responsible

Artisanal Gold Solutions Forum (RAGSF), a group of international companies, governments, industry organizations, civil society and local partners that support a responsible supply chain of gold sourced from artisanal gold mines in the region. Those efforts realized a significant milestone in 2018 when, for the first time, Signet sold gold earrings that were sourced through a pilot project supported by partners including USAID, US State Dept., OECD, LBMA, RJC, Apple, Google, Asahi Refining (SLC) and Richline. The pilot represented a number of firsts for the artisanal gold sector:

- First supply chain designed to responsibly source artisanal gold from the DRC by US-listed companies since enactment of the Dodd-Frank Act in 2010, demonstrating the ability to comply with reporting requirements while sourcing from the DRC and African Great Lakes region
- First traced artisanal gold sourced from the DRC to be refined by a LBMA “Good Delivery” certified refinery, demonstrating the effectiveness of due diligence systems and that responsible, international companies can engage in the region

over
99%

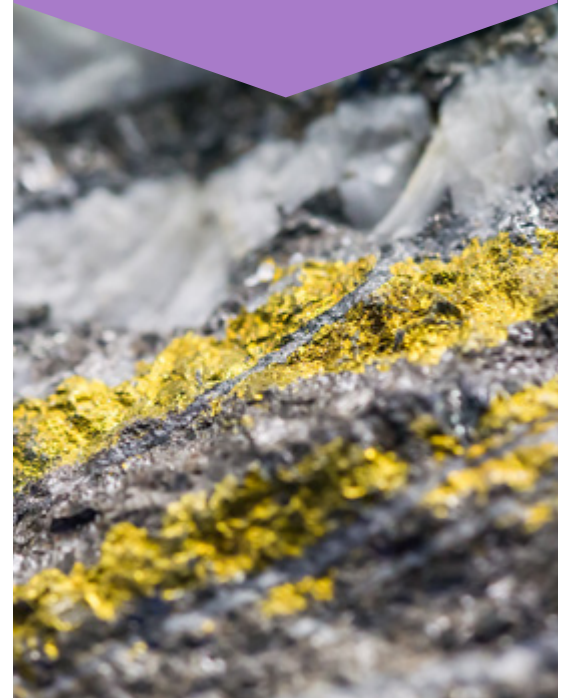
Of gold sourced by Signet is
verified conflict-free

- First responsible, artisanal gold conforming to international due diligence standards (OECD, LBMA) to be exported from DRC, demonstrating that companies can support economic development in the conflict-affected region while avoiding illicit trade
- First mine site in Nyamurhale and first exporter to pilot the DRC’s “ITOA” traceability system, demonstrating commitment by multiple stakeholders to responsible artisanal gold

These achievements cap Signet’s ongoing leadership in the sourcing of conflict-free gold from conflict-afflicted areas. Signet has been one of only four companies to report and audit a conflict-free gold update to the SEC over the past five years. Today, over 99% of gold sourced by Signet is verified conflict-free.

Conflict-free gold challenges in Central and East Africa

- Gold has been a major revenue source to armed actors in the DRC and neighboring countries
- Large quantities of gold are reported as being smuggled out of the DRC
- Only 60 of approximately 1,499 artisanal gold mines, or about 4%, are conflict-free certified
- Need to ensure gold contributes to the livelihoods of artisanal mining communities



