

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 for jewellery manufacturing. 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, including in the implementation of corrective action plans, as necessary to maintain active supplier status. 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 suppliers' adherence to laws through Signet's due diligence program which, in part, identifies "red flags" including sanctions.

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 including those 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. Appropriate disciplinary action is taken following any known incidences where an employee fails to adhere to the code of conduct.

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.

This statement applies in respect of the Signet financial year ending 1 February 2025. It was approved by the Board of Directors of Signet Trading Limited on 24 April 2025 and is signed on its behalf by:



Neil Old
Managing Director, Signet Trading Limited
24 April 2025