

SIGNET
JEWELERS

Inspiring
Love



Fiscal
2022

CORPORATE CITIZENSHIP
AND SUSTAINABILITY
REPORT

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CLICK ANY LOGO TO LEARN MORE

KAY
JEWELERS

ZALES
THE DIAMOND STORE®

JARED®

Banter
BY PIERCING PAGODA



DIAMONDS DIRECT

JAMES ALLEN®

rocksbox
JEWELRY

PEOPLES
LOVE IS WORTH IT

H.SAMUEL
THE JEWELLER

ERNEST JONES
LOVE & LIFE

About Us

Signet Jewelers Limited is the world's largest retailer of diamond jewelry. As a Purpose-driven and sustainability-focused company, Signet is a participant in the United Nations Global Compact and adheres to its principles-based approach to responsible business. Signet is a Great Place to Work-Certified™ company and has been named to the Bloomberg Gender-Equality Index for four consecutive years. Signet operates approximately 2,800 stores under the name brands of Kay Jewelers, Zales, Jared, Banter by Piercing Pagoda, Diamonds Direct, JamesAllen.com, Rocksbox, Peoples Jewellers, H.Samuel, and Ernest Jones.

About This Report

Signet's Fiscal 2022 Corporate Citizenship and Sustainability Report presents performance information for our businesses in North America and the United Kingdom. Unless otherwise noted, all data is from Signet's Fiscal year ended January 29, 2022 ("Fiscal 2022"). Signet's Responsible Sourcing data is for calendar year 2021 as it aligns with our Conflict-Minerals Report filing. The Signet Love Inspires Foundation data is for calendar year 2021. This report excludes data from R2Net, which was acquired in 2017 and owns and operates JamesAllen.com, and excludes Diamonds Direct, which was acquired in November 2021. Additional quantitative and qualitative material has been included from previous years to provide context on Signet's sustainability program. This report was published on June 6, 2022.

MESSAGE FROM Chair, Corporate Citizenship and Sustainability Committee, and Chief Executive Officer

Dear Stakeholders,

Fiscal 2022 was the first year of Signet's *Inspiring Brilliance* growth strategy — the next phase of growth emerging from our *Path to Brilliance* transformation. It was also the first year of our journey toward achieving the Company's 10-year Corporate Sustainability Goals and our holistic focus on Environmental, Social, and Governance (ESG). We have established 44 Corporate Sustainability Goals in total and have achieved three of them to date.

Our business goals and Corporate Sustainability Goals are inextricably connected. Both are aligned with our Purpose — **Inspiring Love** — and both are critical to our relationships with customers, team members, business partners, and other stakeholders. Together, these combined goals and our strategies to achieve them are the drivers of Signet's long-term sustainable growth and industry leadership.

We're proud that Signet has been an influential corporate citizen and sustainability leader in the jewelry industry for the past two decades. We strive to set demanding standards that require the best of us and the jewelry category.

Our mission is to help all people celebrate life and express love. We do that by providing products and services that are symbols of love, but also by standing up and speaking up — using our voice, our relationships, and our influence to be the change we want to see in our industry and in the world.

We organize our sustainability efforts through a framework that we call our Three Loves: Love for All People, Love for Our Team, and Love for Our Planet and Products. Over the past year, we made meaningful progress and strengthened Signet's impact on all three of these pillars.



Eugenia Ulasewicz
Board Member and Chair,
Corporate Citizenship and
Sustainability Committee



Virginia C. Drosos
Chief Executive Officer

Love for All People

Our Love for All People is guiding our unequivocal support for the people of Ukraine and those impacted by this humanitarian crisis. We suspended business interaction with Russian-owned entities at the beginning of Russia's invasion, in unity with all those in the world calling for peace. In addition, through the Signet Love Inspires Foundation, we donated \$1 million to the American Red Cross to provide humanitarian aid in response to the crisis in Ukraine. With this donation, we are helping to provide much-needed food, medical supplies, shelter, and ongoing crisis relief.

In addition to this support, we also demonstrated our Love for All People this past year through an array of actions. We advocated for and provided financial support to the Equal Justice Initiative coinciding with the first anniversary of the death of George Floyd. With our Love Above Campaign, we celebrated PRIDE Month across our brands and on social media, including donations to LGBTQ+ charities. We provided financial support to the Trevor Project in honor of Carl Nassib, the first openly gay NFL player. We also signed the Human Rights Council's Business Statement on Anti-LGBTQ State Legislation.

Our engagement, advocacy, and financial support to these and other initiatives are just some of the ways we live our values, visibly and accountably. During Q4 Fiscal 2022, we were rated 85 out of 100 by the Human Rights Coalition Corporate Equality Index, a rating that we are working hard to increase year by year — not just because it strengthens our reputation but, more importantly, because it strengthens our influence. We are committed to being a voice for the underrepresented and championing diversity, equity, and inclusivity inside and outside our Company and industry.

Love for Our Team

Our team members are our competitive advantage — and we invest meaningfully in them to help them grow personally and professionally, to further their sense of pride in being a part of Signet, and to ensure their health, safety, and quality of life are enhanced by our team member experience.

Inspired by our Purpose and by our core value of “People First,” we continually take steps to create and sustain a truly attractive, inclusive, and productive company culture, knowing that thriving and engaged team members are integral to Signet’s success.

One way we’re doing this is with a compelling and competitive wage and benefits package. In the Fall of Fiscal 2022, we invested in the wages and overall compensation of our retail team members by raising the minimum wage to \$15 per hour for existing team members as of the Fall of 2022 for existing team members in our US operations. We also continued to expand team member benefits, including health plan benefits for same-sex domestic partners/spouses and LGBTQ+ team members. All parents, regardless of gender, are also eligible for parental leave benefits. Transgender benefits were announced in Fiscal 2021 and were fully implemented in Fiscal 2022.

In addition to compensation and benefits, we invest in our team members with an increasingly robust mix of learning and development opportunities. In Fiscal 2022, Signet launched Brilliant University, a new platform for team member training and education. The platform gives team members access to training modules from their first day of employment. Brilliant University empowers team members to engage in learning for their job as well as growing their career. Signet’s seven leadership traits define our team member training experience: Vision and Purpose; Critical Thinking; Customer Obsession; Team Member Experience; Diversity, Equity & Inclusion; Innovative

Action; and Performance Excellence. We believe in “leadership at every level,” and our leadership traits are foundational to the success of each team member. Brilliant University helps our teams learn more about what each trait looks like at different levels in the organization.

In Fiscal 2022, the Company was named a Great Place to Work-Certified™ company for the second year in a row based on our strong Great Place to Work® Trust Index® Survey results. In addition, Signet was named to the Bloomberg Gender-Equality Index for the fourth consecutive year and joined the Paradigm for Parity® Coalition as part of our commitment to increasing the number of people who identify as women of all races, cultures, and backgrounds in leadership positions.



Love for Our Planet and Products

Love for our Planet and Products is the third pillar of our corporate citizenship and sustainability framework. We believe that love is enduring and, as a result, it demands that we hold ourselves and our operations to high standards for the sustainability of our planet and the responsible management of our supply chain.

In Fiscal 2022, we completed Signet's evolution from a focus on Corporate Social Responsibility to Sustainability and ESG. Both are now embedded in every part of our Company and our culture, from banners to corporate. Signet's Board of Directors and Leadership Team understand our environmental responsibility and our governance responsibility for managing climate-change risks. Climate change is a priority for us, and the effort to reduce our greenhouse gas emissions will touch every area of our business.

Measurement is key. Accurate data allows us to implement effective policy. In Fiscal 2022, we expanded our Signet Responsible Sourcing Protocol, adding environmental and social policy-specific questions to this annual supplier commitment. As leaders in the industry, we feel we have a responsibility to support only suppliers who mirror our commitment to strong social and environmental practices, and this enhancement helps us deliver on this commitment.

At the Company level, we also launched a cross-functional Climate Action and Sustainability Committee, with a particular focus on data quality and completeness and tools to prepare for investor-grade environmental data.

As the future of ESG continues to evolve, we are taking the steps necessary to prepare for the future state of ESG data disclosures and are eager to play a leading role in standardized, transparent reporting that ensures we are making the progress we know we must make for the sake of our planet and future generations. We are proud to report again this year that Signet reporting is in line with Sustainability Accounting Standards Board (SASB) standards.

Work to Do

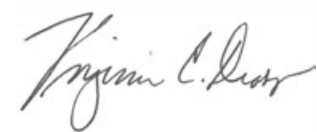
We're proud of what we continue to achieve across our sustainability framework, but we are clear-eyed that work remains. We're meeting and exceeding our commitments and standards in many areas, but we're not yet where we want to be in others. A good example is the work we continue to do to set science-based emission reduction targets. The change underway for companies everywhere to set ambitious targets aligned with the latest climate science is truly transformative — not unlike the changes that came with digital technology, connectivity, or mobility. These changes are pervasive. They require systems, technologies, training, and enterprise-wide collaboration. We're making steady progress toward the systems and capabilities we'll need in the future, and we're motivated to do the work inside and outside our Company to get there.

Inspiring Brilliance with Love for All

Once again, this past year our Signet team lived up to the standards, built the relationships, and did the hard work that our commitments demanded of us. As we continue to elevate our sustainability efforts, our Purpose of **Inspiring Love** and our Three Loves continue to be not only sources of pride but also drivers of action and impact.



Eugenia Ulasewicz
Board Member and Chair,
Corporate Citizenship and
Sustainability Committee



Virginia C. Drosos
Chief Executive Officer

Our Three Loves: Sustainability Highlights

LOVE FOR ALL PEOPLE



**St. Jude Children's
Research Hospital**
Finding cures. Saving children.

NEARLY

\$89M

Raised for St. Jude Children's Research Hospital® since the start of our partnership 23 years ago

MORE THAN
\$10M

Donated to charities and children's hospitals in the US, Canada, and the UK



PARADIGM
FOR PARITY

\$10K

Donation to advance gender parity in workplaces



**American
Red Cross**

\$1M

Donation to American Red Cross to provide humanitarian aid in response to the Ukraine crisis

\$100K

Donation to GLAAD



LOVE FOR OUR TEAM



Four consecutive years selected for the Bloomberg Gender-Equality Index and the only specialty jewelry retailer

WOMEN IN LEADERSHIP AS OF END FISCAL 2022

76%

Store assistant managers and above

50%

Signet Leadership Team

42%

Vice Presidents and above



82%* Of surveyed team members said, "Taking everything into account, I would say this is a great place to work."

90%*

Of surveyed team members said, "When I look at what we accomplish, I feel a sense of pride."

*Based on results from our October 2022 Great Place to Work® Trust Index® Survey

LOVE FOR OUR PLANET AND PRODUCTS

180

Suppliers are Responsible Jewellery Council members

3.5M

pieces of jewelry designed, customized, or repaired

28,230

Troy ounces of gold recovered

38,823

Troy ounces of silver recovered

89%*



Of all Signet Jewelry sourced from Responsible Jewellery Council (RJC) members

*By value, excludes R2Net, Rocksbox, and Diamonds Direct

9

Consecutive years reporting conflict-free gold to the SEC (since 2014)

