

2022 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 FY2022 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 information from our suppliers.

This Environmental and Social (E&S) Report is mandatory this year and further engages with our suppliers on the programs they 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.”)

1.A. To help us better assess the questions, please indicate the reporting fiscal period pertaining to your responses (e.g. January 1, 2021 thru December 31, 2021)

Date Range: _____

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

Section 1: Social Impact

1. Does your company have specific initiatives in place relating to diversity and inclusion (e.g., commitments, programs, courses, targets)?

If Yes,

Please describe these initiatives and how you are measuring progress over time:

If No,



Please indicate one of the following:

- Company is planning to introduce such initiatives
- Company is not planning to introduce such initiatives

Please provide any additional information if needed:

2. Does your company track the number of women in senior management positions?

(Above question: Senior management refers to individuals who have senior-level responsibilities and often report directly to C-suite or President or Executive/Senior Vice President. Titles often associated with senior management include VP and Director.)

If Yes,

2.1.a. Please indicate the total number of employees in senior management

2.1.b. Please indicate the total number of women in senior management

If No;

Please indicate one of the following:

- Company is planning to track this area
- Company is not planning to track this area

Please provide any additional information if needed

3. Does your company track the number of women in middle/other management?

(Above question: Middle/other management refers to all other manager roles or titles with supervisory responsibilities or focused on delivering core functions or products of the company. Such roles or titles often include technical, operations or financial areas of expertise and responsibility)

If Yes,

3.1.a. Please indicate the total number of employees in middle/other management positions.

3.1.b. Please indicate the total number of women in middle/other management positions

If No,

Please indicate one of the following:

- Company is planning to track this area
- Company is not planning to track this area

Please provide any additional information if needed

4. Does your company track the number of women in full-time entry level or administrative positions?

(Above question: Entry level positions refer to roles requiring no or limited experience in field. Such positions typically do not carry the title of manager and may represent trainees or recent graduates. Administrative functions should also be included here as well)



If Yes,

4.1.a Please indicate the total number of full-time employees in entry level/administrative roles

4.1.b Please indicate the total number of women in full-time entry level/administrative roles

If No,

Please indicate one of the following:

- Company is planning to track this area
- Company is not planning to track this area

Please provide any additional information if needed

5. Does your company publicly share a plan, with time-bound targets, to increase the representation of women in leadership positions?

(Above question: Leadership positions include management with senior-level responsibilities or other employees with supervisory responsibilities for one or more direct reports)

If Yes,

Please provide a link to supporting documentation:

If No,

Please indicate one of the following:

- Company is planning to track and/or publicly share this information
- Company is not planning to track and/or publicly share this information

Please provide any additional information including whether women represent more than 50% of leadership positions today?

6. Does your company track the number of women in the full-time employee workforce?

If Yes,

6.1.a. Please indicate the total number of full-time employees in the workforce

6.1.b. Please indicate the total number of full-time women employees in the workforce

If No,

Please indicate one of the following:

- Company is planning to track this area
- Company is not planning to track this area

Please provide any additional information if needed



7. Does your company track the number of women in full-time positions promoted during the fiscal year?

If Yes,

7.1.a. Please indicate the total number of full-time employees promoted during the fiscal year

7.1.b Please indicate the total number of full-time women employees promoted during the fiscal year

If No,

Please indicate one of the following:

- Company is planning to track this area
- Company is not planning to track this area

Please provide any additional information if needed

8. Does your company increase access to career opportunities and upward mobility for women through programs such as Employee-sponsored Child Care, Flexible schedule, etc.?

If No, skip to Q 11.0

If Yes,

8.1. Please select all the programs you currently have in place (select all that apply):

- Employee-sponsored Child Care
- Flexible schedule / Work from Home
- Job sharing
- Internships
- Equal pay compared to men in same positions
- Living Wage
- Targeted Recruitment
- Management Training
- Mentorship/sponsorship for promotional opportunities
- Tuition Reimbursement
- Other: (please describe) _____

9. If Targeted Recruitment was selected in Question 8, is the purpose of the targeted recruiting strategy to increase total number of women hires?

Yes / No / N/A

If N/A, skip to Q 11.0;



If No,

9.1. Please indicate one of the following:

- Company is planning to add this policy
- Company is not planning to add this policy

9.2. Please provide any additional information if needed

10. If Targeted Recruitment was selected in Question 8, does the company require at least one candidate from each gender to be interviewed for all management roles?

(Above question: Management is defined as those individuals who have supervisory responsibilities for one or more direct reports)

If No,

10.1. Please indicate one of the following:

- Company is planning to add this policy
- Company is not planning to add this policy

10.2. Please provide any additional information if needed

11. Does your company have any programs to facilitate the employment of individuals with physical and mental disabilities?

If Yes,

Please describe the programs in place that support the recruitment and sustained employment of individuals with physical and mental disabilities

If No,

11.2 Please indicate one of the following:

- Company is planning to develop programs
- Company is not planning to develop programs

11.3. Please provide any additional information if needed

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?

