



SIGNET
JEWELERS



path to
BRILLIANCE



**2019
CORPORATE SOCIAL
RESPONSIBILITY
UPDATE**



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ABOUT SIGNET

Signet Jewelers is the world's largest retailer of diamond jewelry and the largest specialty jewelry retailer with #1 market share in the US, UK, and Canada. Signet operates approximately 3,200 stores primarily under the name brands of Kay Jewelers, Zales, Jared, H.Samuel, Ernest Jones, Peoples Jewellers, Piercing Pagoda and JamesAllen.com. The company's annual sales of \$6.14 billion derive from the retailing of jewelry, watches, and associated services.

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

ABOUT THIS REPORT

Signet's 2019 Corporate Social Responsibility (CSR) Update 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). This update contains progress toward our goals and highlights for the calendar year 2019, which is primarily our Fiscal 2020 (unless otherwise noted). Additional quantitative and qualitative material has been included from previous years to provide context on Signet's CSR program. 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.

Invigorating Our Approach to Corporate Social Responsibility

Dear Fellow Stakeholders,

At Signet, we are proud of our over-two-decade commitment to corporate social responsibility (CSR) in support of our purpose of helping our customers *Celebrate Life and Express Love*. We believe our CSR strategy is a competitive advantage, informing important aspects of our business such as the diversity and inclusion of our workforce, the inherent trust in the integrity of our jewelry products, our impact on the planet, and our ethos of giving back to the communities where we live and work.



Virginia "Gina" C. Drosos,
Chief Executive Officer, Signet Jewelers



Eugenia Ulasewicz
Signet Board Member &
Chair of the Board CSR Committee

We know our impact on society stretches much further than the places we do business. Throughout the entire lifecycle of our jewelry products – to the joyful moment it reaches our customers' hands – we are committed to taking the proper steps to lead through responsible actions, wherever we have an impact.

As shown in our 2019 CSR update, we are proud of the great progress made in the past year. From new programs for our most valued asset – our people – to continued advancements in responsible sourcing, environmental stewardship, and charitable giving, we have been focused on invigorating and modernizing our approach to CSR.

We continue to work closely with the CSR Committee on our Board of Directors, which plays

a crucial role in overseeing the development of our CSR policies and social, ethical and environmental (SEE) governance framework to ensure a robust enterprise-wide approach for how we conduct business and meet the expectations of our stakeholders. We engage in ongoing efforts to manage Environmental, Social, and Governance (ESG) factors for our business and supply chain, and to understand and be responsive to their ESG policies and priorities.

At the same time, we recognize all our stakeholders are feeling the impacts of COVID-19: Signet team members, customers, investors, industry, civil society, local communities, and government. This pandemic crisis further highlights our connection to society. We believe we will emerge a stronger company in many ways, with a continued focus on our corporate purpose and authentic engagement.

We hope this update shows how our four key areas of focus – People, Responsible Sourcing, Environmental Stewardship, and Charitable Giving – deepen our connections with our team members, our environment, our customers, and our communities.

People

We are fiercely committed to our People First core value, from team members to customers and the communities we serve. As we're a relationship-based business, our team members are at the heart of our People First core value. This year we've activated our Signet Team Member Relief Fund to help our colleagues experiencing financial hardship because of COVID-19. And we are working to safely bring back our temporarily furloughed team members as soon as we possibly can. We're also proud of our continued

progress in diversity and inclusion efforts. For the second-consecutive year, Signet was one of a limited number of retailers and the only specialty jewelry retailer named to the Bloomberg Gender-Equality Index for its efforts to advance women in the workplace.

Responsible Sourcing

We continue to be an industry leader in responsibly sourcing the metals and gems used to create our jewelry so that our customers can trust the integrity of our jewelry products. In 2019, through collaborative efforts with partners throughout our global supply chain, we created and launched the Signet Responsible Sourcing Protocol (SRSP) for Colored Gemstones, and expanded beyond gold and diamonds to include silver and platinum.

We also took intentional steps to increase supply chain integrity including involvement in the Tracr™ De Beers blockchain pilot, additional education and training efforts across the supply chain and support for Project ASSURE, a standard for diamond detection technology in association with Underwriters Laboratories (UL), which was published in March 2019.

Environmental Stewardship

In 2019, we continued our commitment to reducing our carbon footprint and increasing efficiency by lowering energy usage, reducing travel through video-conferencing, installing water-saving devices, and encouraging a paperless office. We reduced global energy use in 2019 by 12% compared to 2018, in part due to introducing LED lighting in stores and moving to a smaller, more energy-efficient corporate office in Dallas. We also advocated for conscientious environmental stewardship among our suppliers and throughout our supply chain.

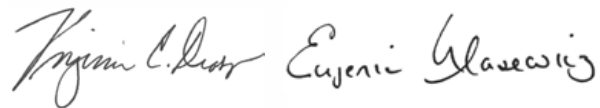
Charitable Giving

In 2019, Signet launched the Signet Gives Back community program, which grants our team members in our Support Center paid volunteer hours to use in Signet partner community events. In 2019, more than

1,400 volunteer hours were logged as part of the program. This year we will continue our support of charitable organizations, with an added emphasis on COVID-19 relief. In addition to our longstanding partnership with St. Jude Children's Research Hospital®, where we've raised nearly \$77 million over 21 years, we're proud to announce a new partnership with Heart to Heart International, a non-profit humanitarian organization committed to getting vital medical equipment and medicine to those who need it most. A portion of every purchase* made at KAY.com, Zales.com, Jared.com, and JamesAllen.com will help us provide masks, gowns, gloves, and equipment to health care providers, as well as life-saving medicine to thousands of people.

As we navigate and evolve through COVID-19, we continue to build upon our Path to Brilliance transformation plan, repositioning our company for success in a rapidly changing retail landscape. Likewise, our CSR goals will continue to evolve and address the challenges we face both as a company and society.

Our commitment to society is central to our culture, reflected in our core values, and essential for us to remain both an industry leader and a competitive company. We hope our 2019 update captures our passion for helping our customers *Celebrate Life and Express Love*, and our promise to continuously improve and advance our corporate social responsibility commitments. On behalf of our company and the CSR Committee, thank you for your interest in our CSR program.



Virginia C. Drosos
Chief Executive Office

Eugenia Ulasewicz
Board Member & Chair of the Board
CSR Committee



Signet is proud to be one of only a limited number of retailers and the only specialty jewelry retailer included on the 2020 Bloomberg Gender-Equality Index, for our commitment to advancing women's equality.

