

2021 Signet Environmental & Social (E&S) Report Questions

Signet is committed to corporate citizenship and is fully dedicated to creating a positive impact throughout our supply chain. You can review all of Signet’s sustainability goals at [2030 Corporate Sustainability Goals](#).

In March 2021, Signet joined the UN Global Compact, the world’s largest corporate sustainability initiative, which reaffirms our existing commitments to the [Ten Principles of the UN Global Compact](#) and the Sustainable Development Goals. Signet believes that responsible business is good business, without causing harm to people or the planet, and that this can only be achieved by working together, and in partnership with our suppliers.

As a Signet supplier and part of the overall jewelry industry, we are working together to solve some of the world’s most pressing challenges such as climate change and Signet will therefore be collecting more information from our suppliers beginning this year.

This year’s Environmental and Social (E&S) Report is to engage with you regarding the programs you have in place. Signet understands that some companies will already be actively collecting climate and environmental data and are well advanced in these areas, while others may be just beginning the journey.

Please answer the questions to the best of your ability.

Section 1: Company Information

1. In what country is your company headquartered? _____
2. Is your company traded publicly and listed on a stock exchange?
3. If Yes, please provide the name of the exchange and company ticker symbol:

Exchange Name:

Ticker Symbol:

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4. How many employees does your company have, including all subsidiaries?
5. In how many locations does your company operate?
(Please include headquarters, manufacturing sites/factories, and sales offices)



5.01 Please list by building type, city and country.

(for example: manufacturing facility, Mumbai, India)

Building type:

City:

Country:

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Section 2: Social Impact

6. Does your company make any specific commitments relating to diversity and inclusion?

7. If Yes, please describe these initiatives and how you are measuring progress over time:

8. Does your company increase access to career opportunities and upward mobility for women?

If Yes,

9. Please select all the programs you currently have in place:

In-house day care

Job sharing

Internships

Targeted Recruitment

Management Training / Upward Mobility

Tuition Reimbursement

Other: (please describe) _____

10. Do you have any programs to facilitate the employment of individuals with physical and mental disabilities?

11. If Yes, please describe the programs you have in place that support the recruitment and sustained employment of individuals with physical and mental disabilities.

12. Does your company provide financial resources to sponsor community development and/or social impact programs specifically targeted to improve the lives of women and girls?

13. If Yes, please provide details of the community development and/or social impact programs and annual financial commitment:

Details of the Program

Annual Financial Commitment

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14. Is your company building world-class, safe, and healthy workspaces for the people employed in all your facilities, including manufacturing sites?
15. If Yes, please provide the details of how your company is building world-class, safe, and healthy workspaces:

16. Are all your facilities, including manufacturing sites audited against approved international standards?

17. If Yes, please indicate by what approved standard:

- RJC Certification (CoP 2019)
 Standalone factory/social audit by an accredited RJC auditor
 Other: (please describe) _____

18. Are you working with artisanal and small-scale miners (“ASM”)?

19. If Yes, please provide names and locations of mines:

20. Does your company use recycled gold and/or repurposed diamonds?

If Yes;

- 20.1 Please select which apply:

- Recycled Gold
 Repurposed Diamonds

21. Please tell us about any other circular economy initiatives you have underway:

Section 3: Environmental Impact

22. Do you have any facilities in water-stressed areas?

23. If Yes, in what country are your facilities in water-stressed areas located?



24. Do you use renewable energy to power your manufacturing sites/other facilities?
25. If yes, what renewable source(s) of energy (i.e., wind, solar, etc.), do you use and what percentage of your total energy does this represent?

Source:

Percentage:

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26. Has your company committed to the reduction of greenhouse gas emissions in your business operations?
27. If yes, please provide a website link to your publicly stated commitment or upload any other policy document at the end of the report.
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28. Is your company actively collecting greenhouse gas emissions data for your business?

If **No to Q28**, skip to **Q32**;

29. Does your company publicly release data on the following:

- Scope 1 (covers direct emissions from owned or controlled sources)
- Scope 2 (covers indirect emissions from the generation of purchased electricity, steam, heating and cooling)
- Scope 3 (includes all other indirect emissions that occur in a company's value chain)

29.1 Please provide a website link to the public disclosure of your greenhouse gas emissions data:

30. Which of the following areas are covered in your current data collection reporting/processes?

Please select all that apply:

- Electricity Consumption
- Fuel Combustion data (EG: Gas, Oil, Diesel, Wood, Other)
- Water usage:



- Waste:
- Non-owned Transport: (EG: Cars, small delivery vehicles)
- Owned Road Transport: (EG: Cars, small delivery vehicles)
- Owned Freight Transport: (EG: HGV's)
- Non-Owned Freight Transport: (EG: HGV, Train, AIR)
- Air Conditioning (refrigerants)

31. What do you use to collect and aggregate the data?

- Third party company or software
- In-house by my company

32. In addition to greenhouse gas emissions, has your company committed to any other environmental targets?

33. If yes, please provide a website link to your publicly stated environmental targets or upload any other policy document at the end of this report:

34. Has any other stakeholder contacted you to provide environmental data, i.e., supply chain partner, regulatory agency, investor, NGO, or trade organization?

35. If yes, please describe the other organizations that have reached out to you requesting environmental data:

36. Please provide the contact information for the Senior Executive, Company Representative, or Principal at your company responsible for environmental data collection.

ATTESTATION

37. Do you attest that the information and answers provided in this report are true to the best of your understanding?