1,500+

Skilled jewelers to repair and redesign jewelry



121,347

Carats of diamonds recovered and resold

FISCAL 2022 YEAR-END Signet At-A-Glance

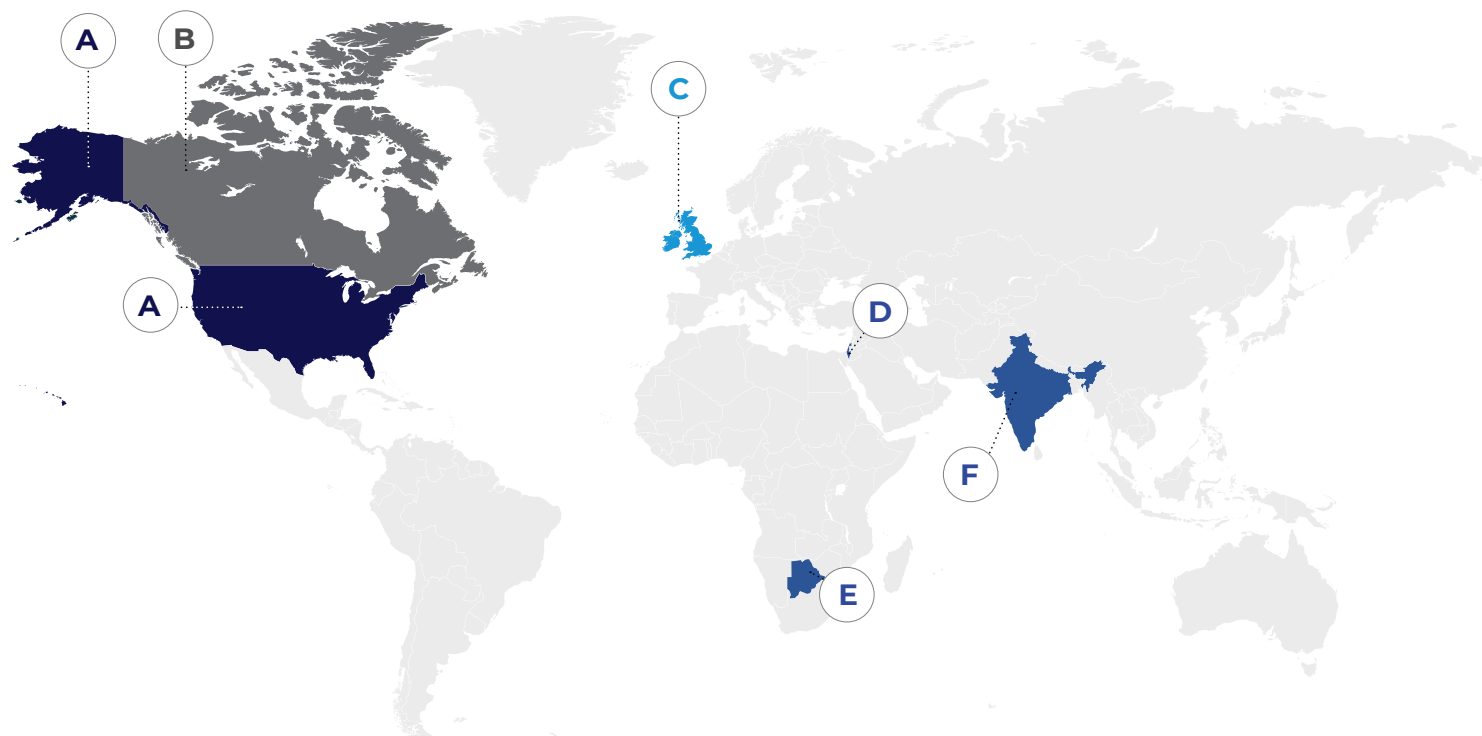
GLOBALLY

\$7.83B
IN REVENUE

19.3%
ECOMMERCE
SALES

30,856
TOTAL
TEAM MEMBERS

WHERE WE OPERATE



A **2,412**
US STORES

B **94**
CANADA STORES

C **348**
UK AND REPUBLIC
OF IRELAND STORES

D **ISRAEL**
Technology Centers

E **BOTSWANA**
Diamond Polishing Plant

F **INDIA**
Diamond Liaison Office

2030 Corporate Sustainability Goals

Progress is summarized.

LOVE FOR ALL PEOPLE	Social Change Advocates		Target Year	Status
	1	Signet will continue to lead innovative and inclusive marketing campaigns that represent diverse populations inclusive of all shapes, sizes, ethnicities, and abilities.	2030	On Target
	2	Respond to societal conversations where our voice may be helpful in communities in which we serve.	2030	On Target
	3	Regularly engage with Signet Business Resource Groups (BRGs) to foster conversation that brings our purpose to life.	2030	On Target
	Signet Love Inspires Foundation			
	4	Establish Signet Love Inspires Foundation with an emphasis on team member engagement with social causes important to the communities where team members live and work.	2030	Complete
	5	Align the Signet Love Inspires Foundation grant-making policy with the United Nations Sustainable Development Goals (SDGs) to meaningfully measure our impact toward solving the world's most pressing problems.	2030	Complete
LOVE FOR OUR TEAM	Governing with Purpose			
	6	Signet will continue to innovate and expand team member training on data security and privacy-related risks and procedures in line with the expansion of our digital marketing strategy.	2030	On Target
	7	Signet will continue to protect consumers by advancing good governance of data privacy principles, including transparency regarding use and protection of client data, and maintaining compliance with relevant data privacy standards.	2030	On Target
	Employer of Choice			
	8	By 2025, we strive to be certified as a Great Place to Work® for five consecutive years.	2025	On Target
	9	We strive to increase our Great Place to Work® Trust Index® Survey results average score by 10 points.	2030	On Target
	10	Become a Fortune 100 Best Companies to Work For® by improving our scores on Great Place to Work® by 2025.	2025	On Target
LOVE FOR OUR TEAM	11	Improve Field and Support Center retention by 10% by 2025.	2025	On Target
	12	Become an Employer of Choice for LGBTQ+ communities and become recognized by the Human Rights Campaign Corporate Equality Index.	2030	On Target
	Community of Inclusiveness			
	13	Earmark contributions for historically Black colleges and universities and Hispanic serving institutions in the form of scholarships and academic partnerships to increase intern and direct hires.	2030	On Target
	14	Continue to offer required courses for all team members targeted at inclusion and equity annually for the next four years.	2030	On Target
	15	By 2025, we expect our management teams to better reflect our customers and the communities we serve.	2025	On Target
	16	Increase diversity in leadership positions at Director and above by 25% by 2030.	2030	On Target
	17	Increase the representation of Black, Indigenous, and People of Color (BIPOC) in leadership roles at Director and above in our support centers by 20% by 2030.	2030	On Target
	18	Interview diverse candidates for manager level positions and above.	2030	On Target
	19	All Directors and above complete the course of Traits of Inclusive Leaders by 2025.	2025	On Target
	Purpose and Appreciation			
	20	We will increase our base wage to \$15 per hour by Spring 2022 in the US.	2022	Complete
	21	Continue to provide competitive and equitable benefits for all team members, with annual evaluations to determine new trends or team member needs.	2030	On Target
	22	By 2023, we will provide all retail team members with additional training available on demand to support their professional development.	2023	On Target

Human Rights

23	100% of our strategic indirect suppliers have signed Signet's Supplier Code of Conduct or have a similar one in place.	2030	On Target
24	100% of our strategic indirect suppliers are audited for compliance.	2030	On Target
25	100% of our strategic direct and indirect suppliers are increasing access to career opportunities and upward mobility for people who identify as women.	2030	On Target
26	100% of strategic direct suppliers are building world-class, safe, and healthy workspaces for the people making our products.	2030	On Target
27	100% of Signet and R2Net key suppliers to be certified Responsible Jewellery Council (RJC) members by 2025.	2025	On Target
28	Conduct rigorous audits of R2Net suppliers at risk of non-compliance with the Diamond Responsible Sourcing Protocol (DRSP).	2030	On Target
29	Work with artisanal and small-scale miners (ASM) to source conflict-free rough diamonds in line with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.	2030	On Target
30	Disclose diamond origin by company and provide economic impact to customers for every diamond traceable through De Beers or any other major rough diamond source.	2030	On Target
31	Continue to build skills and opportunities in the diamond cutting and polishing area through beneficiation in Botswana.	2030	On Target

Climate Advocacy

32	Develop a plan and set internal targets for a long-term business strategy that will bring Signet to achieve net-zero greenhouse gas emissions by 2050.	2050	On Target
33	Partner strategically with leading transportation suppliers in order for Signet to achieve net-zero greenhouse gas emissions by 2050.	2050	On Target
34	Signet will use at least 50% recycled content for pulp- and paper-based packaging and collateral and 30% recycled content in plastic-based packaging.	2030	On Target
35	Signet will create sustainable packaging options for consumer selection in stores and online.	2030	On Target
36	Signet will purchase corrugated boxes for use in our supply chain that consists of no less than 60% recycled material.	2030	On Target
37	Implement water usage reduction policies in all of the factories and facilities we operate in water-stressed areas.	2030	On Target
38	Join the United Nations Global Compact CEO Water Mandate and commit that by 2050 we will have a net positive water impact in water-stressed basins where we operate, ensure our value chain is water resilient, and raise the ambition of water resilience through global leadership.	2050	On Target

Design Innovation and Inclusivity

39	Increase cumulative spend on indirect diverse suppliers to \$250M.	2030	On Target
40	Co-develop designers and talent in the diamond jewelry sector for BIPOC creative design talent in the US by adding five BIPOC-owned companies/brands to our vendor list through co-development. Includes scholarship, mentoring, and business development through SRSP and RJC membership.	2030	On Target
41	Increase merchandise spend to global direct suppliers with active community development and social impact programs that pay living wages and provide livelihoods for people who identify as women.	2030	On Target
42	Provide support for five new female entrepreneurs in the jewelry industry and the communities in which we operate.	2030	On Target
43	Improve the lives of people who identify as women and girls in our supply chain by increasing access to career opportunities and upward mobility for people who identify as women employed by our key suppliers.	2030	On Target
44	Innovate our business model to create products, programs, and services that contribute to the circular economy.	2030	On Target

UN Global Compact and UN CEO Water Mandate

COMMUNICATION ON PROGRESS

“Our continued membership to the UN Global Compact and the UN CEO Water Mandate reaffirms our existing commitments to positive change in the communities we operate to create the world we want. As a participant signatory, Signet and its brands affirm our long-standing commitment to responsible, ethical business practices and upholding the Ten Principles of the UN Global Compact on human rights, labor, environment, and anti-corruption.”

— Virginia C. Drosos, CEO Signet Jewelers

UN CEO Water Mandate

Signet joined the UN CEO Water Mandate in March 2021. Signet is a CEO Water Mandate endorsing company, demonstrating its ongoing commitment to the initiative and its six commitment areas. This report serves as our first Communication on Progress.

The CEO Water Mandate is a UN Global Compact initiative that mobilizes business leaders on water, sanitation, and the Sustainable Development Goals. Endorsers of the CEO Water Mandate commit to continuous progress in six commitment areas of stewardship and in so doing understand and manage their own water risks.

SIX COMMITMENT AREAS OF WATER STEWARDSHIP

- | | |
|--|-------------------------|
| 1. Direct Operations | 4. Public Policy |
| 2. Supply Chain & Watershed Management | 5. Community Engagement |
| 3. Collective Action | 6. Transparency |

UN GLOBAL COMPACT TEN PRINCIPLES

These Ten Principles guide business policy and structure and serve as the foundation for advancing the United Nations Sustainable Development Goals (SDGs).

Human Rights

- | | |
|--------------------|--|
| PRINCIPLE 1 | Businesses should support and respect the protection of internationally proclaimed human rights; and |
| PRINCIPLE 2 | Make sure that they are not complicit in human rights abuses. |

Labour

- | | |
|--------------------|---|
| PRINCIPLE 3 | Businesses uphold the freedom of association and the effective recognition of the right to collective bargaining; |
| PRINCIPLE 4 | The elimination of all forms of forced and compulsory labour; |
| PRINCIPLE 5 | The effective abolition of child labour; and |
| PRINCIPLE 6 | The elimination of discrimination in respect of employment and occupation. |

Environment

- | | |
|--------------------|---|
| PRINCIPLE 7 | Businesses should support a precautionary approach to environmental challenges; |
| PRINCIPLE 8 | Undertake initiatives to promote greater environmental responsibility; and |
| PRINCIPLE 9 | Encourage the development and diffusion of environmentally friendly technologies. |

Anti-Corruption

- | | |
|---------------------|--|
| PRINCIPLE 10 | Businesses should work against corruption in all its forms, including extortion and bribery. |
|---------------------|--|



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.



**WE SUPPORT
CEO
WATER
MANDATE**

Governance

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Board At-A-Glance

BOARD MEMBER	TENURE	AGE	GENDER	ETHNICITY
H. TODD STITZER Chairman	10 YRS	70	M	●
VIRGINIA C. DROSOS CEO	10 YRS	59	F	●
ANDRÉ BRANCH Director	1 YR	50	M	●
R. MARK GRAF Director, Chair of the Finance Committee	5 YRS	57	M	●
ZACKERY A. HICKS Director	4 YRS	58	M	●
HELEN MCCLUSKEY Director, Chair of the Governance & Technology Committee	9 YRS	67	F	●
SHARON L. MCCOLLAM Director, Chair of the Audit Committee	4 YRS	59	F	●
NANCY A. REARDON Director, Chair of the Human Capital Management & Compensation Committee	4 YRS	69	F	●
JONATHAN SEIFFER Director	3 YRS	50	M	●
BRIAN TILZER Director	5 YRS	51	M	●
EUGENIA ULASEWICZ Director, Chair of the Corporate Citizenship & Sustainability Committee	9 YRS	68	F	●
DONTÁ WILSON Director	1 YR	45	M	●

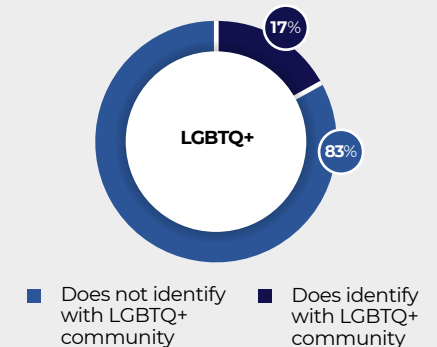
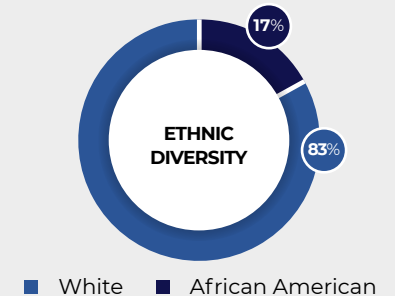
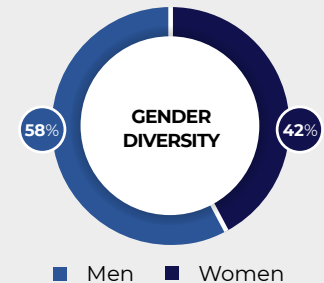
■ White ■ African American

12
BOARD
MEMBERS

45-70 Years
AGE RANGE

5.42 Years
AVERAGE TENURE

80%
of Standing Board
Committees Are
Chaired by Women



Board Oversight of Signet’s Sustainability Program

Signet’s Board of Directors and Leadership Team have oversight and accountability for sustainability within the organization. The Board provides that oversight of the Company through five Committees: Corporate Citizenship & Sustainability, Human Capital Management & Compensation, Audit, Governance & Technology, and Finance Committee.