* From 4/20/2020 - 5/3/2020, Signet Jewelers will donate 2% of the net profits from Kay.com, Zales.com, and Jared.com, up to a maximum donation of \$100,000. From 4/21/2020 - 4/30/2020 Signet Jewelers will donate \$50 for every order on JamesAllen.com.

2019 Highlights



PEOPLE

2
consecutive years
selected for the
Bloomberg Gender-Equality Index,
and the only specialty jewelry retail

42% of
senior management
positions held by women
(Vice President and above)



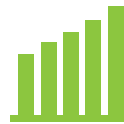
over **75%**
of Signet Field Leadership
are women



RESPONSIBLE SOURCING

96.17%*
of all Signet jewelry sourced
from Responsible Jewellery
Council (RJC) members
*by value

Since 2014, **4X**
more suppliers are
now RJC members



6 Years consecutive years reporting
verified conflict-free gold

#5
on list of companies
around the world most
praised by NGOs
(SIGWATCH, 2018)



ENVIRONMENTAL STEWARDSHIP

36.8%
absolute
reduction in water
use globally
versus FY18

over **24%**
reduction in greenhouse gases globally versus FY18*
*Scope 2: Indirect emissions from sources that are owned or controlled by the company

more than **11%**
reduction in absolute
energy use versus FY18

nearly **55%**
of all waste recycled in our Support Centers

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



CHARITABLE GIVING

nearly
\$77 million
raised for St. Jude Children's
Research Hospital® since the
start of our partnership over
21 years ago



Charitable giving
mission focused on
helping underserved
women and children

Added emphasis on COVID-19 relief:

- Activated our Signet Team Member Relief Fund
- Formed new partnership with Heart to Heart International to get medical equipment and medicine to those who need it most

more than
\$6.4 million
raised for charities and children's
hospitals by holiday campaigns
in the US, Canada and the UK

Signet At-A-Glance

Fiscal Year 2020

GLOBALLY

3,208

STORES

35,575

TOTAL TEAM MEMBERS

Numbers represent all team members who worked for Signet during Fiscal 2020

\$6.14

BILLION IN REVENUE

NORTH AMERICA SEGMENT

The North America segment operated 2,639 locations in the US and 118 locations in Canada.*

KAY

39%

(Kay Jewelers and Kay Jewelers Outlet)

JARED

18%

(Jared The Galleria Of Jewelry and Jared Vault)

ZALES

21%

(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 451 stores in the United Kingdom, Republic of Ireland and Channel Islands.*

ERNEST JONES

4%

H.SAMUEL

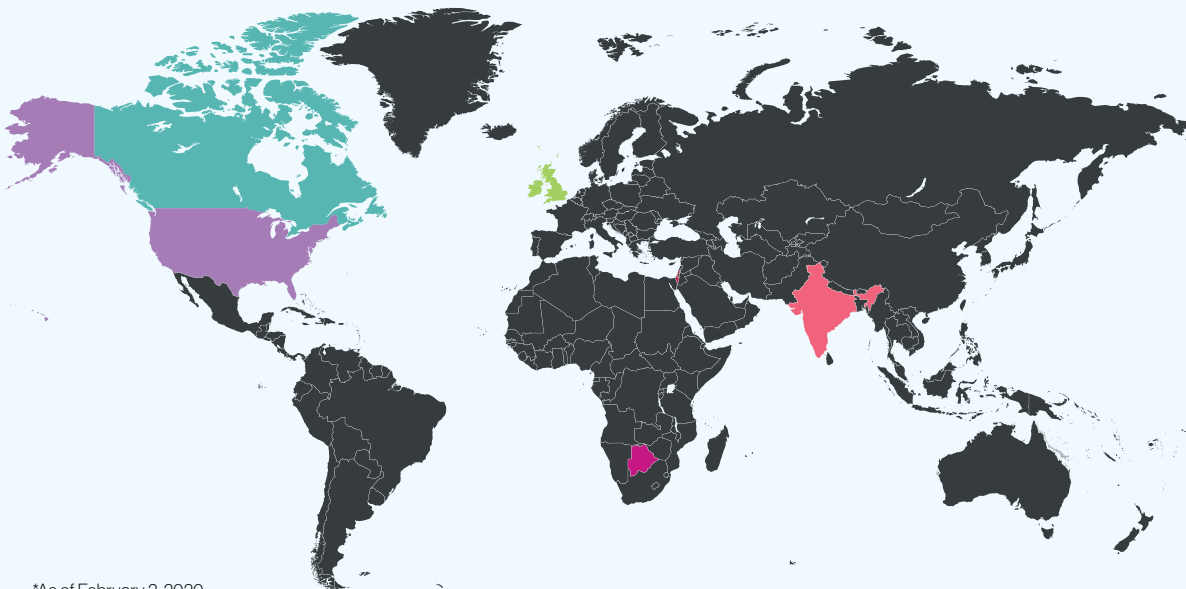
4%

OTHER

Diamond sourcing (includes diamond polishing operations in Botswana)

(Percentage of total Signet revenue)

