

Bloomberg Gender-Equality Index

Key Performance Indicators

Fiscal Year 2022

Company: Signet Jewelers Ltd.

Country of Headquarters: United States of America

All responses represent a minimum of 80% of the company's global workforce. Workforce calculations include team members based in North America; Excludes Diamonds Direct.

Bloomberg Key Performance Indicator	Bloomberg Definition	Signet FY22 Response (Feb 2021 -Jan 2022)	Signet Supplementary Information
LEADERSHIP			
Percentage of women on company board	Percentage of women on the board directors, of the total board size that are responsible for the supervision of management, as of fiscal year-end. This includes full-time directors only. Deputy members of the board and alternate directors will not be counted. Additional directors will be counted. If the company has both a supervisory board and a management board, this will refer to the directors on the supervisory board. Company secretaries (or board observers or censors) will not be counted.	41.7%	Disclosed in FY22 Proxy Statement.
Chairperson is a woman	Indicates whether the board chair, or equivalent is a woman. For European companies with a supervisory board and a management board, this field looks at the chairperson on the supervisory board.	No	Disclosed in FY22 Proxy Statement.
Gender balance in board leadership	Percentage of the various committees of the board of directors chaired/co-chaired by a woman.	80.0%	Disclosed in FY22 Proxy Statement.
Chief executive officer (CEO) is a woman	Indicates whether the chief executive officer (CEO), or equivalent, is a woman. For European companies with a supervisory board and a management board, this field refers to the CEO of the management board or equivalent.	Yes	Disclosed in FY22 Proxy Statement.
Woman chief financial officer (CFO) or equivalent	Indicates whether the chief financial officer (CFO), or equivalent, is a woman.	Yes	Disclosed in FY22 Proxy Statement.
Percentage of women executive officers	Percentage of women executives of the company, or members of equivalent management/executive body, of the number of executives as of fiscal year-end. Executives are as defined by the company or as individuals that form the company executive committee/board or management committee/board or equivalent.	80.0%	Signet Named Executive Officers disclosed in FY22 Proxy Statement.
Chief diversity officer (CDO)	Chief diversity officer (CDO), or officer reporting to the executive team (within two levels of executive management), dedicated primarily to diversity and inclusion (D&I) strategy at the company as of fiscal year-end. Can refer to a chief human resources officer (CHRO) ONLY in the case that they have a primary business function of developing and maintaining the company's D&I strategies.	Yes	Disclosed in FY22 Corporate Citizenship & Sustainability Report.
TALENT PIPELINE			
Percentage of women in total management	Percentage of women in management who have senior-level, middle or lower-level supervisory responsibilities of total management.	73.4%	Calculation includes all senior and middle management support center and field team members.

Bloomberg Key Performance Indicator	Bloomberg Definition	Signet FY22 Response (Feb 2021 –Jan 2022)	Signet Supplementary Information
Percentage of women in senior management	Percentage of women in management who have senior-level supervisory responsibilities and are positioned in the management hierarchy within two levels of executive management of total management.	42.3%	Calculation includes Chief Officer, EVP, SVP, and VP team members.
Percentage of women in middle management	Percentage of women in management who have middle- or lower-level supervisory responsibilities and are positioned in the management hierarchy three or more levels from executive management of total middle management.	74.1%	Calculation includes Senior Director, Director, and Manager support team members plus District Manager, Manager, and Assistant Manager field team members.
Percentage of women in non-managerial positions	Percentage of women employees in non-managerial roles, of total non-managerial positions at fiscal year-end. Refers to women who work directly on a team as an individual contributor and have no responsibility as a manager to others.	74.0%	Calculation includes individual contributors from the support centers and retail store associates from the field.
Percentage of women in total workforce	Percentage of women in the total workforce, of the total number of company employees.	73.8%	Calculation includes North America team members, excludes Diamonds Direct.
Percentage of women total promotions	Percentage of women promoted of total promotions during fiscal year-end. Refers to women that were promoted or underwent career advancement out of total employees promoted.	67.8%	Calculation includes North America team members, excludes Diamonds Direct.
Percentage of Women IT/Engineering	Percentage of women working in functional roles with IT (Information Technology) and/or Engineering (Research & Development; Programming/Coding) responsibilities at the company, of the total employees working in these roles.	37.6%	Calculation includes North America team members, excludes Diamonds Direct.
Percentage of new hires are women	Percentage of women new hires, of the total number of new hires.	72.2%	Response is based on full-time team members hired by company.
Percentage of women attrition	Percentage of women employees that left the company, of the total employees that left the company.	68.2%	Response is based on full-time employees that left the company.
PAY			
Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)	Indicates whether a company's executive compensation, either short term or long term, is linked to gender diversity. This can include representation of women, the gender pay gap, etc.	No	
INCLUSIVE CULTURE			
Parental leave retention rate	Percentage of women employees that remained employed by the company 12 months after their return from parental leave out of all women employees that used parental leave during previous fiscal year	74.7%	

Bloomberg Key Performance Indicator	Bloomberg Definition	Signet FY22 Response (Feb 2021 –Jan 2022)	Signet Supplementary Information
Flexible working policy	<p>The company offers an option to control the start or end times of the workday or workweek (e.g. flextime) or offers an option to control the location where employees work (e.g. telecommuting, work from home).</p> <p>This should exclude any COVID-19 related policies. Telecommuting is the option of employees to control the location of their work; commonly referred to as work from home.</p>	Yes	
Employee resource groups for women	Indicates whether the company has any employee resource groups or “Communities” focused on recruiting, retaining and developing women.	Yes	Women’s BRG mission statement disclosed in FY22 Corporate Citizenship & Sustainability Report.
Unconscious bias training	<p>Indicates whether the company offered all employees unconscious bias training to raise self-awareness of implicit bias and provide tools or strategies to reduce discriminatory behaviours.</p> <p>Unconscious bias refers to a preference for or against a person, perspective, or group that one is not aware of but, nevertheless, is communicated through statements or actions. Unconscious bias training aims to remove barriers to inclusion, engagement and performance by understanding our individual biases and providing knowledge to mitigate this inequity.</p>	Yes	Disclosed in FY22 Annual Report and Corporate Citizenship & Sustainability Report.
Annual anti-sexual harassment training	Indicates whether a company requires all employees to complete anti-sexual harassment training at least once a year. Anti-sexual harassment training explains the company’s anti-sexual harassment policies, provides specific examples of inappropriate conduct and describes the processes and procedures for bringing a complaint.	Yes	