Modern Slavery Act 2015 (UK)

Signet Trading Limited expects its business suppliers to comply with the applicable laws and regulations of the United Kingdom and those of the respective country of manufacture or exportation. In accordance with the requirements of the Modern Slavery Act 2015, consumers will find below details of the key steps Signet is taking to address slavery and human trafficking in its direct supply chain.

Engagement in verification of product supply chains to evaluate and address risks of human trafficking and slavery:

Signet conducts risk assessments of its supply chain in its effort to evaluate and address risks of human trafficking and slavery. These risk assessments include work conducted by independent external third parties. If potential risks are identified in respect of a supplier, a course of action is determined to best address them.

Auditing of suppliers to evaluate compliance with company standards for trafficking and slavery in supply chains:

Many of Signet's largest suppliers are certified members of the Responsible Jewellery Council (RJC), as Signet strongly encourages all its suppliers to be. Suppliers that are certified RJC members receive scheduled audits by independent third-party firms as part of a rigorous and fulsome RJC Code of Practices certification process. For certain select suppliers who are not RJC certified, Signet works with QIMA, third party auditors, to ensure an ethical supply chain throughout the business. Signet understands its responsibility to prevent unethical working conditions and working with QIMA allows us to monitor our supply chain and ensure decent working conditions and human rights are met for all involved in our business. In addition, for all suppliers, purchase order terms and conditions include statements regarding compliance with all laws. By agreeing to these terms and conditions, our suppliers confirm their understanding and agreement to these compliance standards.

Compliance with the laws regarding slavery and human trafficking of the country or countries in which they are doing business:

Signet suppliers are asked to agree to adhere to the respective laws regarding human trafficking and slavery. In addition, we continue to monitor their adherence to laws through Signet's due diligence program which, in part, identifies sanctions and other "red flags".

Maintenance of internal accountability standards and procedures for employees or contractors failing to meet company standards regarding slavery and trafficking:

Signet expects all employees to adhere to and comply with all laws which would include such laws related to human trafficking and slavery. Utilising a communication and mandatory training programme, which is the subject of regular review, management is responsible for ensuring that all employees are aware of and adhere to a code of conduct which includes compliance with all laws. Any known incidences where an employee does not do so, appropriate disciplinary action is taken.

Training on human trafficking and slavery for company employees and management who have direct responsibility for supply chain management, particularly with respect to mitigating risks within the supply chains of products:

All Signet employees responsible for supply chain-related decisions and product purchasing are required to complete training to enhance their knowledge of various compliance matters. These programs include identifying and addressing human trafficking and slavery in Signet direct supply chains.

The ultimate parent of Signet Trading Limited is Signet Jewelers Limited (NYSE: SIG). The policies and approach set out in this Modern Slavery Act statement are adopted across the

Signet group. More details on Signet's social, ethical and environmental principles, and responsible sourcing, can be found in the Sustainability section of www.signetjewelers.com.

During the period to which this statement relates, Signet continued to experience supply chain disruption as a result of Covid19. The health, safety and security of our employees, contractors, agents and suppliers throughout the supply chain remained a priority. Where relevant, Signet worked with those in our supply chain to help ensure the same, by revising expectations to help ensure suppliers did not experience pressure around the delivery of goods or services that would mitigate against safety.

This statement applies in respect of the Signet financial year ending 28 January 2023. It was approved by the Board of Directors of Signet Trading Limited on 19th April 2023 and is signed on its behalf by:



Neil Old

Managing Director, Signet Trading Limited
19th April 2023