

2 COMPLIANCE WITH SIGNET’S RESPONSIBLE SOURCING PROTOCOL (SRSP)

SRSP compliance criteria and requirements, include but are not limited to the following:

<p>Conducting Due Diligence</p>	<ul style="list-style-type: none"> • Map your supply chains <u>For metals (gold, 3Ts, silver, platinum)</u>, identify and certify the sources of your metals, preferably to a refinery. <u>For natural diamonds and gemstones</u>, list your suppliers, categorize the sources and list all identified entities in the supply chain. <u>For lab grown diamonds</u>, list all facilities, factories (wholly owned or third parties) where LGDs are manufactured or grown. • Ensure compliance with all active sanctions.
<p>Establishing Company Policies and Procedures</p>	<ul style="list-style-type: none"> • Putting in place appropriate company policies (e.g., compliance with KP, Conflict Minerals). Establish and implement procedures which ensure the sourcing of your products do not contribute to human rights abuses. Establish Management Systems, a Know Your Counterparty (“KYC”) policy, AML policy, and Terms of business with your suppliers, ensuring your Terms of business require compliance with all current sanctions. Conduct testing of diamonds, LGDs and colored gemstones.
<p>Maintaining Documents and Evidence</p>	<ul style="list-style-type: none"> • Keep all information and documentation related to your due diligence, a copy of your SRSP compliance report, invoices, delivery notes, certifications, which will be required for your RJC certification audit and SRSP Report audit.

Signet has halted all trade in precious metals (gold, silver and platinum group metals (PGMs)) and diamonds (natural and lab grown), and/or colored gemstones that originate from sanctioned Russian sources. Suppliers are required not to supply the same to Signet even though the country(s) in which you operate may not have imposed sanctions on Russian precious metals and diamonds.

By including the existing Signet SRSP warranty statement on each invoice and/or delivery note that accompanies product to Signet, you are certifying that no precious metals, diamonds (natural or lab grown), and/or colored gemstones of Russian origin purchased after February 24, 2022 are included. This policy remains in effect until an international consensus is reached that the human right violations have ceased, and Signet notifies you of the same.

Once suppliers have achieved the requirements for compliance to the SRSP, the following warranty statements should be included on all invoices and delivery notes.

“The seller warrants that these products have been supplied in compliance with the Signet Responsible Sourcing Protocol (“SRSP”).

Any natural diamonds herein invoiced have been purchased from legitimate sources not involved in funding conflict and in compliance with United Nations Resolutions and corresponding national laws.

The seller hereby guarantees that these natural diamonds are conflict-free and confirms adherence to the WDC SoW Guidelines.”

In addition, any suppliers of laboratory-grown/created diamonds (“LGDs”) should include the following additional warranty statement.

“Any laboratory grown diamonds herein supplied comply with the SRSP and are warranted not to include any natural diamonds or any material which is not laboratory-grown diamond.”

3 SRSP REPORTING

Each September, Signet requires all suppliers to report compliance with the Signet Responsible Sourcing Protocol (‘SRSP’).

Suppliers are asked to acknowledge and understand the SRSP and report compliance for gold, 3Ts, natural diamonds, silver, PGMs, colored gemstones and laboratory-grown diamonds.

The report asks suppliers to confirm the company’s compliance with the SRSP and what criteria the suppliers are using to make a statement of compliance. If the company is not yet compliant, the report asks suppliers to confirm why, what action the company needs to take, and when the supplier expects the company to be compliant.

On successful completion of the annual SRSP compliance report, the Supplier is issued a SRSP confirmation number by Signet.

4 SIGNET’S AUDIT POLICY

Signet Jewelers requires all suppliers of covered materials to join the Responsible Jewellery Council (RJC). Covered materials stipulated in CoP 2019 currently include gold, platinum, silver, natural diamonds and/or colored gemstones.