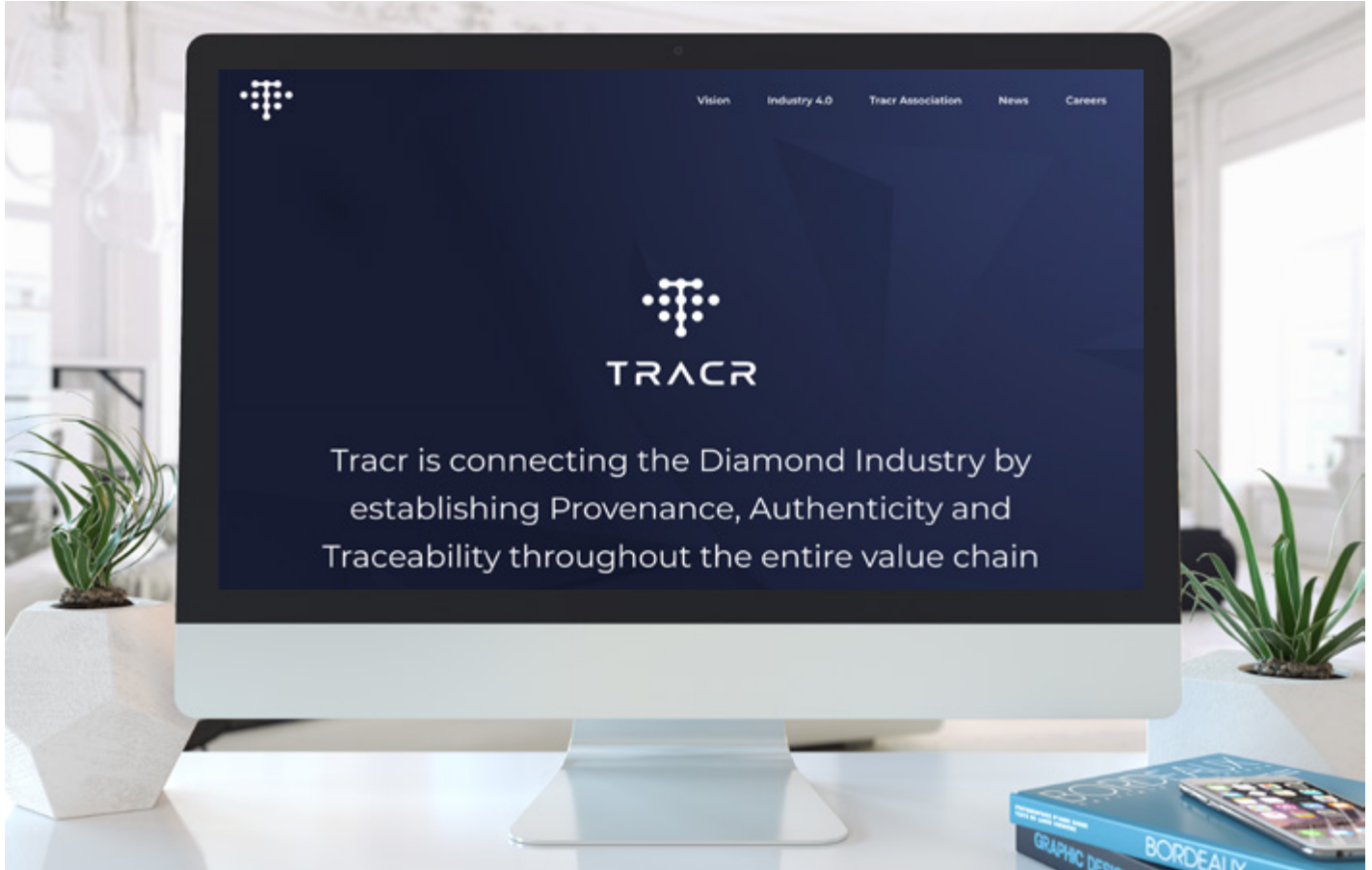
Learn More

about artisanal gold mining in the DRC by watching [Journey of Gold](#), a virtual reality film that explores Nyamurhale, where miners and cooperative leaders are working to produce legal, safe and conflict-free gold that is compliant with international standards and practices.





Partnering to explore blockchain potential



Blockchain technology holds the promise of increased transparency across the supply chains of many sectors, and the jewelry industry is no exception. To explore this potential, in 2018, Signet became the first retailer to join De Beers' innovative new blockchain program, Tracr. The program aims to establish a unique and completely secure way to trace diamonds as they move from the mine to retail. By working together, we can assure a diamond's provenance, natural creation and traceability along the supply chain to provide the consumer a new baseline of trust in both the diamond itself and the industry at large.

Blockchain technology is essentially a digital record that keeps track of every transaction and exchange for a specific diamond.

Because the record is visible to numerous individuals and must be confirmed by several managers with access to the blockchain, a change cannot be made to the record without notifying everyone else involved. This shared responsibility dramatically reduces risk of fraud in the supply chain and increases the credibility of claims regarding the sources of materials.

Signet is also working on another initiative with De Beers, as well as the Diamond Producers Association, to ensure the integrity of the natural diamond supply chain. With the aim of reassuring customers that a diamond sold as natural is truly of natural origin, 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 diamond detection equipment.

Conflict Minerals



Signet has a well-established history of leadership in the ongoing effort to ensure responsible sourcing of conflict-free minerals and gemstones. Conflict-free means that these resources are used in a manner that is respectful of human rights. We continue to be one of only four listed corporations and the only jewelry company that has submitted an independently audited annual Conflict Mineral Report (CMR)* for the past five years to the US Securities and Exchange Commission (SEC) under the provisions of the Dodd-Frank Act.

Signet continues to support key legislation and processes that strengthen transparency and integrity in the trade of conflict-free minerals. As an example, Signet works through the World Diamond Council to promote reforms to the Kimberley Process Certification Scheme (KPCS). This joint government, industry and civil society initiative is focused on stemming the flow of conflict diamonds used by rebel movements to finance wars against legitimate governments. For years Signet has advocated for expanding the definition of “conflict diamonds” to include human rights.

Signet also has noted the decision by the SEC regarding the Court of Appeals Decision on the Conflict Minerals Rule. As Signet CEO Gina Drosos explains, “Irrespective of the changes, Signet remains committed to responsible sourcing through its supply chain, and will continue its industry-leading Signet Responsible Sourcing Protocol programs.”