WHERE WE OPERATE



CANADA*

118

STORES

US*

2,639

STORES

INDIA

Diamond liaison office

BOTSWANA

Diamond polishing plant

ISRAEL

Technology center

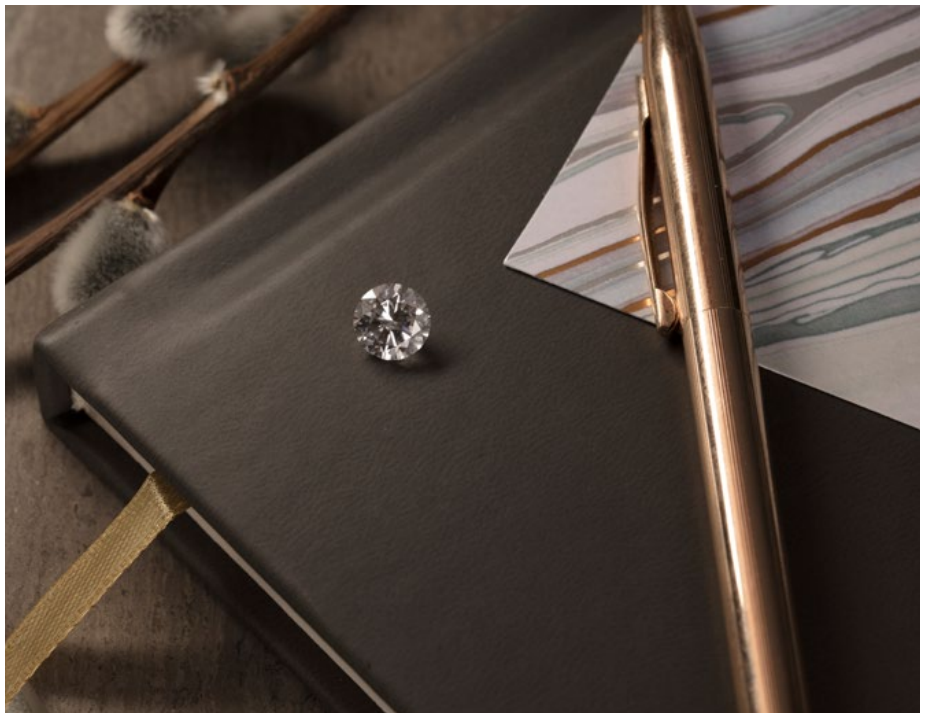
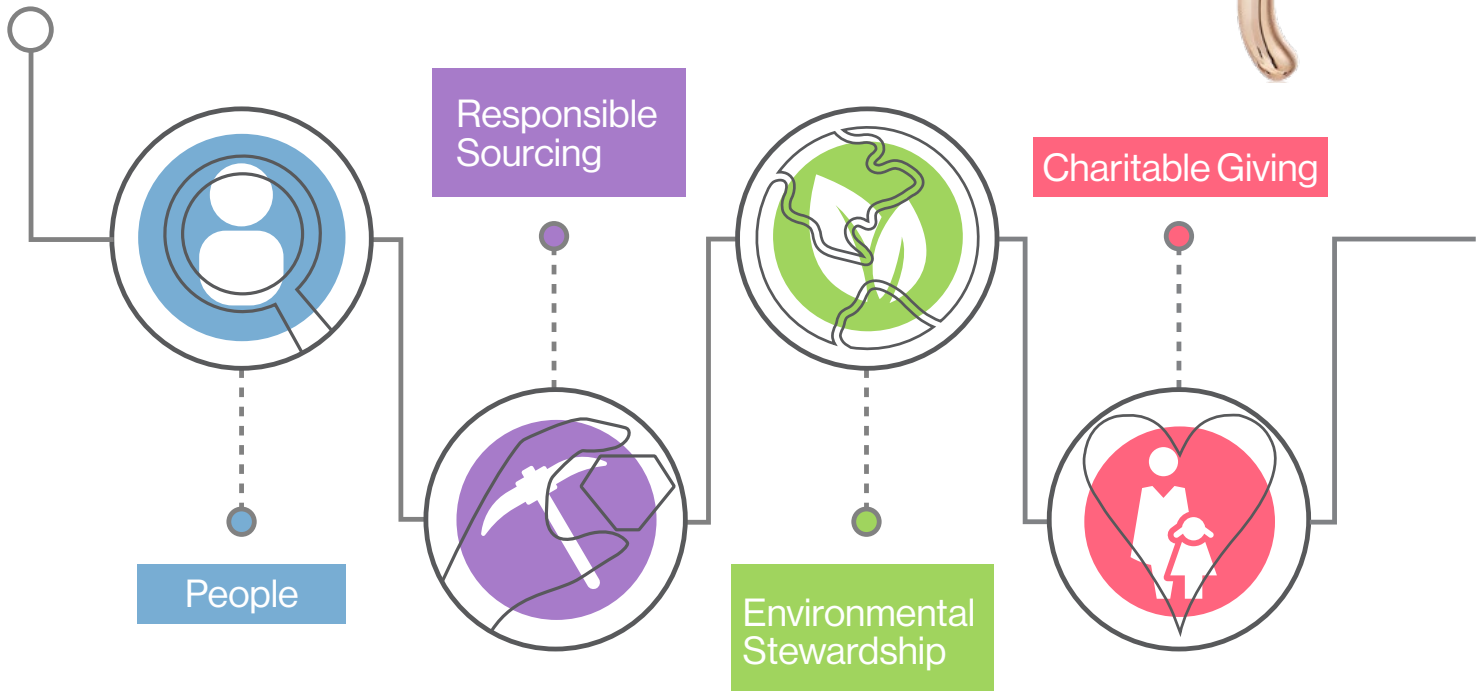
UK, IRELAND &
CHANNEL ISLANDS*
451

STORES

*As of February 2, 2020

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.





CSR GOVERNANCE AT SIGNET

The [Board CSR Committee](#) consists of four 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 every quarter.

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
Zackery A. Hicks
Brian Tilzer

Chief Communications Officer

Vice President of Corporate Affairs

Team Members Globally

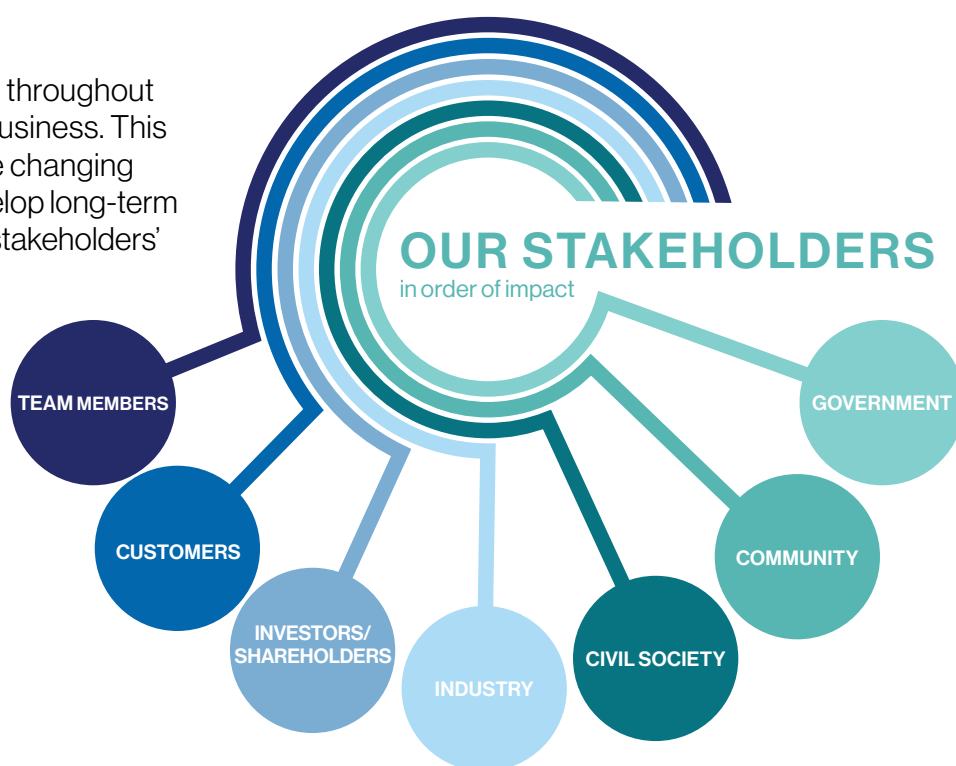
STAKEHOLDER ENGAGEMENT: MATERIALITY SURVEY EXPANDS TO INCLUDE MORE LEADERS

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 2019 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 2019 survey results are a 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.



UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

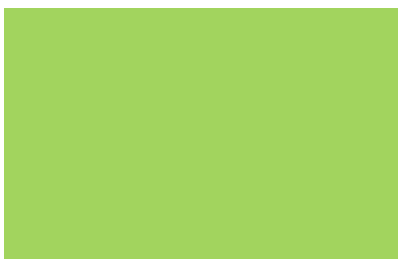
The United Nations 2030 Agenda for Sustainable Development encompasses a set of 17 goals to end poverty, protect the planet and ensure prosperity for all as part of a new sustainable development agenda. Signet supports the UN Sustainable Development Goals and recognizes that the private sector has an 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 underway 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 completed June 2019 and February 2020.
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

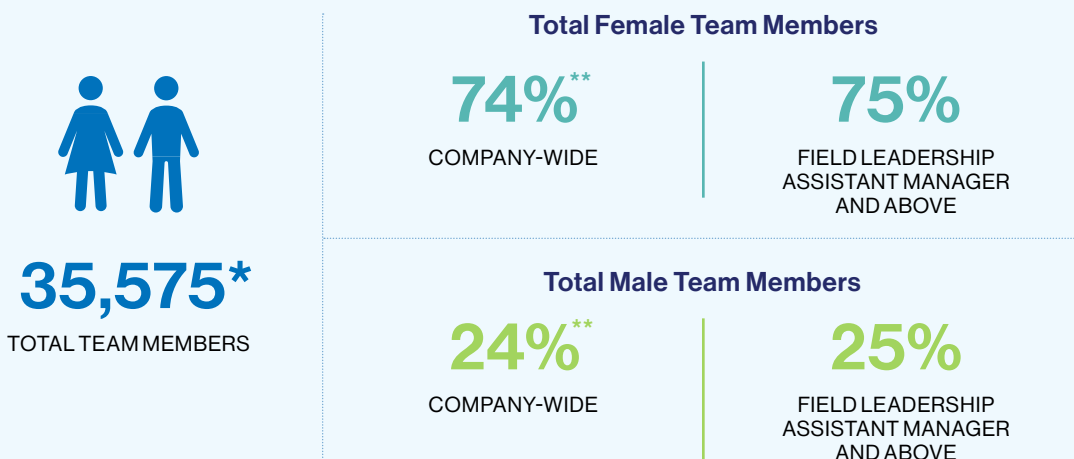
*Goals set in the 2017 CSR Report



Our People Goals

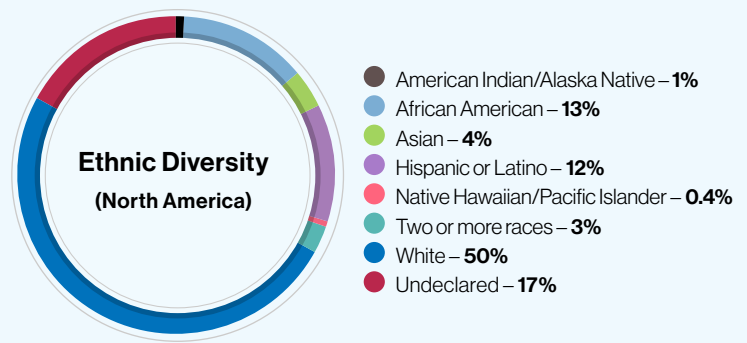
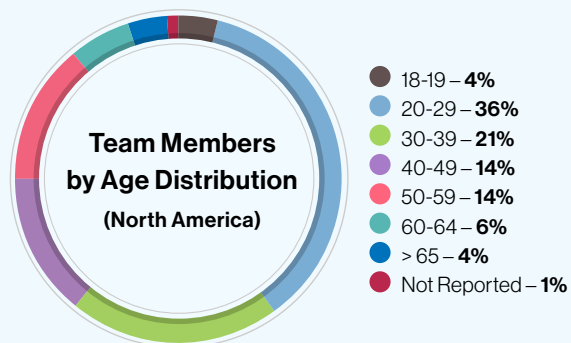
CATEGORY	GOAL
Team Member Engagement and Wellness	<ul style="list-style-type: none"> Deliver and inspire excellence in people, processes and programs that attract, retain and engage team members Drive meaningful improvement on engagement scores: conduct pulse surveys between company-wide engagement surveys 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 2020

** -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 and 2020 Bloomberg Gender Equality Index (GEI), based on Signet's diversity profile and policies. We are one of only a few retailers, and the only jewelry retailer, included in the 2020 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.

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.



In December 2018, Signet named Reggie Johnson, Sr. Vice President, Human Resources (Field) and Chief Diversity Officer.

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

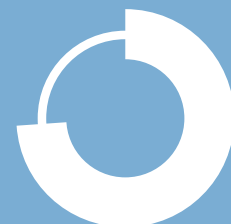


42%

Senior management positions (vice president and above)

45%

Board of Directors



70%

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 2019. 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 2019, team members sent over 1,750 recognition badges, 5,500 e-cards and awarded more than 2,500 milestone anniversary certificates.

SigExchange

In 2019, 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.**

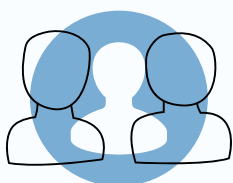
—Mary Liz Finn, Chief People Officer



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.

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 2019 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 2019, 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.

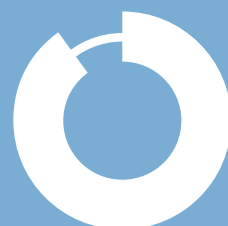
For our Field team members, we provide access to the thousands of courses available through LinkedIn Learning. We launched specialized Career Schools and will be continuing with the focused education and peer-to-peer learning opportunities for Field leadership at our annual District Managers Meeting.

