



Annual Signet Responsible Sourcing Training Webinar

SRSP Compliance Report and new Environmental and Social (E&S) Report

September, 2021

Today's Presenters:

David Bouffard, Vice President, Corporate Affairs

Anna Bryan, Director, ESG Reporting and Communications

Teresa Fullerton, Manager, ESG Data Analytics



TOPICS FOR TODAY

Signet Sustainability Updates

- UN Global Compact
- 2020 Corporate Citizenship & Sustainability Report
- Sustainable Development Goals (SDGs)
- Environmental & Social (E&S) Report



Responsible Sourcing Website

- Resource Library - SRSP Toolkit
- 2021 SRSP Report
- 2021 E & S Report



2021 SRSP Updates

- Responsible Sourcing Overview
- Compliance with the SRSP
- Warranty Statement Requirements
- RJC Membership and Audit Requirement



Help and Support

Contact us!





David Bouffard

Vice President, Corporate Affairs, Signet Jewellers

Chair, Responsible Jewellery Council (2018-2024)





MEMBER OF THE UN GLOBAL COMPACT

JOINED IN
MARCH 2021



The World's largest corporate sustainability initiative guides companies on the Ten Principles of the UN Global Compact and the SDGs.

Human Rights



Labor



Environment



Anti-Corruption



CORPORATE CITIZENSHIP & SUSTAINABILITY REPORT

Corporate Citizenship & Sustainability Report

Audience: Multi-Stakeholder



Alignment with ESG Reporting Frameworks

Audience: Investors



Corporate Sustainability Goals

Audience: Team Members, Vendors, NGOs, Investors



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SIGNET HAS ALIGNED OUR CSGs WITH THE UN SDGs

 The Sustainable Development Goals (SDGs) are a unifying force that reach across the public sector and the private sector.

 The SDGs are a set of 17 global goals adopted by the UN to transform our world by 2030.

 Our Corporate Sustainability Goals (CSGs) focus on SDGs where we can have the most global impact.



Slide 6



Design Innovation & Inclusivity

-  Co-develop designers and talent in the diamond jewelry sector for Black, Indigenous and People of Color (BIPOC) by adding five BIPOC-owned companies/brands to our vendor list through co-development. This includes scholarship, mentoring, and business development through SRSP and RJC membership.
-  Increase merchandise spend to global direct suppliers with active community development and social impact programs that pay living wages and provide livelihoods for women.
-  Provide support for five new female entrepreneurs in the jewelry industry and the communities in which we operate.
-  Improve the lives of women and girls in our supply chain by increasing access to career opportunities and upward mobility for women employed by our key suppliers.
-  Innovate our business model to create products, programs, and services which contribute to the circular economy.



Human Rights

-  100% of strategic direct and indirect suppliers are increasing access to career opportunities and upward mobility for women.
-  100% of strategic direct suppliers are building world-class, safe, and healthy workspaces for the people making our products.
-  100% of Signet and R2Net **key** suppliers to be certified RJC members by 2025.
-  Disclose diamond origin by company and provide economic impact to customers for every diamond traceable through De Beers, ALROSA or any other major rough diamond source.

LOVE FOR OUR PLANET AND PRODUCTS



Climate Advocacy



Signet to achieve net-zero greenhouse gas emissions by 2050.
- Product Carbon Footprint



Signet will use at least 50% recycled content for pulp and paper-based packaging and collateral and 30% recycled content in plastic-based packaging.



Signet will create sustainable packaging options for consumer selection in stores and online.



Implement water usage reduction policies in all of the factories and facilities we operate in water-stressed areas.



Join the [United Nations](#) Water Resilience Coalition, 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.