BOARD LEVEL COMMITTEES	
CORPORATE CITIZENSHIP & SUSTAINABILITY COMMITTEE	The Corporate Citizenship & Sustainability Committee has primary responsibility for overseeing strategies and actions that drive Signet’s Corporate Purpose, its sustainability policies and practices, and its Environmental, Social, and Governance (ESG) reporting and disclosures.
HUMAN CAPITAL MANAGEMENT & COMPENSATION COMMITTEE	<p>The Human Capital Management & Compensation Committee provides oversight on overall management of human capital, which includes culture, diversity, equity, and inclusion; executive compensation programs; benefits and well-being strategy; talent management (attraction, development, and retention); performance management; and, in collaboration with the Governance & Technology Committee, succession planning.</p> <p>The Corporate Citizenship & Sustainability Committee collaborates with the Human Capital Management & Compensation Committee in its oversight of diversity, equity, and inclusion; team member engagement; and team member experience practices.</p>
AUDIT COMMITTEE	The Audit Committee oversees the Company’s processes related to risk management and the Company’s systems of internal controls over financial reporting and disclosure controls and procedures.
GOVERNANCE & TECHNOLOGY COMMITTEE	The Governance & Technology Committee nominates Directors and provides oversight with respect to Board composition, implementation of the Company’s Corporate Governance Guidelines and overall corporate governance, the Company’s cybersecurity and data privacy risks and protocols, and technology matters relating to the Company as an OmniChannel enterprise.
FINANCE COMMITTEE	The Finance Committee reviews and guides strategic direction and oversees and offers advice to the Board and management pertaining to risks, opportunities, policies, processes, and progress regarding corporate financing or refinancing transactions and the Company’s credit and finance program and portfolio, treasury and capital allocation strategies and programs, and mergers and acquisitions.

Privacy and Data Security

We value our customers and team members and the data they entrust to us and treat their information and other financial data with care and respect.

Data security and privacy are monitored at the highest levels of our Company; our Board of Directors is actively engaged in oversight of cybersecurity — a responsibility included in the charter of our Governance & Technology Committee, which oversees the Company's cybersecurity and data privacy risks and protocols. Additionally, our Board is kept informed on cybersecurity and privacy via monthly reporting, regular reports to the Governance and Technology Committee, and full Board discussions throughout the year.

Howard Melnick, our Chief Information Officer, and Scott Lancaster, our Senior Vice President, Chief Information Security & Privacy Officer, oversee Signet's information risk and compliance, enterprise data security, customer data privacy, enterprise IT risk management, global information security, internal cyber investigations, and cyber crisis response management. Our Senior Vice President, Chief Information Security & Privacy Officer works closely with our internal data stewardship committee, including our IT Risk Management team, to ensure we take a holistic approach to caring for customer, team member, and financial data.



Signet's data stewardship focuses on three primary areas:

Personalization and Privacy

As a retailer, we use data to drive demand via targeted marketing, develop merchandise insights and strategies, and provide customer insights to drive business objectives across our Company. We safeguard this data by monitoring and complying with all privacy laws. Signet commits to collecting personal data only with the customers' consent. Because the Company offers numerous credit and financing options for purchases as well as a rewards program, we commit to respecting the integrity of our customer's data through policies to keep the customers' data correct and complete.

Oversight and Enablement

Our Security Center continuously and proactively monitors our network and application landscape for threats and anomalies. We have established processes for sharing data and performing third-party risk assessment, and we have disaster recovery planning and testing procedures in place.

Security

Signet team members are stewards of Company data, and it's essential that we educate them on how to keep data safe. Signet requires all team members to complete a privacy, security, and confidentiality training and awareness program entitled Information Security and Privacy Awareness Training. The training module is designed to shape team members' perceptions about information protection in ways that create a responsible, compliance-minded workforce that is knowledgeable about privacy and information security policies. To ensure we reach all team members, this training also is a part of the new-hire orientation process and is available on the Company's intranet. Participation tracking is captured and audited annually. The Signet cybersecurity team manages a longstanding phishing testing program to mitigate against increased phishing scams. A new phishing test is launched at least ten times a fiscal year, and the IT team tracks click rates of all team members. Remediation is provided for team members that do not pass the phishing test.

Love for All People

- 16 Community Impact At-A-Glance
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Community Impact At-A-Glance



NEARLY
\$89M

Raised for St. Jude Children's Research Hospital® since 1999



NEARLY
C\$1.8M

Raised for Canada's Children's Hospital Foundations since 2017

\$7.6M

Raised for St. Jude Children's Research Hospital® in 2021

C\$444K

Raised for Canada's Children's Hospital Foundations in 2021



Gianna, age 13,
Canada's Children's
Hospital Foundations'
Patient Representative



IN JANUARY 2022

\$1M

was donated by Signet to Akron Children's Hospital

Akron Children's Hospital is ranked among the best children's hospitals by *US News & World Report*.

With more than a million patient visits a year, Akron Children's Hospital has been leading the way to healthier futures for children through quality patient care, education, advocacy, community service, and medical discovery since 1890.

The decades-long partnership between Signet Jewelers and Akron Children's Hospital has touched the lives of thousands of children and families in the greater Akron community, where our headquarters resides.



The Signet Team Member Relief Fund provides assistance, in the form of grants, to eligible Signet team members who have encountered a financial or other hardship for reasons beyond their control. We expanded the scope of the Fund to cover hardships related to COVID-19.

More than \$160,000 was given to 184 Signet team members through the Fund.



The Signet Love Inspires Foundation donated \$1 million to the American Red Cross to provide humanitarian aid in response to the Ukraine crisis.



**American
Red Cross**

Corporate Giving Strategy

Philanthropy is an avenue that Signet uses to address some of the toughest challenges in our communities. Our commitment to serving the communities where we operate goes back to 1988 in Akron, Ohio, when our first team member giving programs were organized and our first corporate donation was made. We draw on our Company's strengths, including our team members, our global reach, and the scale of the philanthropic organizations we support to deliver an even greater impact.



Signet Love Inspires Foundation

The Signet Love Inspires Foundation was established in 2021 as a 501(c)(3) non-profit organization with the aim of providing grants to non-profit organizations supporting social activism and underserved women and children. Additionally, the Foundation provides matching gifts to qualifying non-profit organizations our team members support.



Cause Marketing

We keep our philanthropic commitment strong by supporting non-profit organizations that join us in our Purpose of **Inspiring Love** throughout the communities where we live and work. This includes the US, Canada, the UK, and Ireland. Our giving programs throughout our stores provide team members and customers opportunities to engage and create deeper connections.



Signet Team Member Relief Fund

The Signet Team Member Relief Fund provides assistance, in the form of grants, to eligible Signet team members who have encountered a financial or other hardship for reasons beyond their control. In 2020, we expanded the scope of the Fund to cover hardships related to COVID-19.

SIGNET LEADERSHIP NON-PROFIT BOARD MEMBERS

- ◆ **Virginia C. Drosos**, Chief Executive Officer, serves on the Akron Children's Hospital Board of Directors.
- ◆ **Bethany Spain**, VP Associate General Counsel, serves on the Akron Children's Hospital Foundation Board of Directors.
- ◆ **Howard Melnick**, Chief Information Officer, serves on the Board of Directors of United Way of Summit and Medina.
- ◆ **Bill Brace**, President Jared and Jewelry Services, serves on the Board of Directors of Diamonds Do Good.
- ◆ **Bill Luth**, EVP Global Store Operations, serves on the Board of Directors of Jewelers for Children.

Our Love for All People Leads Signet to Raise Record Funding for St. Jude Children's Research Hospital®

Signet Jewelers is proud of our long-term corporate partnership with St. Jude Children's Research Hospital®

We are pleased to share that we raised a record **\$7.6 million** through our 2021 fundraising campaign for St. Jude Children's Research Hospital®. Thanks to our customers and team members, we raised record funds through our annual plush sales, Give at the Register campaign, St. Jude Memphis Marathon® weekend participation, and personal donations from our team members. With this \$7.6 million raised in 2021, we've increased our 23-year grand total to nearly \$89 million, and we are now about **\$3 million away** from completing our \$50 million commitment for the Kay Research and Care Center.



Quincy, St. Jude Children's Research Hospital® 2021 Patient Representative

Quick Facts About Our Partnership

The funds provided by Signet Jewelers over the last 23 years have contributed toward:



Kay Research and Care Center

The Kay Research and Care Center will help usher in a new era of research, education, collaboration, care, and treatment for the kids at St. Jude. Signet Jewelers' current project is a \$50 million commitment to build the six-story tower in the heart of the St. Jude campus.

Second Floor In-Patient Care Center

Signet raised \$5 million to renovate the entire second floor of the hospital, completed in 2005, and its continued upgrade.

St. Jude Children's Research Hospital® — Washington University Pediatric Cancer Genome Project

Signet Jewelers raised \$20 million as lead sponsor of the Pediatric Cancer Genome Project.

Patient Registration Area

Signet raised \$500,000 to renovate the patient registration area. It is the first place patients come when they are admitted to St. Jude. The area serves more than 230 patients per day and more than 5,000 per year.

Kay Kafe

Signet raised \$16 million to remodel and expand the St. Jude cafeteria facility. In keeping with founder Danny Thomas' vision, this cafeteria is a place where patients, families, physicians, and scientists gather at mealtime under one roof, as one family.

Solid Tumor Clinic

Signet raised \$1.5 million to support the renovation and operation of the Solid Tumor Clinic, or "D" Clinic, that is located on the first floor of the hospital. The clinic serves and treats patients with solid tumors in the brain, kidneys, bones, and the central nervous system.

Signet Love Inspires Foundation

Through support for underserved women and children and social change advocacy, the Foundation strives to enable the world to rotate more on an axis of love. The Foundation integrates and focuses Signet's philanthropic efforts to maximize our impact around the world.

In 2021, we launched our new Signet Love Inspires Foundation. Building on our decades-long legacy of corporate philanthropy, this new corporate-based giving entity integrates our focus on philanthropic efforts in ways that maximize our impact.

The new Foundation, through its approved grants, supports 501(c)(3) non-profit charitable organizations in the US that support underserved women and children and social change advocacy. The Foundation also provides matching gifts for Signet US team members who make personal contributions to qualifying non-profit organizations that meet established criteria and for Signet's commitment to community impact programs. By stepping up, speaking out, and focusing on our advocacy and strategies, we bring our corporate Purpose to life in ways that help provide a better, more equitable life for those in our communities — locally and globally.

In its inaugural year, the Signet Love Inspires Foundation provided grants to many non-profit organizations with programming that best supports the Foundation's mission, program areas, and selected Sustainable Development Goals. Please see select list on the next page.

MISSION AND PROGRAM AREAS



The Signet Love Inspires Foundation provides funding for non-profit organizations that join us in our Purpose to create an equitable and sustainable world, with a focus on underserved women and children and social change advocacy. We continue to look for more ways to champion love, assist the underserved, and care for those most in need.

Alignment with the UN Sustainable Development Goals

The SDGs guide our giving decisions and actions.



Goal 3. Ensure healthy lives and promote well-being for all at all ages



Goal 4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all



Goal 5. Achieve gender equality and empower all people who identify as women and girls



Goal 10. Reduce inequality within and among countries



Select 2021 Signet Love Inspires Foundation Grantees



Equal Justice Initiative

Providing legal representation to people who have been illegally convicted, unfairly sentenced, or abused in state jails and prisons, and challenging racial and economic injustice.



American Red Cross

Providing support for fire safety education and free smoke alarms to at-risk communities in northern Ohio.



Big Brothers Big Sisters of Summit, Medina, and Stark Counties (Ohio)

Providing underserved children with strong and enduring relationships through mentoring programs.



The Trevor Project

Providing crisis intervention and suicide prevention services to LGBTQ+ young people.



Unite for HER

Providing support in education, services, and integrative therapies for those diagnosed with breast and ovarian cancers.



Women's Jewelry Association

Helping people who identify as women in the jewelry and watch industries advance and develop professionally through networking, education, and leadership development.

GOVERNANCE

Board of Directors

- ◆ Virginia C. Drosos
- ◆ Stash Ptak
- ◆ Joan Hilson
- ◆ Colleen Rooney

Officers

- ◆ David Bouffard, President
- ◆ Stash Ptak, Secretary
- ◆ Vincent Ciccolini, Treasurer

Grant Review Committee (Calendar Year 2021)

- ◆ Perry Bignotti
- ◆ Ann Grimmett
- ◆ David Forrer
- ◆ Peter Trueblood
- ◆ Alan Gravely

Community Impact Coordinator

- ◆ Paula Stanley

The Signet Love Inspires Foundation's inaugural Grant Review Committee served through December 2021. Future Grant Review Committee members will serve under an annual-rotation basis — ensuring diverse perspectives are brought to the decision-making process across banners and support centers.