Regardless of the SEC decision, we believe stakeholders have a right to be assured that Signet sources its raw materials responsibly and will continue to publish an annual *Conflict Minerals Report* covering all issues previously under the Dodd-Frank Act. We will continue to extend our Protocols beyond the requirements of the Dodd-Frank Act and pending legislative requirements in the European Union. Signet urges other industry players to equally push for increased sourcing transparency.



World Diamond Council Kimberley Process Task Force, of which Signet is a Founding Member, meets in Mumbai

*Section 2B: Due Diligence Measure Performed is audited.



Compliance with SRSP for Diamonds (D-SRSP)

The complexity of our supply chain mandates the implementation of very detailed policies and constructive engagement with all suppliers to ensure transparent sourcing. The D-SRSP applies to all diamonds supplied to Signet, including loose, rough, and polished diamonds, as well as diamonds set into finished jewelry. The D-SRSP is designed so that suppliers can report diamond sources relevant to their position in the supply chain.

The majority of diamonds that Signet sources come in the form of finished jewelry. To account for the diversity in supplier business models and diamond types, the D-SRSP asks suppliers to identify all diamonds supplied to Signet by any of four diamond categories:



Any Signet supplier who is not compliant with the D-SRSP is required to work with our Responsible Sourcing team to achieve compliance or risk losing their status as a Signet supplier.



Education support in artisanal diamond communities

Artisanal mining for diamonds is an important source of livelihood for people living in some of the poorest regions of the world. Yet, when entire families seek work at remote mines, children do not get access to education. This is why Signet has renewed its commitment to the second phase of the Diamond Development Initiative's (DDI) Sending Schools to Kids™ program. DDI's High School Support Program is designed to be a Phase II of the mobile schooling program in artisanal diamond mining communities. At the end of the two-year remedial program, 100% of the students passed their national exams and qualified themselves for entry into high school. With Signet's support, DDI will continue to accompany the students through their academic journeys.



Lungudi, Kankala, Democratic Republic of the Congo: September 2018: Students receive school supplies as part of the DDI program funded by Signet.

Taking a stance on human rights in Myanmar

In 2017, Signet voluntarily reinstated a ban on rubies originating from Myanmar (formerly Burma), due to reports of human rights violations in the country. During the past year, we went a step further after media reports of human rights violations concerning the Rohingya people in Myanmar, as well as the report from a fact-finding mission of the United Nations Human Rights Council. 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, there were any other gemstones that might originate from Myanmar. Once Signet was provided with the information, we worked



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

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

with suppliers to ensure that no materials originating from Myanmar were present in their inventory or supplied to Signet.

Signet recognizes the potential economic development benefits of gemstone mining. Accordingly, we may be prepared to sell Myanmar-sourced rubies once they are produced within the framework of our OECD Due Diligence Guidelines-based sourcing policies. The return to sourcing would occur once it is determined that there is adequate substantiation that Myanmar-sourced rubies align with Signet's responsible sourcing policy. To make this determination, the Signet Global Jewelry Supply Chain Committee 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

OVERVIEW: A PROCESS OF CONTINUOUS IMPROVEMENT

450

Total suppliers

263

Diamond suppliers

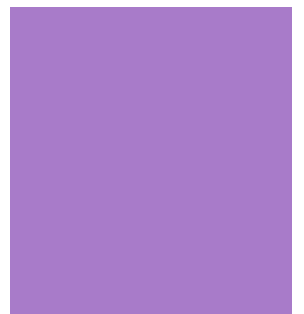
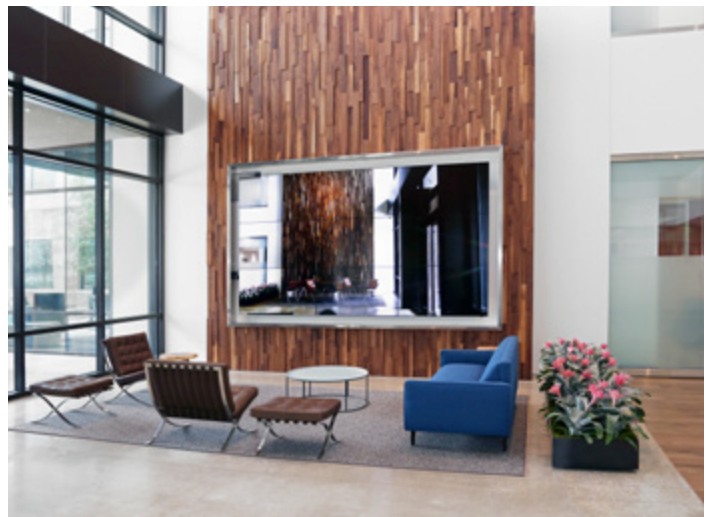
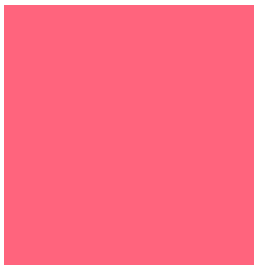
Percentage of Suppliers Compliant with D-SRSP