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SIGNET RESPONSIBLE SOURCING PROTOCOL UPDATES

The Environment and Signet's Corporate Sustainability Goals (CSGs)

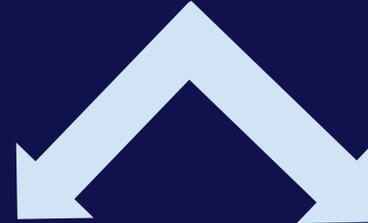
Climate Action and Social Impact:

- **Developing a plan and setting internal targets for a long-term business strategy that will bring Signet to achieve net zero greenhouse gas emissions by 2050.**
- **Tracing the environmental impact of jewelry from mine to retail.**
- **Product Carbon footprint includes collecting the total greenhouse gas (GHG) emissions required to produce a piece of jewelry.**
- **Understand your company demographics and the Social Impact programs you have in place.**



SIGNET RESPONSIBLE SOURCING

SIGNET'S COMMITMENT TO RESPONSIBLE SOURCING IS A TWO-PRONGED APPROACH



FOR COMPANIES

FOR PRODUCTS

Responsible Jewellery Council membership and RJC certification reassures Signet of suppliers' responsible business practices.

Compliance with the Signet Responsible Sourcing Protocol (SRSP) reassures Signet of the integrity of our supply chain and the products we sell.





Compliance with the SRSP – a Guideline

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

Conduct
Due
Diligence

- **Map your supply chains.** For metals (gold, 3Ts, silver, platinum), identify and certify the sources of your metals, preferably to a refinery. For diamonds and gemstones, list your suppliers, categorize the sources and list all identified entities in the supply chain.

Company
Policies and
Procedures

- **Establish 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 and Terms of Business with all your suppliers. Conduct testing of diamonds, LGDs and colored gemstones.

Documents
and
Evidence

- **Maintain information and documentation** of your due diligence, invoices, delivery notes, certifications, which may be required should you be asked to undergo an independent third party audit.

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2021 Warranty Statements for all suppliers

- Following reporting compliance to the SRSP, all suppliers are required to include the SRSP and diamond warranty statement on all invoices and delivery notes, even if you do not supply gold, 3Ts, diamonds, silver, PGMs, or colored gemstones.

SRSP:

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

WDC SoW:

“Any natural diamonds herein supplied 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.”

For LGDs only:

“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. ”

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Signet Responsible Sourcing

The Responsible Jewellery Council (RJC)

- Signet is a proud founding and Certified Member of the Responsible Jewellery Council (RJC), the leading jewelry industry standards and certification organization, with over 1,400 members globally.
- Signet has been very active in RJC committees, such as its Legal, Standards and Communications Committees, as well as serving as Chair (current).
- Signet requires all suppliers* to join the RJC, to provide assurance of the supplier's responsible practices.

FOR COMPANIES

Responsible Jewellery Council (RJC) membership and RJC certification reassures Signet of suppliers' responsible business practices.



* Suppliers of Gold, Platinum, Diamonds, Silver and Colored Gemstones

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Signet's SRSP Audits – RJC certification

- Signet's primary audit assurance is through the supplier's Responsible Jewellery Council certification audit with the Code of Practices 2019.
- RJC CoP 2019 requirements and the SRSP are aligned, therefore RJC certification with the CoP 2019 for each relevant mineral supplied to Signet replaces the need for an SRSP provenance claim.
- Suppliers which achieve this are not required to be audited separately by Signet, unless there are special reasons or identified risks which may cause Signet to require an additional audit.
- Signet may also require suppliers which are not RJC members to undertake independent audits, based on Signet's risk assessment relating to the supplier's SRSP Compliance Report.



Signet's SRSP Audits - others

- Suppliers who are not RJC certified members may be subject to Signet SRSP audits as well as social/factory audits, based on Signet's risk assessment.
- Suppliers will work directly with their auditor to agree scope, timing and cost of the audit.
 - Ensure the SRSP compliance criteria and documentation requirements are met and ready for inspection.
 - Maintain a copy of your SRSP 2021 Compliance Report answers, as well as the SRSP Confirmation Number.
 - Ensure all information contained in your SRSP Compliance Report is accurate and can be validated by policy and transaction documentation.



