

2023 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 Signet's FY2023 Sustainability Report.

Signet is a member of 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 diamond and 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.

The Environmental and Social (E&S) Report is mandatory and further engages 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.

(An "Environmental and Social Glossary of Terms" is available for guidance on terms and definitions in the [SRSP Toolkit](#), under heading "Environmental and Social Impact.")

Signet's Environmental and Social Report is mandatory, and the results of the report will be used alongside other compliance requirements for evaluation. We strongly encourage you to provide responses that accurately reflect your current progress or plans in the areas of climate, natural resources, and social stewardship. You may be contacted by Signet with additional questions based on your responses.

1.A. To help us better assess the questions, please indicate the reporting fiscal period pertaining to your responses (e.g., January 1, 2022, thru December 31, 2022)

Date Range: _____

As of date (e.g., refers to last day in date range):

Section 1: Social Impact

1. Does your company have specific programs in place related to diversity and inclusion, including efforts to enhance the representation and engagement of different groups of people in the workplace?

Yes / No



1.1. Please describe these programs and how you are measuring progress:

If No,

1.2. Please indicate one of the following:

___ Company is planning to introduce programs to enhance the representation and engagement of different groups of people in the workplace.

___ Company is not planning to introduce programs to enhance the representation and engagement of different groups of people in the workplace.

1.3. Please provide any additional information you would like to share with us:

2. Please indicate the total number of employees in management positions (all levels) during the reporting period:

2.a. Total number of employees in management positions (all levels) during the reporting period:	2.b. Total number of women in management positions (all levels) during the reporting period:

2.c. Total number of employees in entry level/administrative roles	2.d. Total number of women in entry level/administrative roles

2.1 Please provide any additional information you would like to share with us:

3. Does your company have any programs in place to increase the representation of women in the workplace?

Yes / No

If Yes,

3.1. Please select any programs currently in place:

___ Increase the number/percentage of women in leadership or management positions.

___ Increase the number/percentage of women in entry level or administrative positions.

___ Increase the level of recruiting of women.

___ Increase the number/percentage of full-time women employees.

___ Other: (please describe) _____



If No,

3.2. Please indicate one of the following:

Company is planning to increase the representation of women in the workplace.

Company is not planning to increase the representation of women in the workplace.

3.3. Please provide any additional information you would like to share with us:

4. Does your company track the number of women promoted during the year?

Yes / No

If Yes,

4.1. Please indicate the total number of employees and women promoted during the reporting period:

4.1.a. Total number of employees promoted during the year	4.1.b. Total number of women promoted

If No to Q 4.0,

4.2. Please indicate one of the following:

Company is planning to track the number of promotions of employees and women.

Company is not planning to track the number of promotions of employees and women.

4.3. Please provide any additional information you would like to share with us:

5. Please indicate any programs offered to increase or enhance the career opportunities and upward mobility of women:

- Employee-sponsored Child Care
- Flexible schedule / Work from Home
- Internships
- Equal pay compared to men in the same positions
- Living Wage
- Skills development



- Targeted Recruitment
- Management Training
- Mentorship/sponsorship for promotional opportunities
- Tuition Reimbursement
- Other (please describe): _____

5.1. Please provide any additional information you would like to share with us, including reasons for not offering such programs:

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

Yes / No

If Yes,

6.1. Please describe the programs that support the recruitment and employment of individuals with physical and mental disabilities:

If No,

6.2. Please indicate one of the following:

Company is planning to develop programs to facilitate the recruitment and employment of individuals with physical and mental disabilities.

Company is not planning to develop programs to facilitate the recruitment and employment of individuals with physical and mental disabilities.

6.3. Please provide any additional information you would like to share with us:

7. Does your company provide support or sponsor community development and social impact programs targeted to improve the lives of women and girls?

Yes / No

If Yes,

7.1. Please provide details about the program and any support offered by the company:

Details of Program	Support or Financial Commitment



7.2. Please provide any additional information you would like to share with us:

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

Yes / No

If Yes,

8.1. Please provide names and locations of mines:

Name of mine	Location

9. Please describe the systems or policies in place to provide safe and healthy workspaces for employees:

Systems or policies	Additional details

9.1. Please provide any additional information you would like to share with us:

Section 2: Environmental Impact

10. Does your company have programs in place regarding sustainable packaging?

Yes / No

If Yes,

10.1. Please select all that apply:

Use of packaging with higher recycled content

Use of packaging with higher recyclable content

Reduction in the amount of plastic content

Reuse of packaging

Other (please describe): _____

10.2. Please indicate one of the following:

Company is planning to develop or use sustainable packaging.

Company is not planning to develop or use sustainable packaging.



10.3. Please provide any additional information you would like to share with us:

11. Does your company sell goods to Signet's UK division?

Yes / No
If Yes,

11.1 Do you disclose the plastic content of your packaging to the UK division?

Yes / No
If Yes,

11.2 Can you disclose the same plastic content of your packaging to the US and Canada?

Yes / No / Not applicable;

12. Please select any areas where the company is focused on lessening environmental impacts of its materials or operations (e.g., recycling, reducing, reusing, efficiencies):

- Solid Waste
- Water
- Heat
- Metals and Diamonds (e.g., reclaiming gold, repurposing diamonds)
- Machinery or equipment
- Packaging
- Other (please describe):

12.1. Please provide any additional information you would like to share with us:

13. Does your company have any water reduction programs in place?

Yes / No
If Yes,

13.1. Please select all that apply:

- Onsite water recycling or reuse
- Water-savings equipment (e.g., faucets, bathrooms, irrigation)
- Leak detection
- Water usage monitoring
- Rainwater collection for use inside or outside the facility
- Other (please describe): _____



If No,

13.2. Please indicate one of the following:

Company is planning to implement water reduction programs.