Percentage of Suppliers Identifying Source to Verified Producers



ENVIRONMENTAL STEWARDSHIP





Environmental Stewardship

Environmental stewardship not only aligns with our values, but also makes our business more efficient, benefitting both the environment and our bottom line. Our operations are largely centered around retail sales to consumers. Hence, Signet's most significant environmental footprint relates to energy consumption and resulting emissions of our retail stores and support centers. Combined, these businesses cover a footprint of over 5 million square feet of operational selling space in malls, off-malls and outlets. In addition, we operate several support centers that cover more than 1.25 million square feet.

While our water consumption is not significant given the nature of our business, we do track water use across our operations and encourage water conservation. We have set ambitious reduction goals to achieve in three key areas — energy use, greenhouse gas emissions and water use over a five-year period.

(Right) CEO Gina Drosos
officially opens Signet's
new Dallas Support Center,
featuring numerous green
building attributes

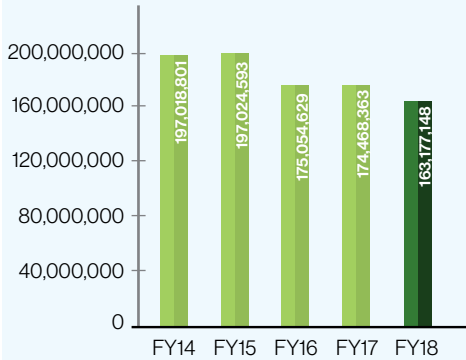


GOALS & PERFORMANCE DATA

Electricity Use

FY14-FY18

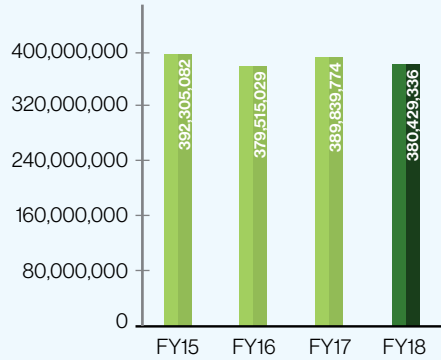
(in kWh)

**Goal:** Reduce electricity use by 50% by FY24

Absolute Global Water Consumption

FY15-FY18

(in liters)

**Goal:** Reduce water use by 12% by FY24

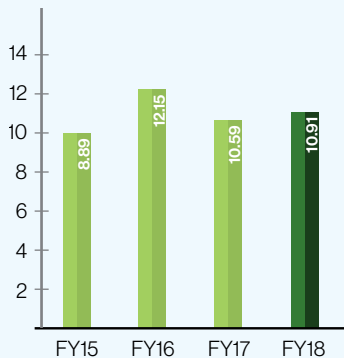
Data is collected and reviewed on an annual basis based on Signet's fiscal year, approximately February 1 – January 31. We engage a third-party consultant to assist with the data gathering process. Where complete data is not available, conservative estimates based on geography, store size and like-for-like comparisons have been used.

Water

Absolute water use is down by 2.4% since FY17, however water intensity (liters/FTE) is up by slightly more than a tenth due to a reduced number of team members.

Group business travel emissions per full time equivalent (FTE) team members FY15-FY18

(in millions)

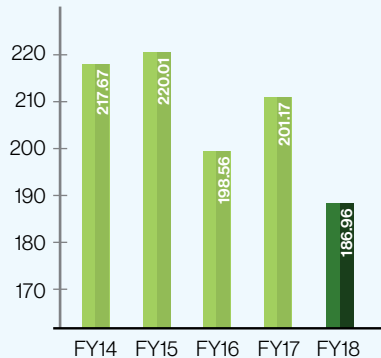


Business travel emissions increased slightly by 3% from FY17 to FY18, but remain down by more than 10% since their peak in FY16. Due to measures put in place in FY19, we expect to return to a downward trend.

Goal: Reduce business travel emissions 25% by FY24

Global absolute energy consumption FY14-FY18

(in millions)



Absolute energy consumption is down by 7.1% since FY17 and it is over 14% lower since FY14.

Waste

Currently, we capture waste data for our Support Centers. At many retail locations, in particular those in a shopping mall environment, waste data is aggregated for all tenants. As a result, we are not currently able to track recycling performance across our stores. We encourage team members at our retail stores to recycle as much waste as possible.



In FY18
56%
of waste generated
in our support
centers was
recycled

Greenhouse gas emissions by scope

Our absolute Scope 1 and Scope 2 carbon emissions are down by more than 25% since FY14.