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HOW TO COMPLETE YOUR REPORTS

- Signet Responsible Sourcing (SRS) Website and Online SRSP and E&S Reporting

SRS Website and Online Reports

- [Signetresponsiblesourcing.com](https://www.signetjewelers.com/responsible-sourcing)
 - Resource Library
 - Supplier Account Sign In
 - Completing Your Annual Reports
 - SRSP and E&S Report Review Process
 - Supplier Support

The screenshot shows the top navigation bar of the Signet Jewellers website. It includes the Signet Jewellers logo, a 'HOME' link, a 'RESOURCE LIBRARY' link, a 'SUPPLIER SUPPORT' link, and a 'SUPPLIER SIGN IN' link. Below the navigation bar is a large banner with a light blue background. On the left, it says 'WELCOME To Signet Responsible Sourcing' with a diamond icon and a hand holding a diamond. On the right, there is a photograph of a necklace with three round pendants resting on a green leaf. Below the banner are three smaller images: a woman holding a child, a close-up of a hand holding a diamond, and a close-up of a diamond ring.

A Resource for Suppliers to Signet Jewelers

Signet has taken a leadership role in the development of harmonized industry guidance and standards for many years to ensure our jewelry is made with integrity and sourced from a supply chain that is held to a high standard.

That is why we have developed a rigorous and collaborative approach that holds our suppliers to a higher ethical standard and prioritizes respect for human rights. Further, as the world's largest retailer of diamond jewelry, we continue to use our influence and position to work for harmonized industry standards. Signet is dedicated to the continuous improvement in the integrity of the global jewelry supply chain.

SIGNET'S COMMITMENT TO RESPONSIBLE SOURCING IS A TWO-PRONGED APPROACH...

FOR COMPANIES

Responsible Jewellery Council (RJC) members and RJC certification reassures Signet of suppliers' responsible business practices.



FOR PRODUCTS

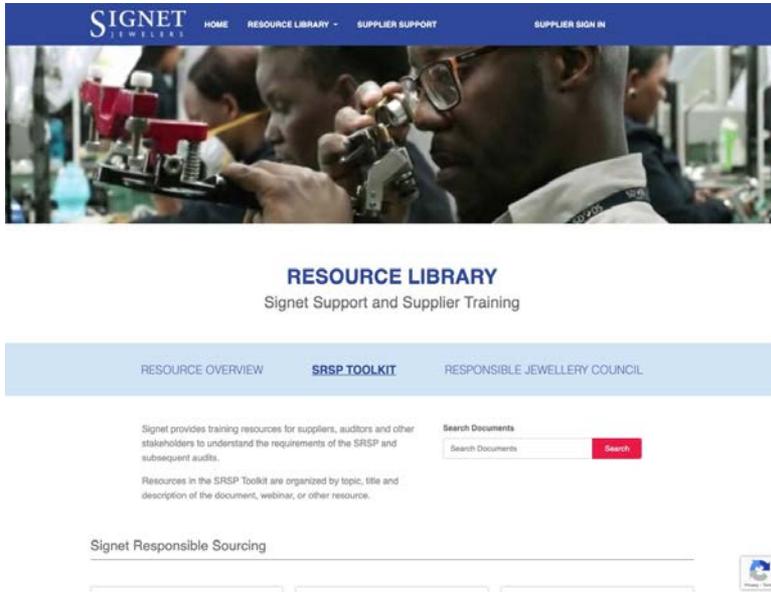
Compliance with the Signet Responsible Sourcing Protocol (SRSP) reassures Signet of the integrity of our supply chain and the products we sell.

Signet believes that a responsible, conflict-free supply chain is fundamental to the reputation of the jewelry industry as a whole, and we are committed to continue our efforts to advance responsible sourcing throughout the supply chain.



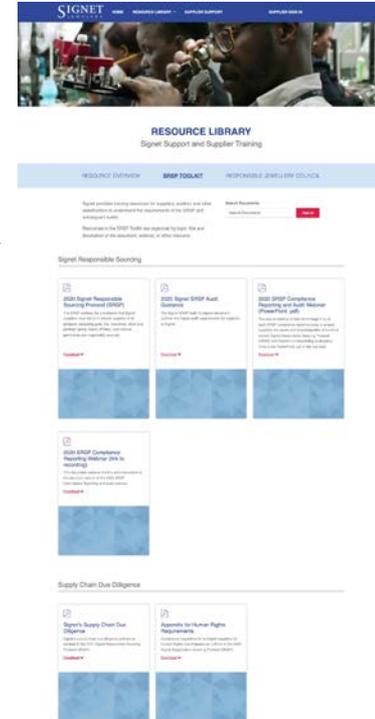
SRS Website and Online Reporting

The Resource Library:



• Under “Resource Library,” you will find key resources for online viewing or downloading:

- SRSP Toolkit (includes 2021 SRSP, audit guidance, copy of this webinar, Responsible Sourcing checklist, Supply Chain Map template, etc.)
- Responsible Jewellery Council information



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SRS Website and Online SRSP Reporting

Supplier Sign In

- Suppliers receive an e-mail notification from info@signetsrsp.com to reset their password.
- Once a new password has been established, you can login to complete your reports.
- You should be familiar with the SRSP, its due diligence requirements, the appendices for Gold, 3Ts, Diamonds, Silver, PGMs, Colored Gemstones, Lab Grown Diamonds and Human Rights *before* you complete the report.

The image shows a login form titled 'SIGNET RESPONSIBLE SOURCING'. It features two input fields: 'Email' and 'Password'. Below the 'Password' field are two buttons: 'Reset Password' and 'Log In'. At the bottom of the form, there is a small disclaimer: 'All suppliers to Signet are required to complete certain reports (i.e., SRSR, SRSP, and/or E&S Report), depending upon what you supply to Signet. Once logged in, please ensure you are familiar with the documentation on the website found in the "SRSP Toolkit" for additional instruction and guidance. For additional information, please [contact us](#).' The 'Log In' button is highlighted in red.

SRS Website and Online Reporting

“My Reports”

- 2021 SRSP Report
- 2021 E&S Report



SIGNET AVAILABLE REPORTS

Please select the report you wish to complete:



September 01, 2021

2021 Signet SRSP Report

Required for all existing and potential new Signet suppliers.

[LAUNCH REPORT](#)



September 01, 2021

2021 Signet E&S Report

Signet Environmental and Social Impact Report

[LAUNCH REPORT](#)



SRS Website and Online Reporting

My Reports – Timing and Process

2021 SRSP Report

- All Signet suppliers will be notified by email in mid-September to complete the SRSP compliance report, available at signetresponsiblesourcing.com
- SRSP compliance reports must be completed every year to meet Signet’s due diligence and legal requirements
- Online Reports should be completed by October 31, 2021
- The 2021 SRSP Confirmation number will be required for your annual Vendor Buying Agreement (VBA)

Environmental & Social Report (E & S Report)

- New for 2021 - All Signet suppliers will complete the E&S Report at signetresponsiblesourcing.com
- Under “My Reports,” select “E&S Report”
- The E&S Report should also be completed by October 31, 2021
- An E&S Report Confirmation number will be issued for completed reports, similar to the SRSP Confirmation number

SRS Website and Online SRSP Reporting

SRSP Report - Vendor Number Selection:

- Once logged in:
 - “My Reports,” is added to top navigation
 - Select the “SRSP Report,” then the Vendor Number(s) the report is being completed for.
 - Most suppliers will have multiple vendor numbers assigned.
 - One SRSP report for all vendor numbers can be completed by selecting ALL vendor numbers.
 - If the supply chains differ by vendor number, separate reports can be completed.



SIGNET SRSP REPORT

The Signet Responsible Sourcing Protocol Compliance Report

Please select the vendor number(s) you are completing a SRSP Compliance report for. If you are reporting for multiple vendor numbers and the responses are different, please select and complete reports individually. If you are reporting for multiple vendor numbers and the responses are the same, you can complete one report for all vendor numbers by selecting all that apply. You can review your report at any time prior to submission. The report will be saved automatically which allows you to partially complete and submit at a later date. Once you submit your report, it will be unavailable for further updates pending review by Signet.