There are three audit types covered in this Audit Guidance related to responsible sourcing and the supplier’s RJC membership status:

SRSP Audit of the supplier’s most recent SRSP Compliance Report

RJC Certification Audit which must include an audit of the supplier’s most current SRSP Report

Ethical/Factory Audit

5 SRSP REPORT AUDIT

For non-RJC members, for RJC members who have not yet achieved certification, or whose RJC current certification scope does not cover all products supplied to Signet, Signet may require suppliers to undertake an independent SRSP audit

Suppliers will be notified by email from info@signetsrsp.com that an audit of their most recent SRSP Compliance Report is required. Suppliers should select an auditor from [the RJC's accredited audit firms](#),

ensuring the audit firm selected is accredited for *Signet Responsible Sourcing Protocol* in the “scope of accreditation.”

Suppliers will be responsible for appointing the auditor, confirming the scope of the audit, booking the audit and providing audit reports to Signet once it is finalized; Signet does not conduct the audit directly but relies on independent third-party auditors.

1. **Details of the SRSP Report Audit Process:**

- a) The audit of a Signet supplier’s SRSP compliance report is intended to validate the supplier’s claims of compliance with the SRSP covering gold, “3Ts”, natural diamonds, silver, platinum group metals (“PGMs”), colored gemstones and laboratory-grown diamonds (“LGDs”). The latest annual SRSP Compliance Report to Signet is the first and fundamental element for review in the audit.
- b) The audit should confirm that the supplier has adequate policies in place to comply with the SRSP and relevant appendices and can demonstrate through transactional documentation that these policies are being implemented.
- c) The audit should validate policy documentation supporting human rights, “Know Your Counterparty” (KYC), management systems, anti-money laundering (AML) and transaction documentation.
- d) Compliance claims for “PGMs” should specify (state) which of the metals are included in products supplied to Signet.
- e) For suppliers with multiple locations which supply directly to Signet, Signet will allow sampling for those suppliers through a central point (e.g., a head office), based on ISO Guidance, however the audit report should specify compliance for each location (i.e., for each vendor number).
- f) Signet requires suppliers to inform Signet **immediately** (at info@signetsrsp.com) of any critical and/or major non-conformances in the SRSP report audit.
- g) The full audit cost is the supplier’s responsibility.
- h) The auditor must review and/or confirm that:
 1. Confirmation that the supplier has claimed compliance with the SRSPs, and for which material (gold, natural diamonds, colored gemstones, silver or “PGMs”). Suppliers should retain a copy of the online compliance report made by the supplier from September 2023. Once the report is approved by the Signet Responsible Sourcing Team, a copy is sent to the supplier via email from info@signetsrsp.com.
 2. Confirmation of the date of compliance. The audit should validate that the supplier was compliant within the relevant calendar year (1st January to 31st December).
 3. Documentary evidence provided for the audit, which includes:
 - Evidence of complying with all active sanctions.

- Evidence of an established human rights policy, existing management systems which includes terms of business with suppliers, anti-money laundering (AML), and Know Your Counterparty (“KYC”) policies.
- **For gold, 3Ts, silver and PGMs:** a letter or email from a bank, metal trading company or refinery confirming that these precious metals will only be supplied as stipulated in the appendices of the SRSP.
- **For natural diamonds:** a policy statement by the Supplier or by the Supplier’s supplier that the Supplier and/or the Supplier’s sub-contractor has taken reasonable steps to ensure that the diamonds it supplies to Signet are responsibly sourced and parcels do not include laboratory-grown/laboratory-created/synthetic diamonds or diamond simulants, in accordance with the SRSP diamond appendix.
 - Documented evidence of management processes designed to deliver continuous improvement over time relating to the proportion of diamonds that can be reported as being from identified sources.
- Transaction documentation: this should support the policy documentation above: (e.g., gold bullion and/or KP certificates, delivery notes, invoices, etc.). Such transaction documentation should cross-refer with policy documentation whenever possible.
- Signet suppliers must identify all the diamonds they supply by each of the four categories. If diamonds are supplied from Category 1, 2, and/or 4, all diamonds in these categories should be identifiable as being sourced from the producer/mining company or small-scale, or artisanal producers.
- **For Category 3 natural diamonds,** it is assumed that the level of knowledge about original sources should improve over time. Continuous improvement will be satisfied by written terms of business between a supplier and his supplier/contractor which includes a request for original source information where this is available.
 - The % of diamonds with original source information claimed by a supplier in Category 3 for the first reporting year by the Supplier should constitute a baseline against which improvement can be measured in subsequent years. Suppliers should be able to demonstrate to the auditor how these calculations were made, and what management systems and/or plans are in place for continuous improvement.
- **For colored gemstones:** a policy statement by the Supplier or by the Supplier’s supplier that the Supplier and/or the Supplier’s sub-contractor has taken reasonable steps to ensure the gemstones supplies to Signet are responsibly sourced in accordance with the SRSP colored gemstones appendix.
- **For laboratory-grown/created diamonds:** a policy statement by the Supplier that all LGDs are produced in accordance with the requirements in the SRSP LGD appendix for product disclosure and testing. Audit of factory and production facilities requirements in the SRSP appendix for LGDs should follow RJC Code of Practices guidelines or Signet factory/ethical audit scope.