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 2019 Employee Survey:

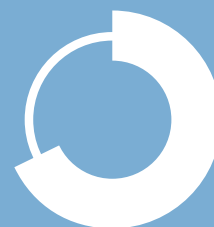
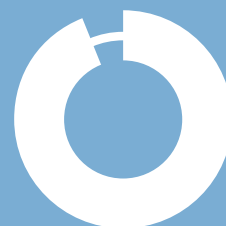


90%

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
- Providing an online platform for support and tips, team members 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.



PlateJoy

To make healthy eating easier, Signet offers US team members free membership to PlateJoy, 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. PlateJoy offers in-app grocery lists and optional grocery delivery. 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.

3,567

Team members participated in online wellness training videos

LifeSpeak

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 3,567 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 and financial resources. UK and Ireland team members have access to a new employee wellness portal that is aligned with Signet's Employee Assistance Program. All UK managers have access to e-learning content related to mental health awareness. To promote financial wellbeing, UK team members now have access to a loan consolidation service and a selection of savings products..



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 2019	 Over 246 Signet suppliers are RJC members, representing 96.17% 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 2019 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)

WE HAVE THREE 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

- Published SRSP for Colored Gemstones requesting Signet natural colored gemstone suppliers to “work toward compliance”
- Integrated R2Net D-Market participants in the SRSP for diamonds

- Will make SRSP for Colored Gemstones compulsory for all Signet suppliers
- Will add SRSP for lab-grown diamonds for all Signet lab-grown diamond suppliers

2020

Signet Responsible Sourcing Protocol

Our commitment to ensuring the responsible practices of our suppliers and the integrity of our supply chains 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 Signet's suppliers, producers, major jewelry trade associations, civil society, auditors, customers, governments and banks.

Since 2013, the SRSP has been expanded from gold, tin, tungsten and tantalum (3Ts) to cover the supply chains for diamonds, silver and platinum group metals as well as a special section on human rights, developed in line with the Responsible Jewellery Council's (RJC) Code of Practices references to human rights, produced through extensive consultation with outside stakeholders. Our gold, silver and platinum group metals SRSP requirements are aligned with the London Bullion Market Association (LBMA) Responsible



SRSP Coverage

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

Sourcing Standards. In 2019, Signet published the SRSP Appendix for Colored Gemstones, providing assurance that Signet fine jewelry containing rubies, sapphires and emeralds are verified as responsibly sourced. Also in 2019, the SRSP for diamonds was incorporated into Signet's James Allen business, and a responsible sourcing protocol was introduced for R2Net D-Market participants, which is consistent with the SRSP Appendix for Diamonds. In 2020, Signet is adding responsible sourcing requirements for laboratory-grown diamonds (LGDs) to the SRSP as a requirement for all suppliers of LGDs.

SIGWATCH

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

In 2018, Signet's industry-leading responsible sourcing program, including its SRSP, 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 2019 of the world's top companies, primarily as a result of our responsible sourcing policies and practices.

TOP 10 FOR NGO PRAISE IN 2019		2017 RANKING	REASONS FOR NGO PRAISE IN 2019
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

Signet is a Founding and three-time Certified Member of the RJC, the jewelry industry's premier standards and certification organization.



David Bouffard, Signet Vice President of Corporate Affairs and RJC Chair, with Iris Van der Veken, Executive Director of the RJC



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 2019, the RJC CoP was revised to incorporate international guidance on supply chain due diligence and extended to include silver and colored gemstones.

Signet requires all suppliers to join the RJC over time and be certified by RJC's accredited third-party auditors as compliant with the RJC's Code of Practices, including compliance with the SRSP as a "Provenance Claim". This certification by RJC is harmonized with Signet's audit policy, so RJC-certified suppliers are exempt from Signet's SRSP audit, factory and social audits. This policy has significantly increased RJC membership in Signet's supply chain, whereby 96.17% of Signet's purchases in 2019 were from RJC members. RJC membership therefore constitutes a major contribution to Signet's supply chain risk assessment, due diligence process and independent third-party verification and audit.

From 2019, Signet's primary third-party audit assurance for responsible practices and sourcing was through the RJC certification scheme with relevant minerals as "Provenance Claims." For non-RJC members, Signet required identified suppliers to undertake an independent audit of their 2019 Compliance Report, based on Signet's risk assessment of that supplier and/or the supplier's SRSP compliance report.

Signet industry leadership

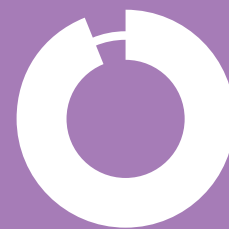


As RJC Chair in 2019, Signet Vice President of Corporate Affairs David Bouffard has set an ambitious agenda for the organization. "I have a number of priorities in mind, including revitalizing internal governance processes, completing the Code of Practices review establishing 100% conformance with OECD 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 2019, 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

1,200+

Member companies



96.17%

Of Signet purchases from RJC members

246

Signet suppliers are RJC members



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 2019 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 2019 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 2019 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 the 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%

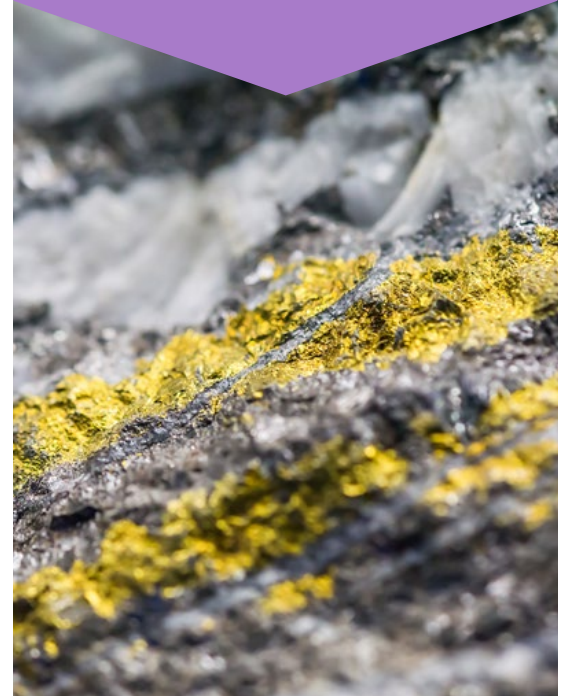
Of gold sourced by Signet is
verified conflict-free