Business Unit	Vendor Name	Vendor Number	Status
<input checked="" type="checkbox"/> A.S.1	Kate Vendor #1	00000021	In Progress
<input checked="" type="checkbox"/> A.S.1	Kate Vendor #2	00000022	In Progress
<input checked="" type="checkbox"/> A.S.1	Kate Vendor #3	00000023	In Progress

[CONTINUE TO PROGRESS SURVEYS](#)

[RESET TO PROGRESS SURVEYS](#)

Signet Jewelers believes a responsible, conflict-free supply chain is fundamental to the reputation of the jewelry industry and its future. Signet is a founding and certified member of the Responsible Jewelry Council (RJC) RJC membership and subsequent certificate issuance. Signet of our suppliers' responsible sourcing practices and therefore requires all its suppliers who sell gold, platinum, silver, natural diamonds, and colored gemstones to be members of the RJC. All suppliers to Signet are required to undertake due diligence on their own supply chains in accordance with the OECD's Due Diligence Guidance for Responsible Sourcing to ensure that the metals and/or minerals they supply are responsibly managed, and are "conflict free" and sourced with respect for human rights.

Please reference Section 3 of the Signet Responsible Sourcing Protocol (SRSP) for specific supplier requirements relative to supply chain due diligence.

Signet has produced global guidelines for all suppliers called the Signet Responsible Sourcing Protocol ("SRSP"), which is aligned with international guidelines and standards, and identifies compliance criteria to ensure Signet's supply chain is responsibly sourced.

The SRSP outlines the procedures that Signet suppliers must follow to ensure supplies of all products, or services using: gold, tin, tungsten, tantalum (3TG), natural diamonds, silver, platinum group metals (PGM), colored gemstones (natural emerald, ruby, and/or sapphires), and lab-grown diamonds (LGD) are responsibly sourced.

All suppliers to Signet are required to complete the annual SRSP report. If you supply ONLY natural or lab-grown loose or polished diamonds, or colored gemstones, you are required to complete the SRSP Report.

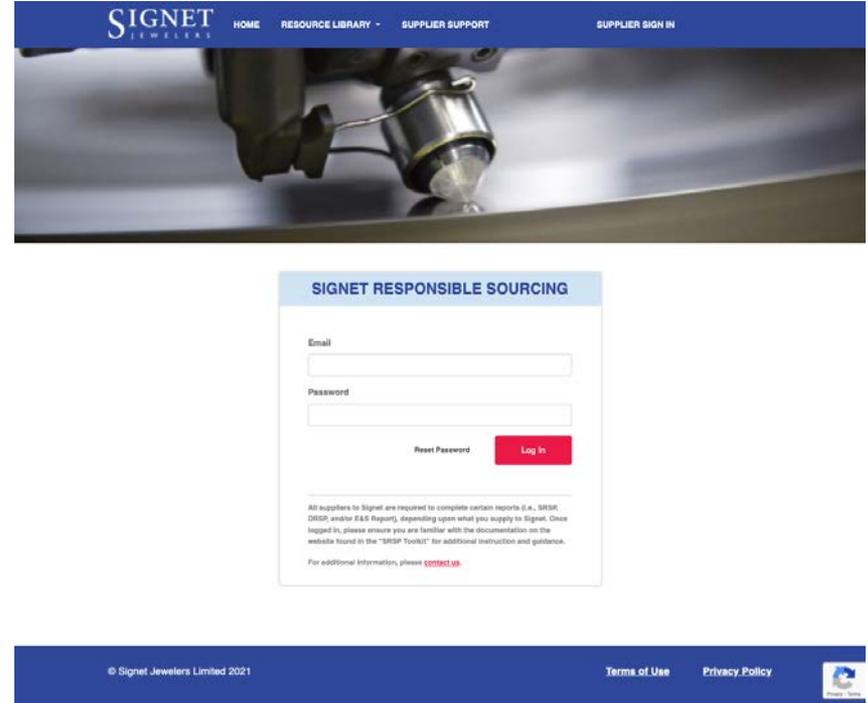
Please ensure the person completing the report on behalf of your company is familiar with the SRSP and especially the compliance criteria listed in the appendices.



SRS Website and Online Reporting

Completing the SRSP Report:

- Suppliers identify the metals or minerals (Gold, 3Ts, Natural or Lab Grown Diamonds, Silver / PGMs, and Colored Gemstones) they supply to Signet, covering the current calendar year.
- If you supply any of these metals or minerals, confirm whether you are “**compliant**” or “**not compliant**” with the SRSP appendix for that metal or mineral.
- If you report compliance with a SRSP appendix, you will need to identify your sources of supply, which should apply to all your supply chain.