For all metals or minerals:

- Validation, certification, and wherever possible, audit reports of compliance claims from subcontractors. Auditors are not required to validate subcontractors’ compliance claims, but over time, it is anticipated that suppliers should receive equivalent audit reports from subcontractors to validate compliance claims.
- Validation that such policy and transaction documentation covers the full scope of activity (e.g. that the material supplied cover all material supplied to the company over

the period), and that there is no reason to believe there is any additional risk of contamination of the supply chain from any other source. If the scope does not cover the supplier's full business, then the supplier will need to provide proof to the auditor that the materials used in supplies to Signet have been isolated and segregated from all other relevant material; such segregation is expected to be extremely rare.

- Establish that this validation is reasonable evidence to cover the scope of the company claim, either:
 - that the claim and supporting documentation cover total company purchases of the minerals over the period since the claimed compliance date, **or**
 - that the claim and supporting documentation cover the proportion of the purchases since the claimed compliance date which have been used only for supplies to Signet, with evidence that this proportion is segregated and isolated through the production process.

4. Confirmation that the supplier is including the required warranty statements on all relevant documentation to Signet is a required reference on all invoices, delivery notes and all other relevant documentation accompanying deliveries to Signet (for example, alongside and in the same way as Kimberley Process statements). The current warranty statements are:

“The seller warrants that these products have been supplied in compliance with the Signet Responsible Sourcing Protocol (“SRSP”).

Any natural diamonds herein invoiced have been purchased from legitimate sources not involved in funding conflict and in compliance with United Nations Resolutions and corresponding national laws. The seller hereby guarantees that these natural diamonds are conflict-free and confirms adherence to the WDC SoW Guidelines.”

In addition, any suppliers of laboratory-grown/created diamonds (“LGDs”) should include the following additional warranty statement.

“Any laboratory grown diamonds herein supplied comply with the SRSP and are warranted not to include any natural diamonds or any material which is not laboratory-grown diamond.”

Signet has halted all trade in precious metals (gold, silver and platinum group metals (PGMs)) and diamonds (natural and lab grown), and/or colored gemstones that originate from sanctioned Russian sources. Suppliers are required not to supply the same to Signet even though the country(s) in which you operate may not have imposed sanctions on Russian precious metals and diamonds.

By including the existing Signet SRSP warranty statement on each invoice and/or delivery note that accompanies product to Signet, you are certifying that no precious metals, diamonds (natural or lab grown), and/or colored gemstones of Russian origin purchased after February 24, 2022 are included. This policy remains in effect until an international consensus is reached that the human right violations have ceased, and Signet notifies you of the same.

2. Corrective Actions:

Corrective actions may be negotiated and agreed between the auditor and the supplier: Signet's Responsible Sourcing team may be consulted by the auditor or supplier for clarification purposes if required. Auditors may confirm the supplier's compliance in the case of minor non-conformances,

agreed between the supplier and the auditor.