● Scope 1 ● Scope 2 ● Scope 3

Signet does not collect data or set targets for SOx or NOx emissions since our operations do not result in significant emissions for these air-polluting gases.

To learn more about emissions scope click here:

<https://www.epa.gov/greeningepa/greenhouse-gases-epa>

*2017 data was adjusted to reflect additional information updated during the 2018 reporting process.



Learn More

about Signet and climate change.



Energy & Emissions

Signet's operational energy use and carbon footprint covers more than 3,300 retail stores across all 50 US states and in six countries, as well as our corporate offices and Support Centers. We purchase electricity from the grid, and our use is largely influenced by the number of lighting and climate control systems needed to provide our customers with a superior shopping experience. We balance these needs with opportunities to decrease energy use where possible.

Efficiency & ambience

Seeing our jewelry sparkle under the right light helps customers appreciate the beauty of a gemstone. When that light is also an energy-efficient option, then it's a win-win for Signet and our customers.

Our store planning and design teams have been modernizing the lighting used in Signet's stores in a way that improves store ambience, while also reducing overall energy use. LED lighting offers a solution with multiple benefits — a crisper, brighter view through bulbs that last longer and use less energy than halogen bulbs.



The project, which currently spans more than 2,800 stores in North America, is utilizing a data-driven road map to work toward 100% LED lighting over the next several years. Projects are prioritized and accelerated by factors such as the need for replacement of existing bulbs and stores receiving cosmetic updates, renovations or full remodels. The result is an agile and efficient process that results in more ambience and less energy use. Our progress in rolling out LED lighting in our North American stores is summarized below:

LED LIGHT COVERAGE AS OF END OF 2018: A PROCESS OF CONTINUOUS IMPROVEMENT

BY GEOGRAPHY	PERCENTAGE OF STORES WITH COMPLETE RETROFITS (LED IN CEILING AND SHOWCASES)	PERCENTAGE OF STORES WITH PARTIAL RETROFIT (LED IN CEILING ONLY)
Total US	41%	8%
By Banner		
Jared	19%	30%
KAY (Includes Regionals)	43%	5%
Zales	32%	12%
Pagoda	57%	n/a
Canada	18%	n/a
James Allen	100%	n/a



As part of our commitment

to increased transparency on carbon management, we aim to participate in the CDP climate change program over time.

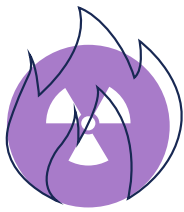


Keep Signet cool

Deploying data analytics and leveraging systems is also supporting an initiative to optimize HVAC units at our Support Centers and stores. When there is a problem, it is essential to understand all of the operating variables of the unit — age, energy efficiency and repair and replacement costs. By arming our businesses with data analytics tools, we are helping them to make smarter decisions that will consider HVAC use from both a cost and environmental perspective.



In FY18, Signet benefitted from the energy expertise of Xinyi Wang, an Environmental Defense Fund (EDF) Climate Corps Fellow. EDF Climate Corps is a prestigious summer fellowship program that embeds trained, custom-matched students inside organizations to accelerate environmental stewardship and strategy. Xinyi spent 10 weeks at the Akron Support Center examining opportunities for better energy efficiency in lighting, heating, air and ventilating systems.



Hazardous waste

Rhodium plating provides jewelry with a surface that guards against scratches and increases shine, luster and durability. The plating process, however, results in hazardous chemical waste. To manage this common environmental risk, Signet contracts with a certified third-party, Clean Harbors, for regular safe disposal. In FY18, we also updated our Rhodium Bath Process Material Exchange policy and created 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.

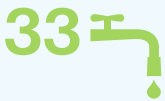


Water

Though the jewelry retail business is not water-intensive relative to other industries, we are mindful of the need to conserve this limited resource. Wherever possible, we use water-saving fixtures, such as aerated faucets and low-flush toilets. Since our water withdrawal relates only to basic daily team member needs, rather than an industrial process, we do not conduct risk assessments related to water withdrawal or scarcity in the areas in which we operate. Signet has not received any notifications of non-compliance related to water use or discharge.