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SRS Website and Online SRSP Reporting

Changes in your Supply Chain:

- Suppliers are asked to identify if anything has changed in supply chains since their last SRSP report.
- If changes did occur, did these new changes identify any risk for the supply chain?
- If you have changes in supply chain or new suppliers this year, have you verified the new suppliers are compliant with the SRSP and its appendices?

The image shows a login page for 'SIGNET RESPONSIBLE SOURCING'. The page has a light blue header with the title. Below the header, there are two input fields: 'Email' and 'Password'. To the right of the 'Password' field is a red 'Log In' button. Below the 'Log In' button is a link for 'Reset Password'. At the bottom of the form, there is a small paragraph of text: 'All suppliers to Signet are required to complete certain reports (i.e., SRSP, DRSP, and/or E&S Report), depending upon what you supply to Signet. Once logged in, please ensure you are familiar with the documentation on the website found in the "SRSP Toolkit" for additional instruction and guidance. For additional information, please [contact us](#).' The text is in a small font and is mostly black, with the link 'contact us' in red.

SRS Website and Online SRSP Reporting

RJC Membership Status:

- Suppliers are asked to confirm their current RJC membership status, if a Member or a Certified Member.
- Confirm the membership covers the supplies of all products supplied to Signet.
- If a Certified Member, whether the certification is with CoP 2019 for the metals or minerals (gold, diamonds, silver / PGMs, and/or colored gemstones) you provide Signet.



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SRS Website and Online SRSP Reporting

Completing SRSP Report

- Questions are answered by selecting choices (yes / no), multiple choice, and/or typing in a text field.
- Suppliers of only “diamonds” (natural and/or Lab Grown) answer questions only relevant to diamonds.
- *Resource documents* are available for reference and assistance on each question in the report.

SIGNET JEWELERS HOME RESOURCE LIBRARY FAQ MY REPORTS SUPPLIER SUPPORT My Account

2021 SIGNET SRSP REPORT

Q 1.00

Does your company currently or plan to supply diamonds, natural or lab grown, colored gemstones (loose rough, or polished, or set in jewelry), gold, tin, tungsten, tantalum, silver, platinum group metals (PGMs), used in any product, including components and findings, to Signet?

Please note: if you provide repair services, or are a supplier of only loose natural or lab grown diamonds, or are a broker, trader, or auctioneer in natural or lab grown diamonds, you should reply "YES."

YES NO

[Reference resource link](#) [PREVIOUS](#) [NEXT](#)

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SRS Website and Online SRSP Reporting

Reviewing Responses

- You can review all questions and responses on one page prior to submitting a report.
- A link to make updates to responses is available for each question.

COMPLIANCE ASSESSMENT DASHBOARD

Completed

Review your submissions and edit as necessary. Once you are satisfied, please click "proceed" to continue with your submission.

Q 1.00

Does your company currently or plan to supply diamonds, natural or lab grown, colored gemstones (loose rough, or polished, or set in jewelry), gold, tin, tungsten, tantalum, silver, platinum group metals (PGMs), used in any product, including components and findings, to Signet?

Please note: If you provide repair services, or are a supplier of only loose natural or lab grown diamonds, or are a broker, trader, or auctioneer in natural or lab grown diamonds, you should reply "YES."

no [edit response](#)

Q 1.02

Does your company provide jewelry or other materials that do not include gold, 3% silver/PGMs, natural or lab grown diamonds, colored gemstones, or provide a service not including repairs to Signet?

no [edit response](#)

Q 1.04

Please identify what product or service you currently, or plan to supply Signet?

[edit response](#)

Q 11.0

If you would like to make any comments or grievances to Signet, please write them below.

[edit response](#)

Q 11.1

If you think Signet needs to be aware of any additional risks or concerns which you can identify in your or in others' supply chains, please include them below.