Minor non-conformances to the SRSP can be agreed between the auditor and the supplier during the audit. In such cases, the minor non-conformance must be recorded in the audit report, along with details of the recommendations, suggested business improvements and/or corrective actions agreed between the auditor and the supplier. Minor non-conformances are not likely to be acceptable in documentation relating to the supplier's own direct supply chain. Minor non-conformances are likely to be in the following areas:

- Failure to produce transactional documentation from subcontractors relating to the subcontractor's own compliance with the SRSP (i.e. the subcontractor's upstream supply chain). In such cases, the supplier to Signet should still receive written assurances from the subcontractor that the subcontractor complies with the SRSP or has undertaken due diligence to identify and assess risks in its supply chain.
- Failure to produce assurance or documentation from suppliers authorized by Signet ("Authorized Suppliers"). Suppliers which source from suppliers authorized by Signet can assume that these subcontractors are SRSP-compliant, and suppliers or auditors can seek assurance from the Responsible Sourcing team to that effect.
- Inability to identify the reasons for a refiner/smelter's exclusion or de-listing from an SRSP-accredited "good delivery" or "conflict-free" list. The supplier should validate that the refiners/smelters used to claim compliance with the SRSP are listed in the LBMA/DMCC/RMI websites in the calendar year relating to the SRSP report.

If corrective actions are insufficient for the auditor to confirm the supplier's compliance with the SRSP, then the auditor should report that the supplier is not compliant, and the supplier and auditor should agree the corrective actions to achieve future compliance.

The audit report should include statements referring to the supplier's compliance for applicable minerals (i.e., those minerals which are included in products supplied to Signet by the supplier).

To summarize, Signet suppliers who receive notification for an **SRSP report audit** are responsible to:

1. Select and contact an audit firm from the list of RJC accredited auditors.
2. Agree the timing of audit (date of audit, date of report) to ensure the report or confirmation letter from audit is available to Signet in accordance with the schedule given by Signet.
3. Ensure the SRSP compliance criteria and documentation requirements are met.
4. Ensure all relevant personnel are informed and available.
5. The supplier should conduct a mapping exercise of its supply chain, identifying each direct source of supply and where possible, the sources which in turn supply the direct sources. Providing this supply chain map can help significantly in preparation and efficiency of the audit process.

6. Ensure all information contained in the SRSP Compliance Report is accurate and can be validated by policy and transaction documentation.
7. Provide the auditor with a copy of the supplier's SRSP Compliance Report for the relevant calendar year which must contain the SRSP Confirmation Number.
8. Upon successful completion of the audit, **the supplier is responsible for furnishing Signet with a copy of the Audit Report** through info@signetsrsp.com, in a timely manner.

6 RJC CODE OF PRACTICES 2019 CERTIFICATION WITH SRSP REPORT AUDIT INCLUDED:

Members will be contacted by the RJC prior to the certification audit to provide specific details of the audit process. Suppliers should reference [the RJC's accredited audit firms](#), ensuring the audit firm selected by the Supplier is accredited for *Signet Responsible Sourcing Protocol* in the "scope of accreditation."

The auditor conducting the RJC certification audit should be advised that an audit of the supplier's most current SRSP compliance report is also required.

Signet may request a copy of any RJC audit report from the supplier or from the RJC auditor. Signet suppliers must allow this report to be provided upon request.

Please refer to the guidance in Section 5, "SRSP Report Audit" in this document for audit details.

7 FACTORY/ETHICAL AUDITS:

If a factory/ethical audit is required:

1. Signet will request that suppliers provide a detailed and accurate list of all factory locations and contact information. This should be returned to sender in a timely manner.
2. Signet will appoint the independent third-party auditor.
3. The audit firm will reach out to the supplier's factories to set dates for the audit(s).
4. Once the audit is complete if any non-conformance issues are identified, a Corrective Action Plan should be agreed upon with the audit firm and Signet (info@signetsrsp.com) should be advised.
5. A final copy of the audit should be provided to Signet.