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.



	PARTNER SINCE 1999	PARTNER SINCE 2017	PARTNER SINCE 2014	PARTNER SINCE 2014
WHERE	United States	Canada	United Kingdom	Ireland
WHAT THEY DO	St. Jude is leading the way the world understands, treats and defeats childhood cancer and other life-threatening diseases. Families never receive a bill from St. Jude for treatment, travel, housing or food - so they can focus on helping their child live. Treatments invented at St. Jude have helped push the overall childhood cancer survival rate from 20% to more than 80% since it opened in 1962. And they won't stop until no child dies from cancer.	Raise funds on behalf of Canada's Children's Hospital Foundations for the highest priority needs of each hospital, including research.	When cancer strikes young lives, CLIC Sargent helps families limit the damage it causes beyond their health.	Barretstown provides residential camps and programs 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 and Teen Camp.
WHOM THEY SERVE	7,800 patients annually	More than 1,800,000 patient visits annually	Children and young people under 25 with cancer and their families	Children and families living with a serious illness
WHAT SIGNET DOES	<ul style="list-style-type: none"> ◆ 23-year partnership ◆ Annual plush campaign at Kay and Jared ◆ Year-long give-at-the-register at all US banners ◆ Team member payroll deductions ◆ Give at eCommerce checkout 	<ul style="list-style-type: none"> ◆ Raise funds from give-at-the-register and plush campaigns at Peoples Jewellers and Mappins Jewellers stores ◆ Team member donations ◆ Corporate donations ◆ Give at eCommerce checkout 	<ul style="list-style-type: none"> ◆ Plush toy sales at H.Samuel, Ernest Jones, both online and in stores ◆ 90 Day Challenge from May to July each year 	<ul style="list-style-type: none"> ◆ Snowy the Bear in-store sales and staff fundraising activities
CALENDAR YEAR 2021 IMPACT	US \$ 7.6M raised	C\$ 444K raised	£ 177,659 raised	£ 1,582 raised
CUMULATIVE IMPACT	nearly US \$ 89M raised	nearly C\$ 1.8M raised	Over £ 1.25M raised	£ 59,789 raised

Love for Our Team

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People At-A-Glance

4

TOWN HALLS

\$15

PER HOUR
MINIMUM WAGE
IN US OPERATIONS* For existing team members
in the fall of 2022

30,856

GLOBAL TEAM
MEMBERS

90%

OF TEAM MEMBERS
UNDERSTAND
HOW THEIR WORK
CONTRIBUTES TO
SIGNET'S PURPOSE
(VOICE OF EMPLOYEE
SURVEY)

IN RESPONSE TO THE FISCAL 2022 GREAT PLACE TO WORK® TRUST INDEX® SURVEY, OUR TEAM MEMBERS RESPONDED POSITIVELY TO STATEMENTS ABOUT OUR COMPANY, INCLUDING:

90%

AGREED THAT

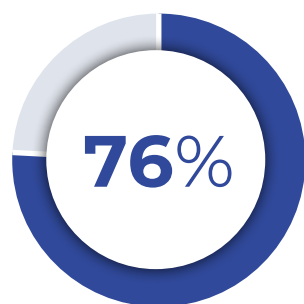
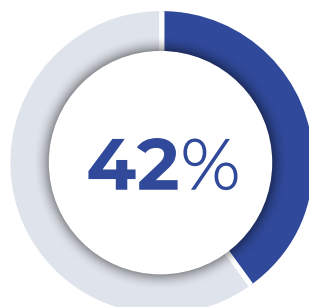
"When I look at what we
accomplish, I feel a sense of pride."

89%

AGREED THAT

"When you join the company, you
are made to feel welcome."

WOMEN IN LEADERSHIP

FISCAL 2022
As of January 29, 2022OF STORE ASSISTANT
MANAGERS AND ABOVEOF VICE PRESIDENTS
AND ABOVE

TEAM MEMBER EMPOWERMENT

1,987

TEAM MEMBERS
BELONG TO A BUSINESS
RESOURCE GROUP

99,695

HOURS OF VIRTUAL
TRAINING LOGGED BY
TEAM MEMBERS

8

ACTIVE BUSINESS
RESOURCE GROUPS

Asia Pacific
Employee Network
Black Employee
Network
Diamante
Signet Pride

Transforming
Inclusivity Diversity
Equality (TIDE)
Veterans
Women's
Young Professionals

Team Member Experience

A TEAM MEMBER EXPERIENCE THAT INSPIRES LOVE

At Signet, you are:

- ♥ Invited to be your best self
- ♥ Introduced to ideas that grow your passion — not just your job
- ♥ Inspired to inspire more love in the world



At Signet, we strive to deliver team member experiences that grow high-functioning teams, while inviting our team members to bring their best selves to work. We start by introducing team members to our Company Purpose of **Inspiring Love**. Then we immerse them in our culture, which is centered on being a unified company with a shared commitment to our workplace, business strategy, and Purpose. We believe — both in spirit and in action — that our team members are our most valuable asset. We help them thrive in their careers so they can continually deliver an extraordinary experience to our customers and build relationships that last a lifetime.

Team Member Engagement

Engaged team members live at the heart of Signet's success. Through our team member engagement initiatives, our people feel connected and empowered to lead with confidence.

- ◆ We engage our teams through an integrated suite of communication tools and events including in-person and virtual town halls; in-person events; training; and SIGnet, our 24/7 Company intranet.
- ◆ The SIGnet is accessible to our support center and retail team members and serves as a one-stop destination for all information inside our Company — from benefits to brand partnerships. This online tool features resources to make team members' jobs easier and features stories and feedback loops that support our culture of innovation and agility.
- ◆ We also hold town halls, led by our CEO, that provide updates on the state of the business and recognize and celebrate our team members' contributions to advancing

our growth strategy, enhancing our team members' experiences, and fulfilling our Purpose.

Benefits

We continue to invest in our team members, our greatest asset. Having a fair base wage is central to our compelling reasons to join Signet. We fully implemented a \$15 per hour minimum wage for existing team members in our retail stores and distribution centers in the US in the fall of Fiscal 2022. In addition, we announced holiday bonuses for our US retail team members ahead of the holiday recruiting season. We offer a competitive benefits package for eligible team members, including providing LGBTQ+ inclusive health care benefits for team members and their families. All parents, regardless of gender identity, are eligible for parental leave benefits. Team members may add same-sex domestic partners/spouses to our health insurance benefits, which include fertility coverage and adoption benefits for eligible LGBTQ+ family members.

Innovative Hybrid Work Model

As we began to consider our return-to-office approach, we laid a unique path built on insights from our team members. In March 2022, we began our Welcome Back program with an innovative hybrid work model. While our support center teams thrived in the pandemic work-from-home environment, we asked them — using in-depth surveys and other team member feedback insights — to help us select a solution that worked. We engaged our Young Professionals Business Resource Group to lead team member feedback sessions as we constructed our solution.

Team members in our Akron and Dallas headquarters join us in the office for three designated days a month — something we call Welcome Week. This format allows teams to regularly connect with others in the office, while continuing to offer them the benefit of flexible work from home. To maximize our time together on these designated days, we offer a schedule of in-person meetings, workshops, Brilliant University learning opportunities, and other programming in a fun and festive environment. We also provide additional benefits, such as complementary headshots to keep LinkedIn profiles fresh and food trucks for a different variety of meal options while on site.



“Our Welcome Week hybrid work model brings energy and excitement to our team members’ experiences while honoring their preferences. Welcome Week brings out the best in all of us and allows us to be present with a Purpose.”

— Mary Liz Finn, Chief People Officer



99%
OF TEAM
MEMBERS
SURVEYED

INDICATED THEY
WOULD LIKE TO
WORK FROM
HOME “SOME
OF THE TIME”

Diversity, Equity, and Inclusion

At Signet, our approach to **Diversity, Equity, and Inclusion** starts with our core value of “People First.” We’re committed to creating a truly inclusive, innovative, and collaborative company culture. We value building a diverse workforce, embracing different perspectives, and fostering an inclusive, empowering work environment for our team members and customers.

BE YOURSELF

We are proud to honor and value all our team members and their identities. In Fiscal 2022, we updated our Human Resources Information System, giving team members the opportunity to select a third, non-binary gender option in addition to “male” and “female.” This enhancement invited team members to bring their whole selves to work.



TO FOSTER A CONTINUAL AWARENESS OF DIVERSITY, EQUITY, AND INCLUSION, WE REQUIRE TEAM MEMBERS TO PARTICIPATE IN ANNUAL TRAINING ON TOPICS SUCH AS UNCONSCIOUS BIAS AND MICROAGGRESSIONS.

Great Place to Work® Trust Index® Survey

In response to the Fiscal 2022 Great Place to Work® Trust Index® Survey, our team members responded positively to statements regarding fair treatment in our Company, including:



89%

AGREED THAT

“People here are treated fairly regardless of gender.”

91%

AGREED THAT

“People here are treated fairly regardless of race.”

93%

AGREED THAT

“People here are treated fairly regardless of sexual orientation.”

Signet Speaks Out Town Halls

In addition, we continued our “Signet Speaks Out” town hall series, providing a safe, open forum for team members to have honest and candid discussions about important topics such as racism, allyship, and inclusion.



NEW TRAINING SESSIONS TO BUILD AN INCLUSIVE CULTURE

- ♥ What to Do If You Spot a Microaggression
- ♥ Contribute to a Culture of Safety
- ♥ Use People-First Language to Be More Inclusive
- ♥ Overcome Personal Bias Around Disability

Sponsoring Fashion Week, hosted by Clark Atlanta University, strengthens Signet's DE&I agenda.

Signet's partnership with Clark Atlanta and its Department of Art and Fashion is an important part of attracting talent to build a pipeline of diverse future leaders within our Merchandising Training Program.

Historically Black colleges and universities like Clark Atlanta University play an important role in creating a more equitable society for all, empowering future generations through education and broader career opportunities — a commitment detailed in goal 13 of our 2030 Corporate Sustainability Goals (see page 8 for a full list of our goals).

As we recruit new talent in the Signet Merchandising Training Program, participants receive classroom training, hands-on development, and project-based experiences across Marketing, Merchandising, and Planning. Just as important, they have new opportunities to interact with senior leaders. Graduates of the program have seen their ideas incorporated into our business, and a high percentage of them have moved into a management position within five years.



“Partnering with Clark Atlanta is about more than finding talent. It's about developing leaders who align with our values — leaders willing to take risks, be innovative, and act as change agents in their workplace and communities. Clark Atlanta's social justice history and commitment to transformative educational experiences aligns with Signet's commitment to furthering equity, inclusivity, and social change advocacy.”

— Reggie Johnson, Chief Diversity Officer and Sr. Vice President, Field Human Resources

Business Resource Groups

Signet Now Has Eight BRGs!

We are committed to advancing diversity, equity, and inclusion in the workplace. We expanded our thriving Business Resource Groups (BRGs), which are team-member-led volunteer groups that engage our people around shared interests and backgrounds to improve attraction, retention, inclusion, and engagement of a diverse workforce.

Asia Pacific Employee Network Launching in FY23



Mission Statement: To facilitate and empower our Pan-Asian and Pacific Islander communities and allies through structured mentorships, international sponsorship, professional programming and cultural celebrations.

Signet Pride



Mission Statement: We envision a renowned culture where policies, visual imagery, words, and behaviors reflect our passion for celebrating all lives and all expressions of love.

Women's



Mission Statement: We are committed to the empowerment of Signet team members through intentional networking, knowledge sharing, and leadership development for any person who is advocating for equitable practices for all people who identify as women and gender non-conforming communities.

Black Employee Network



Mission Statement: To create a formal network for Black employees, change agents, and allies — who together will provide strategic insights that build a more inclusive environment within Signet and use a collective voice to affect positive change internally within Signet and externally in the communities where they work and live.

Transforming Inclusivity Diversity Equality (TIDE)



Mission Statement: A collaborative network of Signet team members committed to transform our organization by engaging team members to come together to celebrate both our differences and similarities while building and developing equitable partnerships.

Young Professionals Signet Jewelers



Mission Statement: We empower team members to be leaders at all levels, foster a work environment to ideate creative concepts, and transform our workplace culture and community.

Diamante



Mission Statement: Our mission is to promote Hispanic and Latino cultural awareness. We strive to build a workplace community that attracts, develops, and empowers Hispanic and Latino team members, and their allies, through promoting leadership and business growth.

Veterans



Mission Statement: To hire, develop, and support military and veteran programs.

For Pride Month, the Signet Pride Business Resource Group hosted a series of events to celebrate and honor our LGBTQ+ community. Our Texas team members were able to return to the Dallas Pride Parade and Festival in person. The Signet Pride BRG rounded out the month with a Pride Scavenger Hunt, Cooking Battle, and Drag Queen Bingo and shared resources to enhance education and strengthen sense of belonging. Signet donated \$350,000 to LGBTQ+ causes during PRIDE month.