Water Reduction in Botswana

Our factory in Botswana was able to achieve nearly 2/3 reduction in water usage this past year. This is especially important in the semi-arid country where water shortages are common. Here are some of the measures taken this past year to achieve these savings:



Conventional sink taps changed to self-closing push taps



Toilet flushing mechanisms changed out from handle type to dual-flush button system



Adjusted the flush water level on all toilets so less water used to fill tank

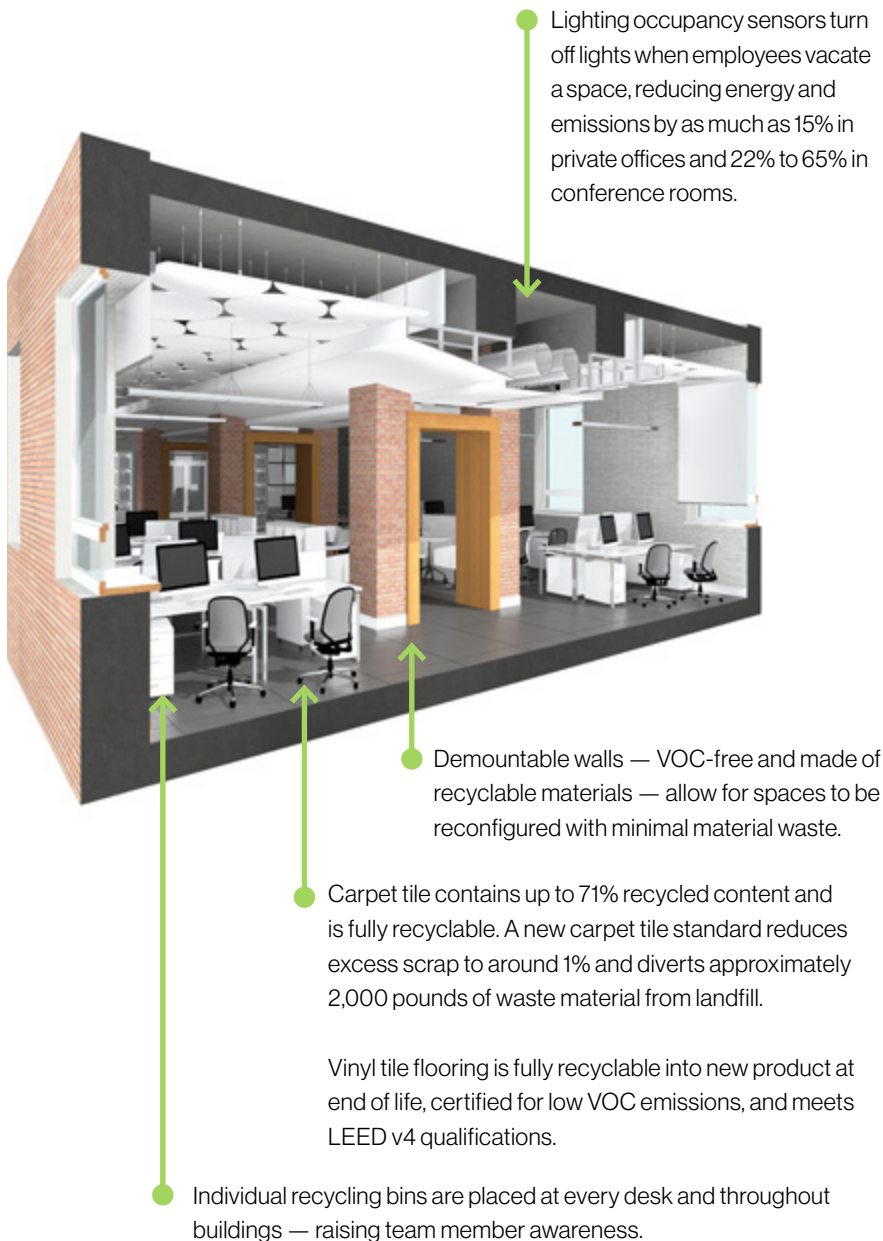


As an extra water-saving precaution, the water into the building is turned off each night



Implementing Green Standards

The opening of Signet's new Dallas Support Center in 2018 underscored our commitment to environmental stewardship with a wide range of green building features. Over the last five years, we have been developing new standards to increase the efficiency of our spaces and environmental awareness among our team members. This graphic illustrates how those efforts are creating meaningful efficiencies at both our Dallas and Akron Support Centers.



Charging ahead

New electric vehicle (EV) charging stations at our Dallas Support Center encourage employees to manage their personal transport emissions. Team member Angela Speed was convinced to switch to an EV, knowing she had an option to charge it at work:

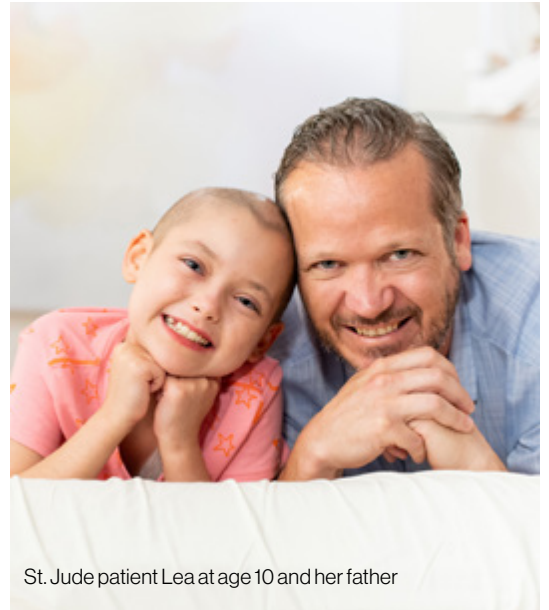
"Since my lease was ending on my vehicle close to the time we moved to the new building, and I knew there were electric charging stations available, it made the decision to buy electric an easy choice."