Scope of a Factory/Ethical Audit:

- Hygiene health and safety
- Waste management
- Child and young labor
- Working hours and wages

SIGNET'S SRSP COMPLIANCE REPORT AUDIT TEMPLATE

	Yes	No
1. Did the supplier provide a copy of their 2023 SRSP Report?	<input type="checkbox"/>	<input type="checkbox"/>
If No, supplier must provide report:		
2. For which of the minerals does the company claim compliance?	<input type="checkbox"/>	<input type="checkbox"/>
Gold <input type="checkbox"/> 3Ts <input type="checkbox"/> Diamonds <input type="checkbox"/> Silver <input type="checkbox"/> Platinum Group Metals <input type="checkbox"/>		
Colored Gemstones <input type="checkbox"/> Laboratory-Grown Diamonds <input type="checkbox"/>		
	Yes	No
3. Is the compliance claim valid within the calendar year with which the Supplier claims compliance with the SRSP?	<input type="checkbox"/>	<input type="checkbox"/>
4. Has the company provided documentary evidence of compliance consistent with the compliance criteria in the SRSPs, and provided for the auditor's review?	<input type="checkbox"/>	<input type="checkbox"/>
If yes, does this documentary evidence include:		
a. Policy documentation (e.g. terms of business and conditions from suppliers, KYC due diligence process, AML and human rights policies)?	<input type="checkbox"/>	<input type="checkbox"/>
b. Transaction documentation which supports the policy documentation above (e.g. certificates, delivery notes, invoices, etc.?)	<input type="checkbox"/>	<input type="checkbox"/>
c. Where applicable, statements of compliance from subcontractors?	<input type="checkbox"/>	<input type="checkbox"/>
5. Has the supplier provided documented evidence of continuous improvement in identifying and verifying its sources of diamonds, if required?	<input type="checkbox"/>	<input type="checkbox"/>
6. Did the supplier follow Signet's requirements for testing as stipulated in the "Natural Diamonds, Natural Colored Gemstones, and Lab-Grown Diamond" Appendices where applicable?	<input type="checkbox"/>	<input type="checkbox"/>
7. Has the company provided sufficient documentation to demonstrate that the compliance claim covers the scope of activity (e.g. that the material supplies cover <u>all</u> material supplied to the company over the period), and that there is no reason to believe there is any additional risk of contamination of the supply chain from any other source, or sanctioned country?	<input type="checkbox"/>	<input type="checkbox"/>
8. Has the company confirmed and demonstrated that it is including the required warranty statement(s) on all relevant documentation to Signet, such as invoices, delivery notes?	<input type="checkbox"/>	<input type="checkbox"/>
9. Are there any minor non-conformances identified?	<input type="checkbox"/>	<input type="checkbox"/>
If yes, does this documentary evidence include:		
a. Are the minor non-conformances agreed between the auditor and the supplier?	<input type="checkbox"/>	<input type="checkbox"/>
b. Are recommendations and corrective actions agreed between the auditor and supplier?	<input type="checkbox"/>	<input type="checkbox"/>

Auditor Compliance Statement

Based on the scope and findings of the supplier audit and the available information provided by the supplier;

1. The auditor confirms that **the supplier complies** with the Signet Responsible Sourcing Protocol (SRSP) for the applicable minerals below:
(Select where applicable)

- For Gold
- For 3Ts (Tin, Tungsten, and Tantalum)
- For Diamonds
- For Silver
- For Platinum Group Metals
- For Colored Gemstones
- For LGDs (Laboratory-Grown/Created Diamonds)

And / Or;

2. The auditor confirms that **the supplier does not comply** with the Signet Responsible Sourcing Protocol (SRSP) due to the identification of non-conformance(s) which are being addressed by the supplier for the applicable minerals;

- For Gold
- For 3Ts (tin, tungsten, and tantalum)
- For Diamonds
- For Silver
- For Platinum group metals
- For Colored Gemstones
- For LGDs (Laboratory-Grown/Created Diamonds)

The auditor confirms that:

- The information provided by the Supplier is true and accurate to the best knowledge of the auditor(s) preparing this report.
- The scope of the assessment and the method used are sufficient to establish confidence that the findings are indicative of the scope of audit of the Supplier's supplies of gold, 3Ts, diamonds, silver, PGMs, colored gemstones and LGDs.