Brilliant University and Leadership Traits

In Fiscal 2022, we launched Brilliant University, a new online platform that furthers our investments in our team members through training, leadership development, and education. The platform gives team members access to applicable and relevant learning from the very first day of employment. The tool helps team members learn job-specific capabilities, build new professional skills, and grow their careers. Brilliant University also has become a part of our team member onboarding program.

NEW PROGRAM RELEASE

- ◆ Laboratory Grown Diamonds
- ◆ Body Piercing
- ◆ Extended Service Agreement Redesign
- ◆ Connected Commerce and Digital Transformation Training Support
- ◆ Gemological Science International (GSI) Diamond Essentials Course

NEW TEAM MEMBER RETAIL STORE ONBOARDING EXPERIENCE

- ◆ Team members are immersed in Signet's Purpose, culture, and values
- ◆ 40 hours of training before engaging in customer sales
- ◆ Part virtual instructor-led, part independent study
- ◆ Topics include Signet Core Values and Purpose, Foundational product knowledge, Customer First training programs



“Signet's new team members' onboarding experience empowers new retail team members with both Company knowledge and jewelry knowledge to provide a truly elevated customer experience. The program has significantly improved our new team member retention rates and is now an important aspect of our team member experience.”

— Bill Luth, Executive Vice President of Global Store Operations

SIGNET'S SEVEN LEADERSHIP TRAITS

Our learning experience is guided by Signet's seven leadership traits, which are foundational to the success of each leader at Signet, regardless of job title. We believe in "leadership at every level," and Brilliant University provides education and training for team members to learn more about what each trait looks like at different levels in the organization.

1 Vision and Purpose

- ◆ Craft an Inspired Vision for a Clear Path Forward

2 Critical Thinking

- ◆ See the Challenges, Consider All Possibilities

3 Customer Obsession

- ◆ It Starts and Ends with Our Customer, Period

4 Employee Experience

- ◆ Create a Vibrant Culture of Collaboration and Engagement

5 Diversity, Equity & Inclusion

- ◆ Embrace Our Differences, Celebrate Our Uniqueness

6 Innovative Action

- ◆ Iterative Ideas Drive Progress, Acting Out Our Ideas Drives Success

7 Performance Excellence

- ◆ Motivated, Accountable, and Professional — The MAP for Greatness.



Love for Our Planet and Products

- 32 Responsible Sourcing
- 33 Continued Commitment to Responsibly Sourced Precious Minerals and Metals
- 34 Human Rights Due Diligence
- 35 Signet Responsible Sourcing Protocol
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- 39 Industry Leadership
- 40 Transparency About Our Key Suppliers
- 41 Circular Economy



Responsible Sourcing

As the world's largest retailer of diamond jewelry, we have an unequal commitment and responsibility to ensure consumer confidence across our entire supply chain — standing behind everything we source and sell. We can only fulfill our mission to help customers Celebrate Life and Express Love if our customers trust us to provide fine jewelry sourced and produced with integrity. That is why we have developed a rigorous and collaborative approach — something we call The Signet Promise — based on our Four-Layered Consumer Confidence Approach. It holds our global suppliers to high ethical standards and prioritizes respect for human rights. In turn, we provide consumer confidence and continuously improve the integrity of our global diamond supply chain through our four-layered system of checks and balances.

INDUSTRY ACRONYMS

KP	Kimberley Process
RJC	Responsible Jewellery Council
WDC	World Diamond Council
SoW	System of Warranties
SRSP	Signet Responsible Sourcing Protocol
DRSP	Diamond Responsible Sourcing Protocol
LGD	Laboratory Grown Diamond

THE SIGNET PROMISE

OUR FOUR-LAYERED CONSUMER CONFIDENCE APPROACH

- 1 Signet created the award-winning, open-source Signet Responsible Sourcing Protocol (SRSP) in 2012. Mandatory for all Signet suppliers, this audited protocol incorporates best-in-class principles that build on existing industry standards, including the Kimberley Process (KP), the World Diamond Council (WDC) System of Warranties (SoW), the UN Guiding Principles on Business and Human Rights, and the Organisation for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains.
- 2 Signet became a founding member of the Responsible Jewellery Council (RJC) in 2005. The RJC is the world's leading standard-setting organization for the jewelry and watch industry. Today, Signet remains a participant in its SDG Taskforce and numerous committees, actively ensuring adherence to globally responsible business practices that include human rights, labor practices, environment, and anti-corruption. Signet's Vice President of Corporate Affairs is the Chair of RJC's board of directors, serving the second year of his elected three-year term. Please see the text box on page 39 for a full list of Signet's participation and leadership on RJC committees.
- 3 Signet is an active member of the World Diamond Council (WDC), a non-profit trade association established in 2000 to combine efforts in the global diamond industry to support the Kimberley Process (KP) in preventing conflict diamonds from entering the legitimate diamond trade. We audit the implementation of the WDC's System of Warranties (SoW), which extends the effectiveness of the KP beyond the export and import of rough diamonds to include polished diamonds we sell.
- 4 Signet adheres to the Kimberley Process, an international certification program that regulates trade in rough diamonds. The process is designed to prevent the flow of conflict diamonds, while helping to protect the legitimate trade in rough diamonds. We urge everyone with a stake in our industry to continue with, or join us in, the pursuit of integrity, transparency, and accountability. In that spirit, we encourage others in our industry to leverage our Signet Responsible Sourcing Protocol to prioritize human rights through the entire global jewelry supply chain and to actively engage with the KP, the WDC, and the RJC.

Continued Commitment to Responsibly Sourced Precious Minerals and Metals

Signet has a well-established history of leadership in ongoing efforts to ensure responsible sourcing of conflict-free precious metals, diamonds, and gemstones.

Conflict-free means that these resources are acquired in a manner that is respectful of human rights. We continue to be one of only three corporations, and the only jewelry company, that has submitted an Independently audited annual Conflict Mineral Report (CMR) since 2014 (for calendar year 2013) to the US Securities and Exchange Commission (SEC) under the provisions of the Dodd-Frank Act.*

Signet continues to support legislation and processes that strengthen transparency and integrity in the trade of conflict-free minerals. For 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 successfully stemmed the flow of conflict diamonds used by rebel movements to finance wars against legitimate governments.

**OVER
97%*** OF GOLD SOURCED
IS REPORTED AS
CONFLICT-FREE

*2021 audit pending. Excludes JamesAllen.com, Diamonds Direct, and Rocksbox



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 our supplier policy and management.

Human Rights Due Diligence

PROACTIVELY ADDRESSING WORLD EVENTS AND IMPLEMENTING POLICY CHANGES QUICKLY



Respect for human rights is foundational to Signet's supply chain due diligence approach. In 2011, Signet was named to the Organisation for Economic Cooperative Development (OECD) Conflict Minerals Multi-stakeholder Working Group. Signet's Responsible Sourcing Protocol (SRSP) has been aligned with the UN Guiding Principles on Business and Human Rights since 2011. The Company, accordingly, has led hundreds of suppliers in implementing the UN Guiding Principles for more than a decade, aligning with OECD Due Diligence Guidance since 2016. Building on our robust and responsible sourcing leadership, we proudly announced our commitment to the United Nations Global Compact, the world's largest sustainability initiative, in 2021.

Signet has a track record of working with our suppliers to ensure our supply chain addresses human rights risks.

Russia

On March 16, 2022, Signet communicated to its suppliers that the Company had suspended all business interactions with Russian-owned entities as a result of the February 24, 2022, invasion of Ukraine — preceding US sanctions. Subsequently, Signet sent its initial communication to suppliers, announcing an end to all purchases of precious metals and diamonds originating from Russia since the start of the invasion. Previously, Signet had a long-term business relationship with Russian diamond miner ALROSA. Subsequently the US Treasury extended further sanctions against ALROSA in early April 2022.

At the time this report was published, those sanctions remained in place. Signet will continue to:

1. Clearly communicate to suppliers regarding our expectations of identifying diamonds, precious gemstones, and precious metals originating from Russia in their inventory.
2. Independently audit suppliers as needed regarding their compliance with Signet's policy.

Myanmar

In 2017, Signet proactively reinstated a ban on rubies originating from Myanmar (formerly Burma), due to reports of human rights violations in the country. In 2018, Signet went a step further after media reports of human rights violations concerning the Rohingya people in Myanmar and the report from a fact-finding mission of the United Nations Human Rights Council. As a result, 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, any other gemstones might originate from Myanmar. Once Signet was provided with the information, it worked with suppliers to ensure that no materials originating from Myanmar were present in their inventories or supplied to Signet.

Bans Remain in Place until Human Rights Issues Are Resolved

The return to sourcing from any country cited for human rights violations would only occur once there is adequate substantiation that human rights violations in the country have been resolved, and Signet is confident that sourcing protocols fall in line with the Company's responsible sourcing policy. To make this determination, Signet's Legal Counsel 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

Signet Responsible Sourcing Protocol



Our commitment to ensuring responsible supplier practices and the integrity of our processes throughout our supply chain is embodied in our open-source Signet Responsible Sourcing Protocol (SRSP).

Signet developed this industry-leading protocol through a collaborative, multi-stakeholder process that included input from suppliers, producers, major jewelry trade associations, civil society, auditors, customers, governments, and banks.

The Company implemented its first SRSP in 2013 in response to Section 1502 of the 2010 Dodd-Frank Act to cover what were then identified as conflict minerals: tin, tungsten, tantalum, and gold — also known as “3TG.” Over the next five years, the SRSP expanded to cover supply chains for all precious metals and minerals — diamonds, 3TG, silver, and platinum group metals. It also includes a special section on human rights.



Signet developed the human rights section of the SRSP to be consistent with the Responsible Jewellery Council's (RJC) Code of Practices on human rights, which was produced through extensive consultation with outside stakeholders, including the Organisation for Economic and Cooperative Development (OECD). Signet's precious metals SRSP requirements align with the London Bullion Market Association's (LBMA) Responsible Sourcing Standards.

In 2019, Signet published the SRSP Appendix for Colored Gemstones, providing assurances that its fine jewelry pieces containing natural rubies, sapphires, and emeralds are verified as being responsibly sourced. That same year, Signet incorporated James Allen suppliers into its established SRSP processes and created the Diamond Responsible Sourcing Protocol (DRSP) for diamond-only suppliers in R2Net's proprietary inventory platform called the D-Market. The DRSP is consistent with the Signet SRSP Appendix for Diamonds. In 2020, Signet added responsible sourcing requirements for laboratory grown diamonds (LGDs) to the SRSP as a requirement for all suppliers of LGDs. In Fiscal 2023, Signet's most recent acquisitions Diamonds Direct and Rocksbox will be added to the SRSP process.



SRSP COVERAGE:

ALL PRECIOUS METALS AND STONES

Gold Diamonds Silver

Tungsten Tin Tantalum

Platinum Group Metals

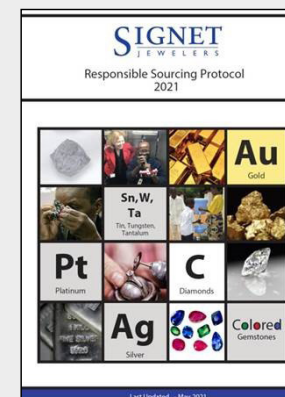
Colored Gemstones

(Rubies, Sapphires, and Emeralds)

Laboratory Grown Diamonds

New This Year:

Precious Metals and Diamonds
Sourced from Russia



The Signet SRSP Audit Guidance document is updated each year and provided to suppliers as part of the SRSP process. Signet conducts its responsible sourcing audit assurance program through the supplier's certification audit against the RJC 2019 Code of Practices. In addition, all Signet suppliers are subject to audit for any reason, at any time. General guidelines are disclosed in the table below. A supplier's RJC certification must include all precious minerals and metals from all manufacturing and office locations. RJC-certified members who achieve and maintain this level of certification are not required to undertake third-party audits of SRSP reports and/or ethical audits (i.e., onsite factory audits). For non-RJC members, or for RJC members whose RJC membership or current certification scope does not cover all products supplied to Signet, Signet may require suppliers to undertake an independent audit of their SRSP Compliance Report, based on Signet's risk assessment relating to the supplier's report.