- 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



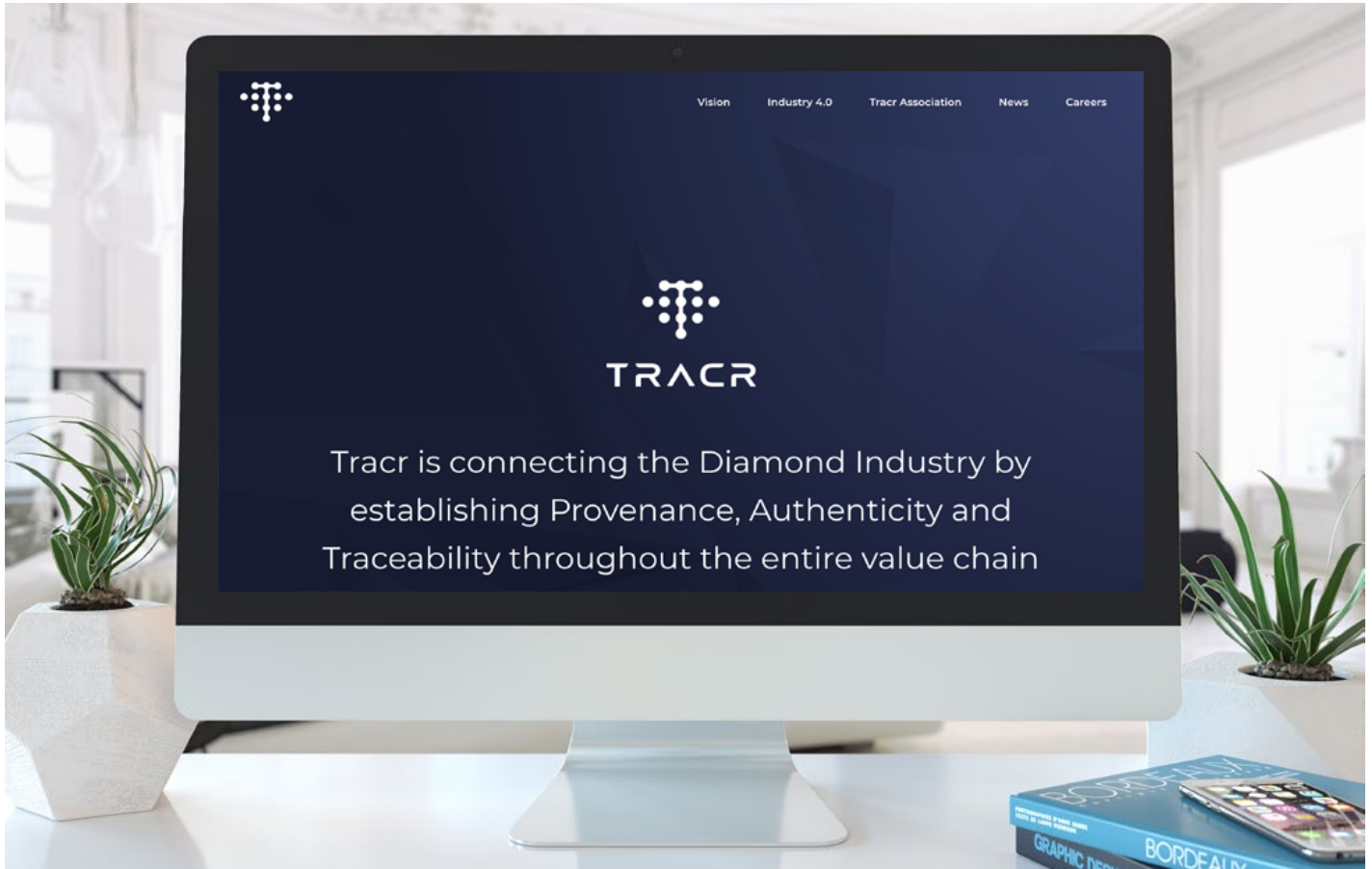
Learn More

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

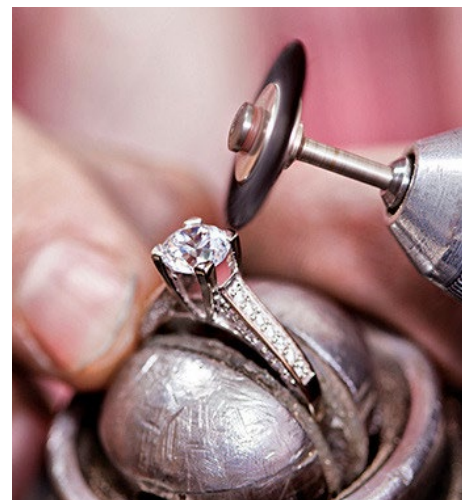


Blockchain technology holds the promise of increased transparency across the supply chains of many sectors, and the jewelry industry is no exception. To explore this potential, in 2019, Signet became the first retailer to join De Beers' innovative new blockchain program, Tracr.™ The program aims to establish 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 with 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 the 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 precious metals 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 six 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 support the Kimberley Process Certification Scheme (KPCS). This joint government, industry and civil society initiative has been highly successful in stemming the flow of conflict diamonds used by rebel movements to finance wars against legitimate governments.



Annual General Meeting of the World Diamond Council in Antwerp. Signet is a Founding Member of the World Diamond Council.

*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 SRSP Appendix for Diamonds applies to all diamonds supplied to Signet, including loose, rough, and polished diamonds, as well as diamonds set into finished jewelry. The 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.

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 2018, 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 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



Lungudi, Kankala, Democratic Republic of the Congo: September 2019: Students receive school supplies as part of the DDI program funded by Signet.

