

2022 Signet Responsible Sourcing Protocol (SRSP) - SRSP HUMAN RIGHTS APPENDIX:

SRSP COMPLIANCE REQUIREMENTS FOR THE RESPECT AND PROTECTION OF HUMAN RIGHTS

The requirements in this Human Rights Appendix apply to all Signet suppliers of jewelry (components and/or finished jewelry).

Universal human rights are often expressed and guaranteed by law, in the forms of treaties, customary international law, general principles and other sources of international law. The most well-known international human rights instrument is the Universal Declaration of Human Rights (UDHR), adopted by the United Nations General Assembly in 1948. The UDHR is considered to be a central component of international customary law, along with the International Covenant on Civil and Political Rights (CCPR) and the International Covenant on Economic, Social and Cultural Rights (CESCR). Together these form the International Bill of Human Rights.

The UN Guiding Principles on Business and Human Rights (also known as the “Ruggie Principles”) were adopted in 2011 and have become the primary reference for the private sector’s responsibility to respect human rights.

The UN Guiding Principles recognise that companies have a responsibility to respect the rights outlined in them. Coupled with these UN instruments, the International Labour Organisation (ILO) has identified fundamental labour principles in its Declaration on Fundamental Principles and Rights at Work. These rights are directly addressed in the RJC Code of Practices in the following provisions: Child Labour, Forced Labour, Freedom of Association and Collective Bargaining and Non-Discrimination.

The Guiding Principles define respecting human rights as:

- a. Avoid causing or contributing to (e.g. causing in part) adverse human rights impacts through their own activities, and address such impacts where they occur; and
- b. Seek to prevent or mitigate adverse human rights impacts that are directly linked to their operations, products or services by their business relationships, even if they have not contributed to those impacts.

The UN Guiding Principles on Business and Human Rights is the basis for Signet’s policy.

Suppliers shall respect Human Rights and observe the UN Guiding Principles on Business and Human Rights in ways appropriate to their size and circumstances, including as a minimum:

1: A policy commitment to respect Human Rights,

The policy statement can be a stand-alone policy or incorporated in the supplier’s general policies and procedures. The policy statement should be:

- i. Approved at senior levels of the company
- ii. Informed by internal and/or external expertise, as appropriate
- iii. Clear on expectations of employees, contractors and business partners
- iv. Publicly available and communicated externally
- v. Reflected in operational policies and procedures



2: Include measures in the supplier's due diligence process that seek to identify, prevent, mitigate and account for how they address their impacts on Human Rights,

Human rights due diligence practices:

- i. Should cover adverse human rights impacts that the business enterprise may cause or contribute to through its own activities
- ii. Should seek to address adverse human rights impacts which may be directly linked to its operations, products or services by its business relationships
- iii. Will vary in complexity with the size of the business enterprise, the risk of severe human rights impacts, and the nature and context of its operations
- iv. Should be regularly updated, for example when starting a significant new activity or business relationship, recognizing that the human rights risks may change over time

3. Where suppliers identify that they have caused or contributed to adverse Human Rights impacts, they shall provide for or cooperate in legitimate processes to enable the remediation of those impacts.

4. Suppliers due diligence on their supply chains should also verify that their own suppliers also follow these minimum Human Rights requirements.

Suppliers' policies and practices relating to the respect and protection of Human Rights should follow the following international standards, recognized by Signet:

1: Social Accountability International's (see <https://sa-intl.org/>) SA 8000 standard (see <https://sa-intl.org/programs/sa8000/> and/or

2: RJC Code of Practices standard's section on Human Rights (see <https://responsiblejewellery.com/standards/code-of-practices-2019/>).