Signet Supplier Audit Requirements

SIGNET SUPPLIERS RJC MEMBERSHIP STATUS	SIGNET SUPPLIERS AUDIT REQUIREMENT
NON-RJC MEMBER	<p>YES, third-party audit of SRSP (documentation audit) may be required.</p> <p>YES, ethical audits may be required.</p>
NON-CERTIFIED RJC MEMBER	<p>YES, third-party audit of SRSP (documentation audit) may be required.</p> <p>YES, ethical audits may be required.</p>
<p>RJC-CERTIFIED MEMBER FOR THE CODE OF PRACTICES 2019</p> <p>Membership must cover all entities under the control, influence, or common ownership of the supplier that are involved in Signet's supply chain as per the SRSP.</p>	<p>NO, third-party audit of SRSP (documentation audit) will not be required.</p> <p>NO, ethical audits will not be required.</p>

Scope of QIMA Ethical Audits

- ◆ Hygiene, health and safety
- ◆ Waste management
- ◆ Labor practices, including forced labor, worker representation, disciplinary practices and discrimination.
- ◆ Child and young labor
- ◆ Working hours and wages

Compliance with SRSP Appendix for Diamonds

The complexity of our supply chain mandates implementing 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 majority of Signet's sourced diamonds come in the form of finished jewelry, but there is diversity in supplier business models and diamond types in the Company's supply chain. The SRSP asks suppliers to identify all diamonds supplied to Signet in any of four diamond categories:

	CATEGORY 1 Single-stone tracking
	CATEGORY 2 Parcel tracking
	CATEGORY 3 Mixed sources
	CATEGORY 4 Other identified and verified sources

Project ASSURE: Maintaining Diamond Integrity

As a retailer, Signet is responsible for sharing accurate disclosures about natural diamonds and laboratory grown diamonds. To mitigate risks and maintain integrity of the natural diamond supply chain, Signet launched Project ASSURE in partnership with De Beers and the Natural Diamond Council. Project ASSURE was established to reassure customers that a diamond sold as a natural diamond is truly of natural origin.

Distinguishing natural diamonds from laboratory grown diamonds requires specialized equipment and cannot be assessed by the human eye. Accurate disclosure, supported by third-party tested Diamond Verification Instruments, ensures customers know what they are buying and can feel confident in purchasing natural diamonds. The Signet Responsible Sourcing Protocol also requires all Signet suppliers to screen diamonds and apply strict factory standards to mitigate the risk of mixing natural diamonds with laboratory grown diamonds.

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 the accuracy of diamond detection equipment and which device best suits their requirements.



In addition to adhering to our industry-leading, global sourcing protocol, our internal teams perform their own final assurance of quality. Photo from Signet's headquarters in Akron, OH.

We Support the UN Global Compact

WE SUPPORT



UNITED NATIONS
GLOBAL COMPACT

- ◆ Signet joined the United Nations Global Compact in 2021.
- ◆ The RJC joined the UNGC in 2009 and incorporated the Ten Principles of the UNGC on human rights, labour, environment, and anti-corruption into the RJC Code of Practices.
- ◆ This report serves as Signet's first Communication on Progress.



Signet's Responsible Sourcing Outreach Spans the Globe

KEY COLLABORATORS

LEGACY OF ENGAGEMENT

SIGNET DESIGNATED LEADERSHIP



ORGANISATION FOR
ECONOMIC CO-OPERATION
AND DEVELOPMENT

- ◆ Founding member of the 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 networking group developing the OECD handbook on risks associated with production and trade of natural resources, covering guidance for all minerals.

David Bouffard, VP Corporate Affairs, represents the jewelry industry on the multi-stakeholder working group.



RESPONSIBLE
JEWELLERY COUNCIL

- ◆ Signet became a founding member of RJC in 2005.
- ◆ Signet named a member of the RJC SDG taskforce in 2021.

CHAIR: **David Bouffard**, VP Corporate Affairs (Elected to second 3-year term through 2024)
ASSURANCE COMMITTEE: **Adriaan Olivier**, SVP Strategic Diamond Sourcing (Named)
COLORED GEMSTONE COMMITTEE: **Georg Leifheit**, VP Global Strategic Sourcing (Named)
SDG TASKFORCE: **Anna Bryan**, Director ESG Reporting and Communications (Named)



WORLD DIAMOND
COUNCIL

- ◆ Continue to urge reforms to the Kimberley Process through the WDC and support a new WDC System of Warranties.
- ◆ The Kimberley Process Certification Scheme (KPCS) must ensure that all human rights issues related to diamond production are covered: it must therefore expand its definition of "conflict diamond."

David Bouffard, VP Corporate Affairs, serves on the Board of Directors of World Diamond Council.

RESPONSIBLE JEWELLERY COUNCIL

Industry Leadership

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

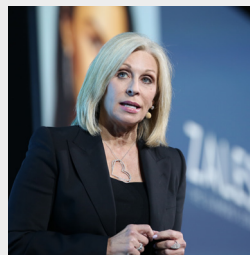
The RJC Code of Practices (COP) is the foundation of its work — addressing human rights, labor rights, environmental impact, mining practices, product disclosure, and other topics in the jewelry supply chain. In 2019, the RJC revised its COP to incorporate international guidance on supply chain due diligence and expanded to include silver and colored gemstones.

Signet requires all suppliers to join the RJC and to be certified by RJC's accredited third-party auditors. This certification by RJC is harmonized with Signet's audit policy, so RJC-certified suppliers are exempt from Signet's SRSP audit and independent social audits of factories. In 2021, Signet purchased 89% of its jewelry from RJC member companies.

Signet's policy to purchase from RJC members is a key component of our responsible sourcing program, including supply chain risk assessment and due diligence process. In 2021, the RJC certification scheme was Signet's primary mechanism for ensuring independent third-party verification and our jewelry supply chain audit.

Signet does purchase a percentage of its jewelry from non-RJC members. To ensure those non-RJC members comply with Signet's SRSP, we require non-RJC members to submit compliance reports annually. Signet then identifies non-RJC member suppliers that are at risk of non-compliance with the Company's SRSP and requires non-RJC member suppliers to undertake an independent audit.

Signet is now a four-time certified member of the RJC. Signet was recertified as an RJC member in October 2021. Signet's 2021 RJC audit was inclusive of R2Net. Signet will be subject to RJC audit for recertification in 2024, and Signet's most recent acquisitions Diamonds Direct and Rocksbox will be included in the independent third-party audit required for RJC recertification.



Jamie Singleton,
President of Kay, Zales,
and Peoples, and Chief
Marketing Officer

“The RJC provides a forum for the jewelry industry to advance important initiatives for continuous improvement. We are proud to have Signet team members collaborating on numerous RJC committees including the Assurance Committee, Colored Gemstone Committee, and the SDG Taskforce. We look forward to continuing the work within Signet and throughout the industry.”

About the RJC

1,600+

MEMBER
COMPANIES

180

SIGNET SUPPLIERS
ARE RJC MEMBERS

89%*

OF SIGNET PURCHASES
FROM RJC MEMBERS

* by value, excludes R2Net, Rocksbox, and Diamonds Direct



“As RJC Chair, I am proud of our accomplishments towards ensuring consumer confidence in the global jewelry and watch industry. With more than 1,600 international members, the RJC has successfully increased manufacturer membership in Asia and Europe and we know we can do the same by working with retailers in the US. I am invigorated by our next chapter, focused on strengthening the RJC's position in the US, the largest jewelry market in the world.”



David Bouffard,
Vice President of
Corporate Affairs

Transparency About Our Key Suppliers

Signet believes transparency about our key suppliers is important for accountability to our stakeholders. The table below reflects Signet's top twenty finished jewelry suppliers across all banners. All are compliant with the Signet Responsible Sourcing Protocol (SRSP) and nearly all are Certified RJC members.

Top 20 Finished Jewelry Suppliers (in alphabetical order)

SUPPLIER	RJC STATUS	SRSP COMPLIANT
ANERI JEWELS LLC DBA SUMIT	CERTIFIED MEMBER	YES
CLYDE DUNEIER	CERTIFIED MEMBER	YES
COLORON	CERTIFIED MEMBER	YES
EVOLUTION DIAMONDS LLC	MEMBER	YES
GOLDSTAR JEWELLERY	CERTIFIED MEMBER	YES
H. K. DESIGNS	CERTIFIED MEMBER	YES
INDIGO JEWELRY	CERTIFIED MEMBER	YES
JEWELX	CERTIFIED MEMBER	YES
JTS INC	CERTIFIED MEMBER	YES
KARIZIA	CERTIFIED MEMBER	YES
LEO SCHACHTER	CERTIFIED MEMBER	YES
LEVIAN	CERTIFIED MEMBER	YES
MG WORLDWIDE	CERTIFIED MEMBER	YES
MIORO	CERTIFIED MEMBER	YES
PURE BRILLIANCE LLC	NOT MEMBER	YES
RICHLINE GROUP	CERTIFIED MEMBER	YES
ROSY BLUE	CERTIFIED MEMBER	YES
SANDEEP DIAMOND CORP.	CERTIFIED MEMBER	YES
SDC DESIGNS	CERTIFIED MEMBER	YES
SUASHISH JEWELS ¹	PARTIAL CERTIFIED MEMBER ²	YES

¹The RJC membership for Suashish Jewels does not include membership for Suashish Jewels Canada Inc.

²A partial RJC Certified Member is an RJC member supplier that has not included all their entities in an RJC membership scope.

Rough Diamonds

Signet purchases rough diamonds from suppliers that comply with the Kimberley Process Certification Scheme. Signet is a De Beers sightholder.

Polished Diamonds

Rough diamonds are cut and polished at our polishing facility in Botswana or sourced from suppliers that comply with the World Diamond Council System of Warranties.

Jewelry Manufacturing

Signet purchases most of its finished jewelry from jewelry manufacturers that are RJC members. Signet requires our suppliers to join the RJC.

DE BEERS JEWELLERS

As a De Beers sightholder, we ensure compliance with international human rights standards derived from compliance with the De Beers Best Practice Principles. In 2017, De Beers Group announced a ground-breaking research-based project to deliver carbon-neutral mining at a number of its operations. In 2020, De Beers announced its 2030 Sustainability Goals, branded as the Building Forever 2030 Goals. De Beers has pledged to "provide the origin and impact of every diamond we discover and sell" by 2030. Learn more about De Beers Group Sightholder Sales at <https://www.debeersgroup.com/about-us/our-operations/sales/global-sightholder-sales>.

We also are proud of our selection of suppliers throughout our store brands (or "banners"). We display all our jewelry suppliers by name on each website, including LeVian, the Leo® Diamond, Royal Asscher®, Chosen®, and others.

Circular Economy

Signet's rental and jewelry services continue to position Signet as a leader in the circular economy.

The principles of the circular economy — a model of production and consumption that involves sharing, leasing, reusing, repairing, refurbishing, and recycling existing materials and products as long as possible — are firmly built into our business model. We intend to extend the life of every piece of jewelry we touch with sustainability in mind. When jewelry becomes unloved, our business model allows for many pieces of the jewelry to be recirculated in a new form. As precious metals and gemstones are the components of our jewelry, reuse is almost always possible.

Fiscal 2022 was the first full year of our Purpose-driven and sustainability-focused *Inspiring Brilliance* growth strategy, and we prioritized jewelry services and jewelry rental. The addition of jewelry rental leader Rocksbox to Signet's banners provides many opportunities for innovation. We launched a brand partnership between Rocksbox and Banter by Piercing Pagoda, adding a demi-fine Banter by Piercing Pagoda collection to the Rocksbox inventory. We're just as excited about launching a bridal rental program through Rocksbox in Fiscal 2023.

Jewelry care and repair appeals to customers who care for the environment.

Services like jewelry care and repair, as well as diamond jewelry trade-in programs, enable customers to express their love for others and themselves while knowing that many parts of jewelry placed in our care is reused, resold, or repurposed.

We offer programs that help our customers cherish their jewelry pieces for a lifetime — keeping jewelry in use for as long as possible to extract maximum value.

Customers enjoy the precious metals and gemstones in our jewelry for a lifetime and often pass them down to future generations. Our care and repair services allow customers to keep their jewelry in like-new condition. Jewelry design services allow customers to collaborate with our professional artisans to redesign heirlooms or pieces that need refreshing. Signet banners host Custom Design and Jewelry Repair Events throughout the year to invite customers to bring in pieces for consultation with a Signet jewelry consultant. Diamonds that have been traded in are appraised and inventoried in Signet's vaults, which we refer to as the "diamond room." Signet's artisans all over the US can access the diamond room inventory while working on repairs and custom designs. Our Remixed Reimagined line — produced using diamonds that have been traded in — are stored in Signet's diamond room.

CIRCULAR ECONOMY INITIATIVES

- ◆ Diamond Jewelry Trade-In
- ◆ Jewelry Care and Repair Services
- ◆ Extended Service Agreements
- ◆ Custom Design Services
- ◆ Jewelry Rental Subscription
- ◆ Merchandise Leveraging Reclaimed Gold and Repurposed Diamonds
- ◆ Customer Gold Exchange Program
- ◆ Previously Owned Treasures



Cat Morgan, Jared Master Jeweler, assists a customer with a custom design.

Signet has maintained long-term relationships with multiple refineries to purchase and sell precious metals. These relationships enable us to recirculate precious metals through the circular economy. We attempt to reuse every component of trade-in jewelry, even including the diamond dust, which is diamond particles and shavings from the repair of jewelry. Through this principle, we demonstrate our commitment to the circular economy by recirculating many of the components of the jewelry we work with.

CARE AND REPAIR

- ◆ Extended service agreements
- ◆ Extended warranties
- ◆ Jewelry cleaning and inspection
- ◆ Watch repair
- ◆ Ring resizing and maintenance
- ◆ Extended service agreements
- ◆ Lifetime diamond replacement commitment
- ◆ Appraisals

Diamond Jewelry Trade-In

We provide customers with care and repair services to keep their cherished jewelry appearing new and shiny. As tastes evolve, customers trade in diamond jewelry for updated styles. Signet takes in thousands of pieces of jewelry each year through our trade-in programs. These pieces go to our diamond room, where they are valued and sorted for resale. We restock loose stones and send them to our in-store design centers, where they are available to our artisans as elements for new designs. We send metals and precious metals from pieces that are not restocked as a Previously Owned Treasure to a refinery. Gold, platinum, and silver are smelted and resold to jewelry manufacturers to produce new jewelry.