If Yes,

12.1 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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12.2 Please provide any additional information if needed

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

If Yes,

13.1 Please provide names and locations of mines

14. Does your company have systems or policies in place to provide safe and healthy workspaces for employees?

If Yes,

14.1 Please provide details of any voluntary or required health and safety systems or policies in place:

14.2 Please provide any additional information if needed

Section 2: Environmental Impact

15. Does your company use reclaimed metals (gold or silver) and/or repurposed diamonds?

If Yes;

15.1 Please select which apply:

- Reclaimed Gold
- Reclaimed Silver
- Repurposed Diamonds

16. Does your company have any circular economy initiatives underway or planned for the future?

If Yes,

16.1 Please provide details about the programs or initiatives

17. Does your company have any facilities in water-stressed areas?

If No, skip to Q 18.0

If Yes,

17.1 Please provide details on the sites or facilities in water-stressed areas (Sites or facilities, city and country):

17.2 What activities has your company undertaken to manage current or future water usage restrictions or stress in these areas?



18. Does your company have any facilities that require wastewater disposal permits?

If No, skip to Q 19.0

If Yes,

18.1. Please provide details on any sites where your company has been non-compliant with wastewater disposal permits if applicable (if not applicable, please enter N/A)

19. Does your company conduct any climate, water, or other related risk assessments or climate adaptation and/or resilience planning at its facilities?

If Yes,

19.1. Please specify applicable sites or regions conducting risk assessments or climate adaptation or resiliency planning, including a short explanation of the risks. (Sites or facilities, city, country, risk details)

If No,

19.2. Please indicate one of the following

- Company is planning to conduct such assessments or planning
- Company is not planning to conduct such assessments or planning

19.3. Please provide any additional information if needed

20. Does your company produce or purchase any renewable energy (e.g., wind, solar, etc.) to power your manufacturing sites or other facilities?

If No, skip to Q 21.0

If Yes,

20.1. Please select the renewable source(s) of energy that apply:

Solar

Wind

Hydropower

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

Green hydrogen

Geothermal

Other (please describe)



20.2. For each renewable source of energy selected in Q 20.1, what percentage of your total energy does each source represent if known?

Source of Energy:	Percentage of Total Energy:
Source of renewable energy	% of Total Energy

20.3. Please provide any additional information if needed

21. Does your company track its corporate greenhouse gas emissions data?

If No,

21.1. If No, please indicate one of the following:

- Company is planning to track GHG emissions
- Company is not planning to track GHG emissions

If Yes,

21.2. Which of the following activities are included in your corporate GHG data collection and tracking? Please select all that apply:

Scope 1 Emissions:

- Fuels used at own operations to generate electricity, heat, or steam
- Fuels used to operate owned or controlled vehicles
- Other (please describe)
- N/A

Scope 2 Emissions

- Energy (e.g., electricity, heat, steam) purchased and consumed by the company
- Other (please describe)
- N/A

Scope 3 Emissions

- Upstream activities (e.g., manufacturing, production, processing, transportation) of your suppliers for materials or products purchased by your company
- Waste and wastewater from your operations that are managed and treated by a third party
- Transportation and distribution services purchased by your company for moving materials or products
- Other (please describe)
- N/A

21.3. Please provide a website link to the public disclosure of your greenhouse gas emissions data (if available)

21.4 What resources do you use to collect and track the data?



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

21.5 Please provide any additional information including whether your company has performed any life cycle assessments to understand the GHG emissions of materials or products provided to clients

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

If No,

22.1 Please indicate one of the following:

- Company is planning to develop GHG reduction plans
- Company is not planning to develop GHG reduction plans

If Yes to Q 22.,

22.2 Please specify any reduction targets, along with timeframes, as part of your GHG reduction initiatives:

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

- Materials (e.g., for manufacturing products)
- Transportation services (e.g., for shipping materials or products)
- Packaging (e.g., for materials or products)
- Other (please specify)

22.4 Please provide any additional information if needed

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

If No, skip to Q 24.

If Yes,

23.1 Please describe and/or provide a link to the targets and related environmental areas in focus:

23.2 Please provide any additional information if needed

24. Have any other stakeholders contacted your company to provide environmental data, including greenhouse gases?



If No, skip to Q 25.;

If Yes,

24.1 Please select the organizations that have reached out to you requesting environmental data:

- Supply chain partner
- Client
- Regulatory agency
- Investor
- NGO
- Trade organization
- Other (please describe)

24.2 Please provide any additional information if needed

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

If No, skip to Q 26.

If Yes,

25.1 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)

25.2. Please provide any additional information if needed

26. Does your company incorporate the UN Sustainable Development Goals as part of its sustainability planning or targets?

If No, skip to Q 27.

If Yes,

26.1. Please describe the roles of SDGs at your company and provide any related publicly available links

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



ATTESTATION

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

Yes / No