The charging stations are an added convenience and show the company's commitment to reducing the impacts of climate change, promoting environmental awareness and rewarding employees who join the effort.



Angela Speed, Senior Web Graphic Designer in the Dallas Support Center

CHARITABLE GIVING



St. Jude patient Lea at age 10 and her father





Charitable Giving



As a business, we are only as strong as the communities in which we operate. Engaging in our local Support Center communities and with national charities not only aligns with our values and who we are as a company, but also makes strategic business sense. Our giving programs provide team members and customers with an opportunity to create deeper connections and build community spirit. In turn, this helps us support each other as team members, and reinforces our CUSTOMERS! core value.



We give team members and customers the flexibility to engage in causes they are passionate about by volunteering their time or contributing donations via an integrated approach. We concentrate our support toward organizations that focus on the well-being of underserved women and children. All charitable programs are governed by our Corporate Giving Committee, chaired by our CEO Gina Drosos.



SIGNET HAS SET TWO LONG-TERM CHARITABLE GIVING GOALS:



Increase and formalize team member engagement programs through empowered volunteerism activities, both in Field Operations and Support Centers.



Increase donations over time to 1% of pre-tax earnings to local and national charitable giving partners.



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.



Where:
United States

What they do:
Battle childhood cancer and other life-threatening diseases, contributing to an increase in US overall childhood cancer survival rates, from 20% in 1962 to more than 80% today.

Whom they serve:
7,800 patients annually

What Signet does:

- 20-year partnership
- Annual plush campaign at Kay and Jared
- Specially designed St. Jude jewelry wallet at Zales
- Piercing Pagoda 'give-at-the-register' programs
- Year-long give-at-the-register at all US banners
- Team member payroll deductions
- Corporate donations

FY19 Impact:
\$5.4 million raised

Cumulative impact:
\$71 million+ since 1999



Where:
United Kingdom

What they do:
When cancer strikes young lives CLIC Sargent helps families limit the damage it causes beyond their health

Whom they serve:
Children and young people under 25 with cancer and their families

What Signet does:

- Plush toysales at H.Samuel, Ernest Jones and Leslie Davis stores
- 90 Day Challenge from May – July each year

FY19 Impact:
Over £200,000 went towards funding Jean's House, CLIC Sargent's new Home from Home in Southampton. Young cancer patients and their families can stay at Jean's House whilst receiving treatment at Southampton General Hospital

Cumulative Impact:
Over £795,000 since 2014



Where:
Canada

What they do:
Raise funds on behalf of Canada's Children's Hospital Foundations for the highest priority needs of each hospital, including research

Whom they serve:
More than 1,800,000 patient visits annually

What Signet does:

- Donates all proceeds from give-at-the-register and plush campaigns at Peoples Jewellers and Mappins Jewellers stores
- Team member donations
- Corporate donations

FY19 Impact:
\$C395,000

Cumulative impact:
Over \$C750,000 since 2016



Where:
Ireland

What they do:
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 tailormade to different age groups including Summer Children's Camp (7-15) and Summer Teen Camp (13-17). Bereavement Camp takes place over two weekends in Spring and Autumn and Haemophilia Camp runs at the end of October.

Whom they serve:
Cancer patients under 25 and their families

What Signet does:
Snowy the Bear in-store sales

FY19 Impact:
Over £10,000

Cumulative Impact:
Over £43,000 since 2014



Our Partners and Friends

In addition to our primary partnerships, Signet engages with a number of other charitable partners. Our Corporate Giving Committee manages these partnerships. Many of our executives also serve as board members on a number of them. The following alphabetical list highlights some of the many organizations with which we work, collaborate and support.

Akron, Ohio

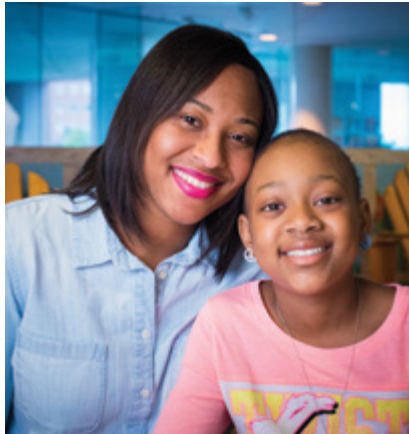
- ACCESS, Inc.
- Akron Children's Hospital
- Akron Zoo
- American Cancer Society
- American Diabetes Association
- American Heart Association North Central Region
- Big Brothers Big Sisters of Stark, Summit and Medina Counties
- Boys and Girls Club of the Western Reserve
- City of Akron Lock 3 Winterfest
- Leadership Akron
- LeBron James Family Foundation
- Summit County Court Appointed Special Advocates for Children Guardian Ad Litem (CASA/GAL)
- United Way of Summit County

Canada

- Canada's Children's Hospital Foundations

Dallas, Texas

- The Family Place
- Susan G. Komen



St. Jude patient Jordyn and her mother.