REMIXED ↔ REIMAGINED

Reclaimed Gold + Repurposed Diamonds

ZALES

THE DIAMOND STORE™



CIRCULAR ECONOMY BY THE NUMBERS

Through numerous programs, customers can cherish precious metals and gemstones forever.

28,230

TROY OUNCES OF
GOLD RECOVERED

38,823

TROY OUNCES OF
SILVER RECOVERED

153,265

TOTAL TRADE-INS
(PIECES OF JEWELRY)

3.5M

PIECES OF JEWELRY DESIGNED,
CUSTOMIZED, AND REPAIRED

121,348

CARATS OF DIAMONDS
RECOVERED

\$50.8M

REVENUE FROM
RECOVERED METAL

Zales: Remixed Reimagined

Signet's fine-jewelry line, using reclaimed gold and repurposed diamonds, showcases many of our circular economy business principles and leverages many of our circular economy initiatives. The Remixed Reimagined line breathes new, contemporary life into reclaimed gold and repurposed diamonds. We created the collection inside Signet, to design as a fashion-forward line that leveraged our circular economy initiatives. Signet engaged with a manufacturer to execute a vision based on creating a line that used our materials and exemplified our principles. All the diamonds are from Signet's diamond room — a warehouse of stones from jewelry trade-ins. The RJC-certified vendor certifies to Signet the gold is repurposed.

Jewelry Care and Repair Services

Signet is the nation's largest provider of jewelry repair services — with on-site jewelers in all Jared stores and in select Kay and Zales stores. In Fiscal 2022, Signet designed, customized, or repaired 3.5 million pieces of jewelry. Our warranty programs provide customers with the opportunity to keep their jewelry in perfect condition by doing basic repairs such as fixing broken clasps. In addition, we launched refurbish and restoration services, where customers bring in any piece in their jewelry box for restoration services even if it was not purchased at a Signet banner.

Restoration events invite customers to bring in treasured jewelry for a bold refresh. Our trained jewelry specialists clean, inspect, and repair fine jewelry and — in many cases — recommend the appropriate service ranging from repairing to refurbishing. Some jewelry just needs a good cleaning or simple repair to look new again. In other cases, Signet artisans work with customers to design a new setting or to refinish jewelry to look new once again. For example, jewelry can be replated from silver to gold.

INSPIRING BRILLIANCE BUSINESS STRATEGY: ACCELERATE SERVICES

"Services are an instrumental component of the customer experience. We are overjoyed that we can connect our *Inspiring Brilliance* business strategy and our Corporate Sustainability Goals while providing our customers with great services that keep their jewelry box brilliant and fresh."



Bill Brace, President
Jared and Jewelry
Services



The Jared Foundry

Jared's talented team of artisans work with customers on bespoke jewelry with a full range of options, from altering an existing piece to creating a design from scratch. The Jared Foundry artisans' team codesign pieces with customers and create a personalized customer experience. The artisans utilize technology to review each step from initial sketch to finished jewelry with customers. A visit to the Jared Foundry will spark our customers' imaginations with seemingly infinite possibilities.

INSPIRE

DESIGN

CUSTOMIZE

- 1 **DESIGN** The Jared artisans work hand-in-hand with the customer to conceptualize a design as a first step in creating a luxe custom piece. Customers are invited to bring a sketch, snapshot, family heirloom, or even a description as inspiration. The Jared artisan will guide the customer as they navigate their options from choosing metal color to diamond shape and many design details.
- 2 **MODEL** Jared creates wax figure replica of the customer's design to allow the customer to test-drive the new custom jewelry to ensure they love every detail and are ready to move to the final stages.
- 3 **CASTING** After the customer approves the wax figure, the custom piece is skillfully cast and set with the metal and gemstones selected by the customer.
- 4 **COMPLETION** The Jared artisan hand sets the gemstones or diamonds, polishes the piece, and presents the finished masterpiece to the customer.

2030 CORPORATE SUSTAINABILITY GOAL

Innovate our business model to create products, programs, and services that contribute to the circular economy.

Custom Design Services

Our artisans assist customers in creating new pieces of jewelry from early concepts to beautiful, unique finished pieces. Our skilled jewelers assist in transforming worn or broken fine jewelry, regardless of where it was purchased, to beautiful, like-new pieces. We also offer custom design services that allow customers to reimagine family heirlooms or redesign out-of-date pieces. Customers can choose to personalize an available piece with hand-selected stones and inscriptions.

OUR JEWELERS ARE

**SKILLED
ARTISANS**

1,500+
SKILLED JEWELERS

OUR JEWELERS ARE FILLED WITH

**EXPERTISE
AND PASSION**

Kay Jewelers Gold Exchange Program

We offer both a secure and convenient option for exchanging gold and platinum. The Kay Jewelers Gold Exchange provides an opportunity for customers to sell their used, unwanted gold and platinum jewelry through a convenient and secure program. Kay Jewelers pays competitive prices for gold and platinum. We record customer items being unpacked and processed, and we post the video to their online accounts for viewing. Customers also are incentivized with the option of a Kay gift card that exceeds the value of a cash payment.

Rocksbox

Rocksbox is a jewelry rental membership that allows members to discover new looks and trends or add classic styles to their jewelry collections. For a monthly subscription fee, members receive three pieces of jewelry in a set mailed to their doors. There is no limit to the number of sets that can be received every month, and the monthly membership fee can be applied as a credit toward the purchase of any piece from their set. Rocksbox allows sustainability-conscious customers to move away from fast fashion and make choices in line with their values by renting jewelry. The box is 100% fully recyclable and features a new artist every quarter. In Fiscal 2022, Signet explored new innovations and launched a cross-banner experience. Rocksbox partnered with Banter by Piercing Pagoda to launch the Banter capsule collection. These collaborations appeal to both new and loyal customers. In Fiscal 2023, Rocksbox will pilot a bridal box launch that includes jewelry and hair accessories.

“At Rocksbox we live the joy of jewelry every day. Our team members and our customers share a passion for a sustainable lifestyle. Rentals enable our customers to try new styles and express themselves in new ways.”



Allison Vigil,
President,
Rocksbox

- ◆ 3,500+ styles in our shared jewelry collection
- ◆ Unlike a traditional retail model, where inventory sits on display or in backstock, the majority of our inventory is out with customers at any given time
- ◆ Each piece of jewelry is enjoyed on average by 3+ customers before finding its forever home (most pieces end up purchased by a customer who loves and can't live without them)

Data and Reporting Frameworks

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Management Data**

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Board (SASB) Index**

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Fiscal 2021 Environmental Data

Greenhouse Gas Emissions by Scope

(tonnes CO₂e)FY2020
TO FY2021

	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	% CHANGE
SCOPE 1	5,879	4,918	5,050	4,512	4,977	5,450	4,769	-12.5%
SCOPE 2	100,682	83,764	83,590	77,044	63,836	59,288	37,937	-36.0%
SCOPE 3	8,765	41,499	37,914	44,810	37,882	29,821	24,992	-16.2%
TOTAL	115,325	130,181	126,554	126,367	106,696	94,559	67,698	-28.4%

Data is collected and reviewed annually based on Signet's fiscal year, approximately February 1 to 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.

Data in this disclosure does not include our R2Net, Diamonds Direct, or Rocksbox businesses.

Greenhouse Gas Emissions by Source

(tonnes CO₂e)FY2020
TO FY2021

	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	% CHANGE
ELECTRICITY	100,682	83,764	83,590	77,044	63,836	59,288	37,937	-36.0%
GAS	4,259	4,324	4,917	4,374	4,763	5,192	4,593	-11.5%
REFRIGERANT LEAKAGE	502	594	133	138	190	229	162	-29.4%
OWNED ROAD TRANSPORT	1,117	-	-	-	25	29	14	-51.6%
NON-OWNED ROAD TRANSPORT	613	535	571	418	377	296	219	-25.9%
FREIGHT TRANSPORT	-	29,351	27,330	33,892	29,889	22,318	24,401	9.3%
AIR TRAVEL	8,140	11,610	10,009	10,497	7,612	7,204	371	-94.9%
RAIL	12	2	5	4	3	3	-	-84.8%
TOTAL	115,325	130,181	126,554	126,367	106,696	94,559	67,698	-28.4%

Global Absolute Energy Consumption

(electricity + gas) (kWh)

FY2020
TO FY2021

	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	% CHANGE
TOTAL	220,049,285	196,548,044	201,167,580	186,956,624	177,603,486	175,446,648	122,316,974	-30.3%

Group Absolute Electricity Consumption

(kWh)

FY2020
TO FY2021

	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	% CHANGE
TOTAL	197,024,593	173,046,781	174,468,363	163,177,148	151,696,892	147,210,075	97,238,112	-33.9%

Group Business Travel Emissions

(includes Scopes 1 & 3) (kg CO₂e)FY2020
TO FY2021

	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	% CHANGE
TOTAL	9,882,051	12,147,380	10,584,141	10,918,629	8,017,488	7,532,112	604,775	-92.0%

Absolute Water Consumption

(liters)

FY2020
TO FY2021

	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	% CHANGE
TOTAL	392,305,082	379,515,029	389,839,774	380,429,336	240,417,798	313,148,394	222,684,476	-28.9%



The COVID-19 pandemic had a direct impact on Signet's carbon footprint in Fiscal 2021. A combination of temporary store closures, remote working, and business travel restrictions contributed to less energy consumption and fuel use, significantly reducing our GHG emissions. Moving ahead, we look to continue our climate advocacy and efforts toward mitigating our footprint across operations and the supply chain.

Fiscal 2022 Human Capital Management Data

Signet's Fiscal year ("Fiscal 2022") ended January 29, 2022.

Signet's Fiscal year ("Fiscal 2021") ended January 30, 2021.

Global Team Members

	FY2022	FY2021
NORTH AMERICA (includes Diamonds Direct)	27,162	23,700
UK	3,239	2,885
OTHER INTERNATIONAL	455	164
GLOBAL TOTAL	30,856	26,749

North America Team Members

(excludes Diamonds Direct)

BY STATUS	FY2022	FY2021
FULL-TIME	15,395	14,800
PART-TIME	11,174	8,900
TOTAL	26,569	23,700

BY GENDER	FY2022	FY2021
WOMEN	19,613	17,750
MEN	6,601	5,822
NONBINARY OR CHOSE NOT TO IDENTIFY	355	128
TOTAL	26,569	23,700

BY RACE/ETHNICITY	FY2022	FY2021
NUMBER OF BLACK OR AFRICAN AMERICAN EMPLOYEES	3,715	3,095
NUMBER OF AMERICAN INDIAN AND ALASKAN NATIVE EMPLOYEES	212	152
NUMBER OF ASIAN EMPLOYEES	1,348	1,169
NUMBER OF CAUCASIAN AND WHITE EMPLOYEES	13,094	12,200
NUMBER OF HISPANIC AND LATINO EMPLOYEES	4,203	3,375
NUMBER OF NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER EMPLOYEES	114	104
NUMBER OF EMPLOYEES OF TWO OR MORE RACES	976	822
NUMBER OF EMPLOYEES OF UNKNOWN ETHNICITIES	2,907	2,783
TOTAL	26,569	23,700

North America Team Members (cont.)

(excludes Diamonds Direct)

VICE PRESIDENT AND ABOVE (SUPPORT CENTER)	FY2022	FY2021
WOMEN	42.3%	40.4%
MEN	57.7%	59.6%
NONBINARY OR CHOSE NOT TO IDENTIFY	0.0%	0.0%

BLACK OR AFRICAN AMERICAN	7.0%	6.1%
AMERICAN INDIAN OR ALASKAN NATIVE	0.0%	0.0%
ASIAN	2.1%	0.9%
HISPANIC OR LATINO	2.8%	1.8%
NATIVE HAWAIIAN OR PACIFIC ISLANDER	0.0%	0.0%
TWO OR MORE RACES	0.7%	0.9%
UNDECLARED	7.7%	6.1%
WHITE	79.6%	84.2%
TOTAL	100.0%	100.0%

STORE ASSISTANT MANAGER AND ABOVE	FY2022	FY2021
WOMEN	75.8%	75.3%
MEN	23.9%	24.6%
NONBINARY OR CHOSE NOT TO IDENTIFY	0.0%	0.1%

BLACK OR AFRICAN AMERICAN	11.4%	10.7%
AMERICAN INDIAN OR ALASKAN NATIVE	0.5%	0.5%
ASIAN	4.2%	4.2%
HISPANIC OR LATINO	16.0%	14.6%
NATIVE HAWAIIAN OR PACIFIC ISLANDER	0.5%	0.5%
TWO OR MORE RACES	3.0%	2.8%
UNDECLARED	10.2%	10.3%
WHITE	54.2%	56.5%
TOTAL	100.0%	100.0%

Sustainability Accounting Standards Board (SASB) Index

The **Value Reporting Foundation** is a global non-profit organization that offers a comprehensive suite of resources designed to help businesses and investors develop a shared understanding of enterprise value — how it is created, preserved, and eroded. Below is Signet's response to the **SASB Standards**, an industry-specific reporting framework that allows investors to compare ESG performance across industry peers more easily.