Company is not planning to implement water reduction programs.

13.3. Please provide any additional information you would like to share with us:

14. Does your company have any facilities in water-stressed areas? (If unknown, please use this [link](#) for reference):

Yes / No

If Yes,

14.1. Please provide details on the sites or facilities in water-stressed areas:

Sites or facilities	City	Country	Basin Name (if known)

14.2. What activities has your company taken to reduce water stress in the area?
Please select all that apply:

Improve the availability or quantity of water in the area.

Improve the quality of water in the area.

Improve the accessibility of freshwater in the area.

Other (please describe): _____

14.3. Has your company conducted any risk assessments in the water-stressed areas?

If Yes,

14.4. Please provide a brief overview of any risk assessments conducted in water-stressed areas:

Sites or facilities	Risks Assessment overview



15. Is your company in compliance with wastewater discharge permits at all applicable sites and facilities?

Yes / No

If No;

15.1. Please provide details on any sites or facilities where your company has been non-compliant with wastewater discharge permits:

Sites or facilities	City	Country	Details

16. Does the company consider any of its facilities or sites vulnerable to climate-related risks (e.g., extreme weather events)?

Yes / No

If Yes,

16.1. Please select any known climate-related risks that may apply:

Extreme weather events (e.g., hurricanes, floods)

Higher temperatures

New climate change policies or laws

Competitors more climate-focused

Reputation

Other (please describe):

16.2. Please provide details on the sites or facilities vulnerable to climate-related risks:

Sites or facilities	City	Country	Climate-related risk

16.3. Please provide any additional information you would like to share with us:

17. Please select any renewable energy sources that the company produces or purchases for its sites or facilities:

Solar

Wind

Hydropower

Biomass (biogas, biodiesel, wood chips, etc.)



- Green hydrogen
- Geothermal
- Other (please describe)
- None of the above;

(If only None of the above is selected – skip to Q18.0)

17.1. What is the approximate percentage of renewable energy (total for all sources) used across your sites and facilities?

- 0%
- Less than 25%
- 25-49%
- 50-74%
- 75-99%
- 100%

17.2. Please provide any additional information you would like to share with us, including reasons for not adopting renewable energy at your sites or facilities:

18. Does your company track its greenhouse gas (GHG) emissions?

Yes / No

If No,

18.1. Please indicate one of the following:

- Company is planning to track GHG emissions at its sites and facilities.
- Company is not planning to track GHG emissions at its sites and facilities.

If Yes:

18.2. Which of the following sources of GHG emissions do you track? Please select all that apply:

- Owned vehicles.
- Electricity or fuels used at your sites or facilities.
- Upstream transportation provided by third parties or suppliers.
- Waste or wastewater generated onsite and sent to a third-party.
- Raw materials and goods purchased from your suppliers, including packaging.
- Other (please specify):

18.3. Are you willing to share your GHG emissions data with us if requested? (The data helps us determine our own GHG emissions.)



Yes / No

18.4. Please provide any additional information you would like to share with us, including reasons for not tracking GHG emissions if applicable: _____

19. Does your company have any plans or programs in place to reduce its GHG emissions?

Yes / No

If Yes;

19.1. Please indicate which of the following emissions sources are part of your GHG reductions plans or programs:

- Owned vehicles
- Electricity or fuels used at your sites or facilities.
- Upstream transportation services provided by third parties or suppliers.
- Raw materials and goods purchased from your suppliers, including packaging.
- Other (please specify): _____

19.2. Please share any reduction targets and applicable timeframes, if available, as part of your GHG emissions strategy.

19.3. Please indicate one of the following:

- Company is planning to develop a GHG reduction strategy.
- Company is not planning to develop a GHG reduction strategy.

19.4. Please provide any additional information you would like to share with us:

20. Does your company purchase carbon offset credits?

Yes / No

If Yes;

20.1. How does your company use carbon offset credits?

- Demonstrate progress towards reducing GHG emissions.
- Demonstrate progress towards achieving and/or claiming carbon/climate neutrality.
- Both

20.2. Are the carbon offset credits endorsed by the [International Carbon Reduction and Offset Alliance \(ICROA\)](#)?



Yes / No / Uncertain;

If Yes or Uncertain;

20.3. Please select which of the following standards reviewed and issued your carbon offset credits:

- UNFCCC
- Verified Carbon Standard
- Gold Standard
- American Carbon Registry
- Climate Action Reserve
- Plan Vivo
- Other (please specify):

21. Does your company publicly disclose any other environmental targets (e.g., water, toxicity, chemical use, land use, natural resources, recycling, etc.)?

Yes / No

21.1 Please describe and/or provide links to the targets and environmental areas in focus:

21.2. Please provide any additional information you would like to share with us:

22. Is your company or its facilities currently involved with any environmental or climate standards, programs, or memberships?

Yes / No;

22.1 Please select all that apply:

- Leadership in Energy and Environmental Design (LEED)
- ISO 50001 Energy Management
- ISO 14001 Environmental Management
- UN Global Compact
- PAS 7000 Supply Chain Risk Management
- Other e.g., carbon footprint certification, SBTi, renewable energy (please describe): _____

22.2 Please provide any additional information you would like to share with us:



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

ATTESTATION

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

Yes / No