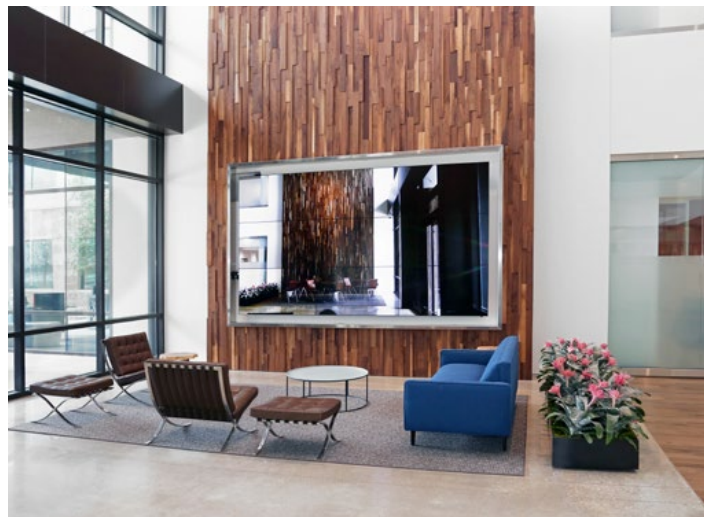


FIVE-STEP RISK-BASED DUE DILIGENCE

- 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.

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 the resulting emissions of our retail stores and support centers. Combined, these businesses cover a footprint of over 4.6 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 Dallas Support Center, featuring numerous green building attributes

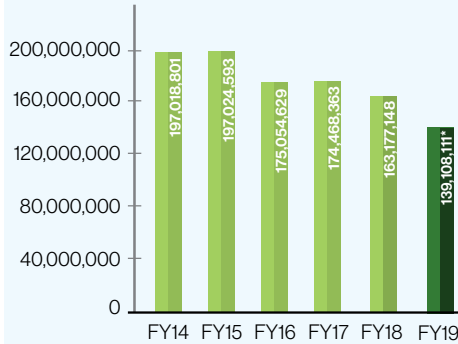


GOALS & PERFORMANCE DATA

Electricity Use

FY14-FY19

(in kWh)

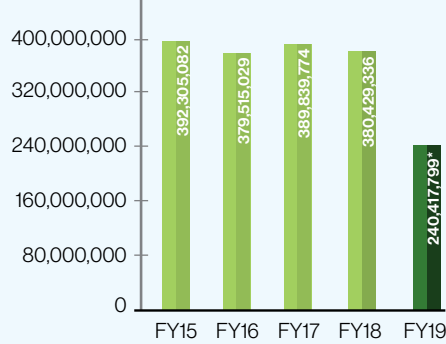
**Goal:** Reduce electricity use by 50% by FY24

* Decrease in FY19 driven by introducing LED lighting in stores, and moving to smaller, more energy-efficient corporate office in Dallas.

Absolute Global Water Consumption

FY15-FY19

(in liters)

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

* Decrease in FY19 driven by reduction in total square footage and moving to a new corporate office in Dallas.



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.

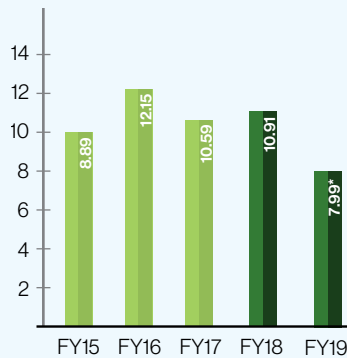
Water

Water intensity in FY19 is down 34% compared to FY18.

Group business travel emissions

FY15-FY19

(kg CO2e in millions)

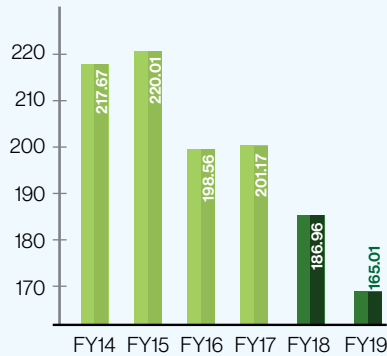
**Goal:** Reduce business travel emissions 25% by FY24

* FY19 reduction due to less travel and decrease in air travel emission factors.

Global absolute energy consumption

FY14-FY19

(kWh in millions)



Absolute energy consumption is down by 12% versus FY18.

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 FY19
55%
of waste generated
in our support
centers was
recycled

Greenhouse gas emissions by scope

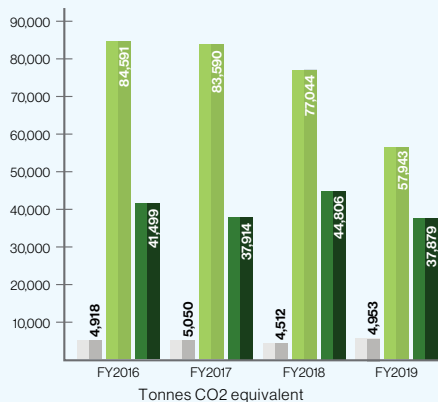
More than 24% reduction in scope 2 greenhouse gas emissions globally versus FY18.

● 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>



Learn More

about Signet and climate change.



Energy & Emissions

Signet's operational energy use and carbon footprint covers more than 3,200 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 2,700 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 2019: 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.



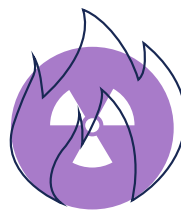
Keep Signet cool

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.



Xinyi Wang, Environmental Defense Fund
Climate Corps Fellow

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 in 2018. 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:

33 

Conventional sink taps changed to self-closing push taps

21

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

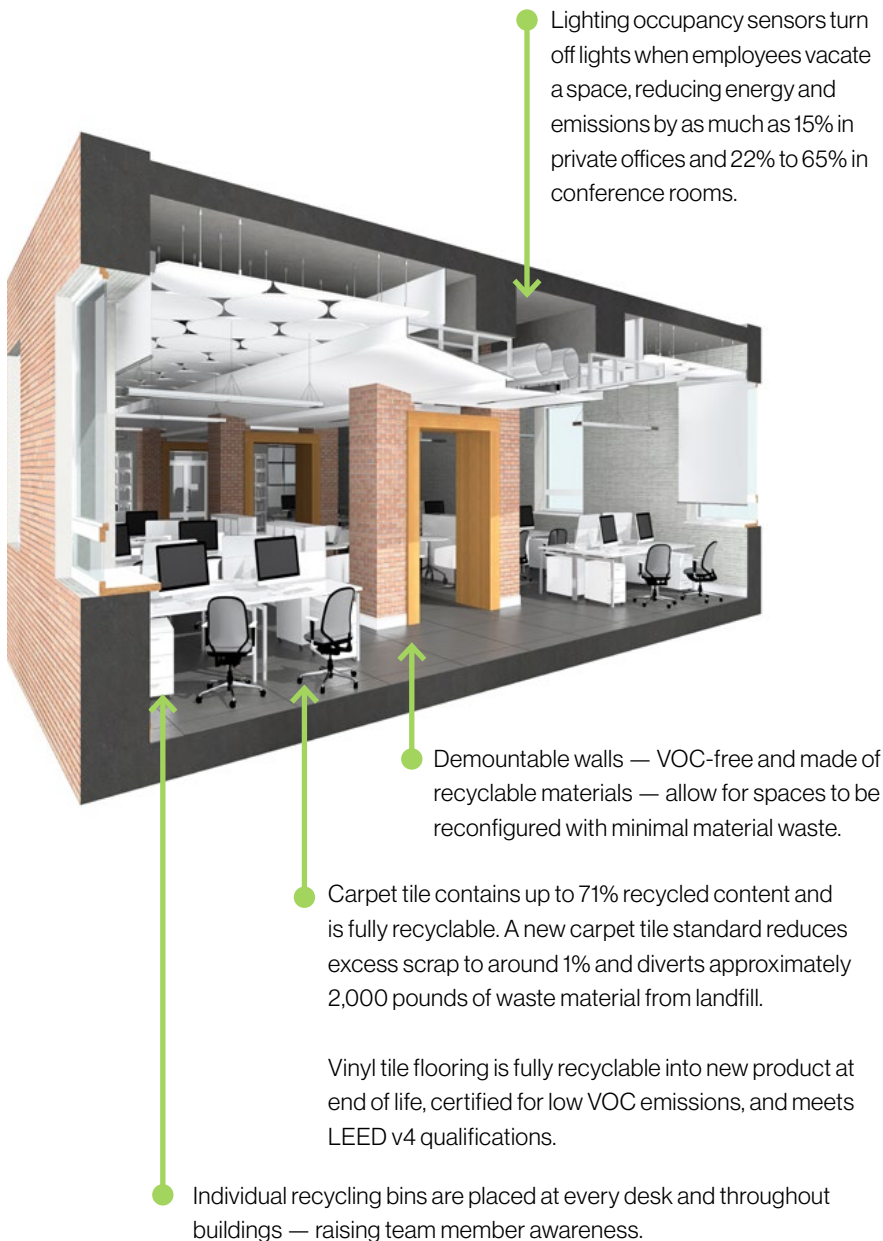


As an extra water-saving precaution, the water into the building is turned off each night



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:

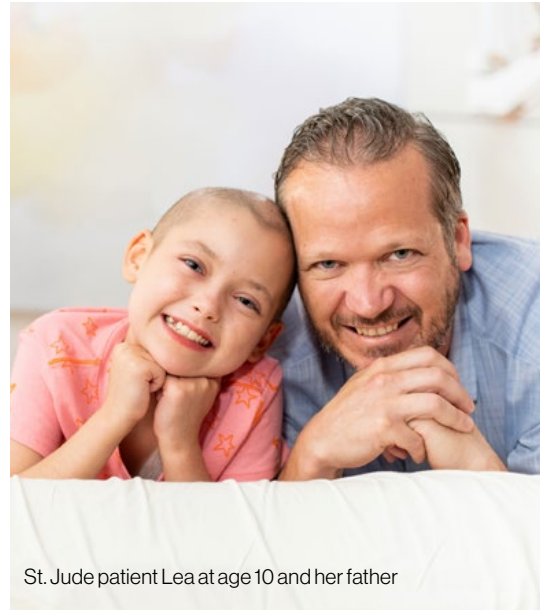
"Since my lease was ending on my vehicle close to the time we moved to the new building, and I knew there were electric charging stations available, it made the decision to buy electric an easy choice."

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.

We will continue our support of charitable organizations, with an added emphasis on COVID-19 relief. In addition to our longstanding partnership with St. Jude Children's Research Hospital®, we're proud to announce a new partnership with Heart to Heart International, a non-profit humanitarian organization committed to getting vital medical equipment and medicine to those who need it most. A portion of every purchase* made at KAY.com, Zales.com, Jared.com and JamesAllen.com will help us provide masks, gowns, gloves and equipment to health care providers, as well as life-saving medicine to thousands of people.

* From 4/20/2020 - 5/3/2020, Signet Jewelers will donate 2% of the net profits from Kay.com, Zales.com, and Jared.com, up to a maximum donation of \$100,000. From 4/21/2020 - 4/30/2020 Signet Jewelers will donate \$50 for every order on JamesAllen.com.

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. Treatments invented at St. Jude have helped push the overall childhood cancer survival rate from 20% to more than 80% since it opened. And they won't stop until no child dies from cancer.

Whom they serve:
7,800 patients annually

What Signet does:

- 21-year partnership
- Annual plush campaign at Kay and Jared
- Year-long give-at-the-register at all US banners
- Team member payroll deductions
- Corporate donations

FY20 Impact:
\$5.6 million raised

Cumulative impact:
\$76.6 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, both online and in stores
- 90 Day Challenge from May – July each year

FY20 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 £967,596 raised 2014 – March 2020



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

FY20 Impact:
\$C420,721

Cumulative impact:
Over \$C1,170,000



Where:
Ireland

What they do:
Barretstown provides residential camps and programmes for children and their families affected by cancer and serious illness. They offer a range of adventurous, fun and challenging activities which are supported behind the scenes by 24-hour on site medical and nursing care. 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 tailor made to different age groups including Summer Children's Camp (7-15) and Summer Teen Camp (13-17). Bereavement Camp takes place over weekends in Spring and Autumn.

Whom they serve:
Children and families living with a serious illness

What Signet does:
Snowy the Bear in-store sales and staff fundraising activities

Cumulative Impact:
A total of £57,808 raised since 2014, as of March 2020



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
- 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
- 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



St. Jude patient Jordyn and her mother.

International

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

Ireland

- Barretstown

United Kingdom

- CLIC Sargent

United States

- St. Jude Children's Research Hospital®

Signet Gives Back Program

In May 2019, Signet launched the Signet Gives Back community program, which allows team members within the Support Centers to receive eight paid volunteer hours annually. These hours can be used for team members to volunteer in Signet partner community events such as Day of Action, Read to Me Day and more. In 2019, more than 1,400 volunteer hours were logged by team members as part of the Signet Gives Back Program.





2019 Highlights



Akron Children's Hospital

Akron Support Center team members host games and provide prizes to approximately 80 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 2019, Signet team members provided gifts for 118 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

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 \$111,000 was raised in 2019 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 2019, 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 \$40,000 in 2019. Signet provided support for the shelter's emergency transportation program and the Transitional Housing/Supportive Living program. 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 41 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.

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