Signet is assigned to the **Apparel, Accessories & Footwear industry, Consumer Goods sector** by SASB's Sustainable Industry Classification System (SICS). As a retailer that sells multiple product lines, Signet also reports under the **Multiline and Specialty Retailers & Distributors industry, Consumer Goods sector**. Responses in the far-right column of this table disclose a specific data point or indicate where you can find more information about each of these topics. Data in this disclosure does not include our R2Net, Diamonds Direct, or Rocksbox businesses unless otherwise noted.

Apparel, Accessories and Footwear Industry, Consumer Goods Sector

ACTIVITY METRIC/CODE		RESPONSE / COMMENT FISCAL 2022
Number of 1) Tier 1 suppliers and 2) suppliers beyond Tier 1 Code CG-AA-000.A		(1) The following data was compiled for Signet's CMR disclosure. As of the end of December 31, 2021, we sourced from 699 direct merchandise suppliers based on individual vendor numbers, representing 369 companies. In the jewelry industry there are many companies that have multiple brands that are reflected as individual suppliers based on vendor numbers. We define those 699 suppliers as our Tier 1 suppliers. (2) Signet suppliers that are certified RJC members may disclose their Tier 2 suppliers via their certification scope. In addition, Signet annually requests the Tier 2 information from our suppliers via our Vendor Factory Request as part of our annual Vendor Buying Agreement (VBA) process.
TOPIC	ACCOUNTING METRIC/CODE	RESPONSE / COMMENT FISCAL 2022
MANAGEMENT OF CHEMICALS IN PRODUCT	Description of processes to maintain compliance with restricted substances regulations CG-AA-250a.1	Not applicable.
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products CG-AA-250a.2	Signet contracts with a certified third party, Clean Harbors, for regular safe disposal. Our Solution Exchange Policy requires 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.
ENVIRONMENTAL IMPACTS IN THE SUPPLY CHAIN	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreements CG-AA-430a.1	In Fiscal 2022, Signet added a voluntary Environmental and Social Report (E&S Report) to its established Signet Responsible Sourcing Protocol (SRSP) process. The E&S report was voluntary in Fiscal 2022 and will become mandatory for all Signet suppliers in Fiscal 2023. The Fiscal 2022 report asked suppliers to disclose the location of their operations in water-stressed areas. In Fiscal 2023, Signet will engage suppliers regarding wastewater discharge permits. In addition, an audit of wastewater discharge permits is included in the scope of the ethical audits conducted by Signet. Ethical audits are onsite factory audits with a broader scope than social audits. Please see our response to CG-AA-430b.3 for details on the scope of Signet ethical audits. Our vendor for ethical audits is QIMA and we refer to the audits as "QIMA ethical audits" or "Signet ethical audits."
	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Index Facility Module (Higg FEM) assessment or an equivalent environmental data assessment CG-AA-430a.2	RJC audits do have an environmental component. Please refer to data above regarding Signet suppliers that are certified RJC members. In addition, Signet conducts ethical audits with an environmental component.

TOPIC	ACCOUNTING METRIC	RESPONSE / COMMENT FISCAL 2022
LABOR CONDITIONS IN THE SUPPLY CHAIN	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labor code of conduct, (3) percentage of total audits conducted by a third-party auditor. CG-AA-430b.1	<p>1) In total, 180 of the 369 Tier 1 suppliers reported above are RJC members, of which 154 are certified and have been audited against the RJC Code of Practices, which includes guidance on human rights. The 154 Tier 1 suppliers audited against the RJC Code of Practices comprise 84% of our business excluding R2Net, Diamonds Direct, and Rocksbox.</p> <p>2) Not available.</p> <p>3) 51 Signet suppliers were audited by a third party to receive an RJC certification. RJC members are audited every three years. In addition, Signet uses a risk-based approach based on RJC certification status and payables to identify suppliers for third-party audit. In Fiscal 2022, Signet completed 17 ethical audits by a third party auditor. In Fiscal 2022, Signet completed 10 SRSP data verification audits by a third-party auditor.</p> <p>Signet Jewelers and Signet Direct Diamond Sourcing Limited (SDDS) is a wholly owned subsidiary of Signet Jewelers Ltd. are DeBeers sightholders and subject to annual compliance with the DeBeers Best Practices Principles (BPP). DeBeers requires sightholders to be audited annually to validate compliance with the BPP Assurance Program. In addition, Signet is subject to RJC audit every three years. Signet's recertification status is available on the RJC website.</p>
	Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits. CG-AA-430b.2	In Fiscal 2022, of the 17 ethical audits conducted by third-party auditors, 1 company required a reaudit. However, each and every audit did have smaller corrective action items for suppliers. Each supplier is required to formally respond to the corrective action items and respond via a process until all items are resolved.
	Discussion of greatest (1) labor and (2) environmental, health, and safety risks in the supply chain CG-AA-430b.3	<p>There are five areas covered by RJC audits:</p> <ul style="list-style-type: none"> • responsible supply chains and human rights • labor rights and working conditions • health safety and environment • gold, silver, and platinum group metals, diamond, and colored gemstones • responsible mining <p>There are five areas covered by QIMA ethical audits:</p> <ul style="list-style-type: none"> • Scope of QIMA ethical audits • Hygiene, health and safety • Waste management • Child and young labor • Labor practices, including forced labor, worker representation, disciplinary practices and discrimination • Working hours and wages <p>Please reference the Signet's Supplier Code of Conduct. Please reference the RJC Code of Practices.</p>
RAW MATERIAL SOURCING	Discussion of environmental and social risks associated with sourcing priority raw materials CG-AA-440a.1	<p>For more information on our largest suppliers, please refer to page 40 of this report. We work with the London Bullion Market Association to maintain a global precious metals supply chain with integrity. Please refer to Signet's Responsible Sourcing website.</p> <p>Please note this disclosure is for Fiscal 2022 and the Russian invasion of Ukraine occurred after the close of this reporting period. We do disclose high-level summary of Signet's approach to mitigating human rights abuse on page 34 of this report.</p>
	Percentage of raw materials third-party certified to an environmental and/or social sustainability standard, by standard CG-AA-440a.2	Signet requires all key suppliers to become Certified Responsible Jewellery Council (RJC) members by 2025. Its third-party certification includes social and environmental standards as spelled out in our response to CG-AA-430b.3 above. As of December 31, 2021, 89%* of Signet's jewelry by value is from RJC members. A Signet representative is the Chair of the RJC.

*By value, excludes R2Net, Rocksbox, and Diamonds Direct

Multiline and Specialty Retailers and Distributors Industry, Consumer Goods Sector

ACTIVITY METRIC/CODE		RESPONSE / COMMENT FISCAL 2022
Number of (1) retail locations and (2) distribution centers CG-MR-000.A		(1) Signet had 2,854 retail locations as of year-end Fiscal 2022. Please see map on page 7. (2) 4,189 total net selling square footage (thousands) (3) 1,338 approximate distribution center square footage (thousands)*
Total area of: (1) retail space and (2) distribution centers Square meters (m ²) CG-MR-000.B		
TOPIC	ACCOUNTING METRIC	RESPONSE / COMMENT FISCAL 2022
ENERGY MANAGEMENT IN RETAIL AND DISTRIBUTION	(1) Total energy consumed, (2) percentage grid electricity, and (3) percentage renewable CG-MR-130a.1	(1) Please see Fiscal 2021 Environmental Data table on page 46. (2) 100% (3) zero
DATA SECURITY	Description of approach to identifying and addressing data security risks CG-MR-230a.1	Please refer to the data stewardship text on page 14.
	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), and (3) number of customers affected CG-MR-230a.2	Signet experienced no data breaches in the past year.
LABOR PRACTICES	(1) Average hourly wage and (2) percentage of in-store employees earning minimum wage, by region. CG-MR-310a.1	(1) For eligible jewelry consultants in the US, our total average hourly wage is \$20.55. (2) 100% of Signet's existing US employees earn \$15 per hour as of Q3 Fiscal 2022.
	(1) Voluntary and (2) involuntary turnover rate for in-store employees CG-MR-310a.2	In Fiscal 2022, the Company integrated Purpose-driven messaging into the employee experience and brought purpose to life through all of our actions. The Signet Team Member Experience provides timely, relevant and consistent messaging and engages our team in common growth objectives to support the success of the organization. The Team Member Experience unifies the Company as a whole, creates a unique value proposition, allows us to differentiate ourselves as a retailer and as an employer of choice. In the fourth quarter of Fiscal 2022, Signet launched a Voice of the Employee survey. The survey results reflected a renewed and clear sense of Purpose with nearly 90% of team members understanding how their work contributes to Signet's Purpose. Throughout the year employee engagement scores steadily increased resulting in an increase of Signet's annual retention rate of seven percentage points from Fiscal 2021 to Fiscal 2022.
WORKFORCE DIVERSITY AND INCLUSION	Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees CG-MR-330a.1	Please refer to Fiscal 2022 Human Capital Management Data table on page 47.
PRODUCT SOURCING, PACKAGING AND MARKETING	Revenue from products third-party certified to environmental and/or social sustainability standards CG-MR-410a.1	Please refer to our response to CG-AA-440a.2 above.
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products CG-MR-410a.2	Please refer to our response to CG-AA-250a.2 above.
	Discussion of strategies to reduce the environmental impact of packaging CG-MR-410a.3	In FY22 Signet reviewed all packaging and established the recycled content baseline in our packaging and developed a plan to reach goal #34 on packaging of Signet's 2030 Corporate Sustainability Goals. Rocksbox boxes are 100% recyclable. Please see pages 8-9 for a full list of goals.

* This data is disclosed in Signet's Fiscal 2022 Form 10-K and is inclusive of R2Net, Rocksbox, and Diamonds Direct

Equal Employment Opportunity

2021 Employer Information Report EEO-1 Consolidated Report

The below data reflects Signet's 2021 EEO-1 filing and was certified on May 13, 2022. Signet is legally required to submit an EEO-1 report to the Equal Employment Opportunity Commission (EEOC) on an annual basis. Data submitted to the EEOC is for the US only. This filing does not include Diamonds Direct. Data is pulled for a particular payroll period. The data in this report reflects the payroll period December 12, 2021 through December 25, 2021.

JOB CATEGORIES	NON-HISPANIC OR LATINO														
	HISPANIC OR LATINO		MALE						FEMALE						OVERALL TOTALS
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	
EXECUTIVE / SENIOR OFFICIALS AND MANAGERS	12	9	181	16	—	15	—	1	205	14	—	13	—	4	470
FIRST/MID OFFICIALS AND MANAGERS	244	683	837	143	8	85	8	36	2,482	515	23	168	24	140	5,396
PROFESSIONALS	4	25	218	19	—	56	1	5	307	42	1	39	—	4	721
TECHNICIANS	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
SALES WORKERS	606	1,986	1,201	603	10	105	29	127	5,217	1,879	50	485	108	513	12,919
ADMINISTRATIVE SUPPORT	156	375	424	130	2	42	5	26	1,415	403	14	98	32	97	3,219
CRAFT WORKERS	182	66	412	58	2	113	13	30	343	36	5	15	5	16	1,296
OPERATIVES	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
LABORERS AND HELPERS	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
SERVICE WORKERS	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
TOTAL	1,204	3,144	3,273	969	22	416	56	225	9,969	2,889	93	818	169	774	24,021
PREVIOUS REPORT TOTALS	958	2,501	3,013	780	0	370	34	206	9,261	2,507	—	725	124	654	21,133

Equal Employment Opportunity

2021 Employer Information Report EEO-1 Headquarters Report; Akron, OH

JOB CATEGORIES	NON-HISPANIC OR LATINO														
	HISPANIC OR LATINO		MALE						FEMALE						OVERALL TOTALS
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	
EXECUTIVE / SENIOR OFFICIALS AND MANAGERS	4	4	147	9	—	4	—	1	141	6	—	6	—	3	325
FIRST/MID OFFICIALS AND MANAGERS	1	2	100	3	1	3	—	—	143	6	—	7	1	1	268
PROFESSIONALS	2	5	178	13	—	27	1	3	220	21	1	19	—	3	493
TECHNICIANS	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
SALES WORKERS	3	30	7	1	—	1	1	—	96	15	—	14	1	3	172
ADMINISTRATIVE SUPPORT	7	27	149	30	—	12	—	3	432	145	—	19	2	26	852
CRAFT WORKERS	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
OPERATIVES	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
LABORERS AND HELPERS	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
SERVICE WORKERS	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
TOTAL	17	68	581	56	1	47	2	7	1,032	193	1	65	4	36	2,110
PREVIOUS REPORT TOTALS	14	38	506	46	—	40	—	8	828	212	—	46	4	38	1,780

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we all want to live in.



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