[edit response](#)

Q 12.0

Do you plan to immediately include the SRSP warranty statements on all your documentation?

no [edit response](#)

SRS Website and Online SRSP Reporting

Prior to Submitting the SRSP Report

- At the conclusion of the report, you have the option of uploading any supporting documentation to verify your claims.
- Compliance Officer contact information can be updated.
- Submitting the report, places your report in a “pending” status.

The screenshot shows the Signet Jewelers SRSP reporting interface. At the top is a dark blue navigation bar with the Signet Jewelers logo and links for HOME, RESOURCE LIBRARY, FAQ, MY REPORTS, SUPPLIER SUPPORT, and My Account. The main content area has a white background with a blue header that says "PLEASE ADD ANY SUPPORTING DOCUMENTS." Below this, there is explanatory text about supporting documents and a note that it is not mandatory to upload documentation. A light blue box contains the text "All items required unless noted." Below this is a file upload section with a "Choose file" input and a purple "CHOOSE FILE" button. The "COMPLIANCE OFFICER CONTACT" section includes fields for First Name (Katie), Last Name (Tebbutt T1), Email Address (katie.tebbutt-test-1@fahlgren.com), and Phone number. A checkbox at the bottom indicates agreement to the terms, and a red "SUBMIT" button is located to the right.

SRS Website and Online SRSP Reporting

SRSP Report Approval and Confirmation Number:

- If all is in order with your report, the report will be approved by the Signet Responsible Sourcing Team.
- You will receive a copy of your report (PDF) and the SRSP Confirmation Number via e-mail from info@signetsrsp.com.
- 2021 SRSP Confirmation Number will be required for the VBA.

The logo for Signet Jewelers, featuring the word "SIGNET" in a large, serif font above the word "JEWELERS" in a smaller, sans-serif font, all in white on a dark blue background.

Your SRSP Report for Has Been Approved!

SRSP Confirmation Number and Report Responses Inside

Dear Valued Business Partner,

Thank you for your continued support of Signet Jewelers' initiatives relating to responsible sourcing and for the successful completion of the 2021 SRSP Report.

Your 2021 SRSP Report has been approved!

The following vendor numbers show their respective SRSP confirmation number, which will be required for your next annual VBA:

SRS Website and Online E&S Reporting

Completing the E&S Report

- Return to “My Reports”
- Select “2021 Signet E&S Report”
- Questions are answered by selecting choices (yes / no), multiple choice, and/or typing in a text field.



SIGNET AVAILABLE REPORTS

Please select the report you wish to complete:



September 01, 2021

2021 Signet SRSP Report

Required for all existing and potential new Signet suppliers.

LAUNCH REPORT



September 01, 2021

2021 Signet E&S Report

Signet Environmental and Social Impact Report

LAUNCH REPORT





2021 Environmental & Social (E&S)

My Reports - E&S Report

(1) Company Profile Information:

- Headquarter location
- Number of all locations and employees
- Publicly traded

(2) Social:

- Diversity and inclusion
- Career opportunities / upward mobility for women
- Opportunities for handicapped

(3) Environmental:

- Facilities in water stressed areas
- Use of renewal energy
- Collection of Green house gas emissions data

Annual SRSP Compliance Reporting

Supplier Support:

- If you have any questions, you can reach us through the “Supplier Support” contact form.
- A “FAQs” page is also available which contains a list of the frequently asked SRSP and RJC-related questions.
- **Reminder:** All 2021 SRSP and E&S Reports are due by October 31, 2021.



SUPPLIER SUPPORT

Please enter your contact information as below, indicating the reason for your inquiry. A member of Signet's Responsible Sourcing team will respond as soon as possible. We look forward to working with you.

All items required unless noted.

Name

Email Address

Phone Number

* Allowed characters: 0-9

Inquiry Type

Select an Inquiry Type

Message

SUBMIT

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ERNEST JONES

H.SAMUEL

JAMES ALLEN*

JARED

K A Y

PIERCE
Pagoda

PEOPLES

rocksbox

ZALES

SIGNET
JEWELERS

Thank You!

Contact Information:

- SRSP, E&S Report questions, contact info@signetsrsp.com / or Supplier Contact form at: signetresponsiblesourcing.com
- RJC questions, contact training@responsiblejewellery.com