International

- Diamond Development Initiative
- Diamond Empowerment Fund
- Jewelers for Children
- Open Hearts Foundation
- Responsible Artisanal Gold Solutions Forum
- Women's Jewelry Association

Ireland

- Barretstown

United Kingdom

- CLIC Sargent

United States

- American Red Cross
- St. Jude Children's Research Hospital

Kudos for Strong, Local Commitment



David Bouffard, Vice President of Corporate Affairs, has been involved with the Summit County Court Appointed Special Advocates for Children Guardian Ad Litem (CASA/GAL) Board for more than 20 years and served as Chair in 2015 – 2016. Bouffard was named the 2018 William P. Kannel Child Advocate of the Year by the CASA Volunteer Board of Trustees for his exemplary commitment to improving the lives of abused and neglected children in Summit County.





2018 Highlights



Akron Children's Hospital

Akron Support Center team members host games and provide prizes to approximately 75 patients and their families who attend the annual carnival. In addition, Signet supports the annual Adopt-a-Family program, which assists patients and families in the Palliative Care Unit at Akron Children's Hospital. In 2018, Signet team members provided gifts for 168 children and their families.



ACCESS Homeless Shelter

Signet team members volunteered at Akron-based homeless shelter ACCESS for women and children. Volunteers painted client rooms, cleaned jewelry for ACCESS' annual jewelry sale and provided administrative assistance. For the 12th consecutive year, Signet sponsored the shelter's annual breakfast and pledged to match any gift up to a maximum donation of \$40,000. Signet has supported the shelter for more than 20 years.

Disaster Relief

In the wake of Hurricane Michael and other natural disasters, nearly \$95,000 was donated through team member giving and corporate matching donations to the Signet Disaster Relief Fund (SDRF). The SDRF provides short-term temporary relief to team members facing hardship from natural disasters. Assistance from the fund provides for food, clothing, shelter, medical supplies, household supplies and/or financial assistance, depending on the circumstances.



Relay For Life

Our Akron Support Center holds this annual on-site event for the American Cancer Society. Over \$141,000 was raised in 2018 for the Signet Jewelers and the American Cancer Society Childhood Research Fund. The donation funded a research grant for Dr. Victoria W. Willard at St. Jude Children's Research Hospital. This research focuses on developmental defects caused by brain tumors and identifying social skills that are problematic for child survivors with brain tumors. The race kicked off with an opening lap dedicated to Signet team members who are cancer survivors.



United Way of Summit County Ohio

Signet charitable giving initiatives have been recognized with the Community Changer Award by the United Way of Summit County, Ohio for outstanding participation in annual drives, volunteerism and awareness. Among the ways we support United Way: Since 1997, more than \$3.2 million in annual team member giving campaigns, participation in the "Stuff the Bus" campaign to fill student backpacks, and team members who volunteer their time for the annual "Day of Action" and "Read to Me" days at local elementary schools.



iC.A.R.E. Mentoring

This program serves K-12 students across Akron Public Schools and Barberton City Schools through positive, purposeful mentoring relationships with community volunteers. For the past two years, Signet has played a pivotal role in iC.A.R.E. In 2018, 85 team members participated as mentors to local school children through the iC.A.R.E. Mentoring program.

Remembrance Day

Our Canadian team members annually observe Remembrance Day in honor of Canadian veterans by purchasing poppy pins from the Royal Canadian Legion to wear in stores.



The Family Place

The Dallas Support Center continued its partnership with The Family Place with donations totaling \$18,000 in 2018. Signet provided support for the shelter's emergency transportation program, which pays for rides to bring individuals in immediate danger to the shelter. In 2018, 578 people received emergency transportation. Signet team members hosted a spring carnival for the children and clients, providing games, prizes and food for all attendees. Team members donated holiday gifts to 67 families through the annual Adopt-a-Family program. Signet also sponsored The Family Place's Texas Trailblazer Awards Luncheon, which honors those who create positive change and contribute to the quality of life in the community.



For more CSR information, please visit our website <https://www.signetjewelers.com/corporate-responsibility>, where you will find our policies and further details of our local, national and global partnerships.

Contact Us

Signet Jewelers

375 Ghent Road
Akron, OH 44333 USA

T: 330.668.5000

www.signetjewelers.com

csr@signetjewelers.com