

Diversity Policy

Adopted by the Board on 1 March 2018



Purpose

The Board Diversity Policy (“the Policy”) sets out the approach of the Board of Directors of Signet Jewelers Limited (“The Company”), to diversity of Directors on the Board.

Scope of Application

The Policy applies to the Board and forms the basis of similar policies that relate to employees of the Company.

Policy Statement

The Company recognises and embraces the benefits of having a diverse Board, and sees increasing diversity at Board and operational level as an essential element in maintaining a competitive advantage. A truly diverse Board will include and make good use of differences in skill, industrial experience, background, ethnicity, gender and other qualities of Directors. These differences will be considered in determining the best composition of the Board and when possible should be balanced appropriately. All Board appointments are made on merit, in the context of the skills and experience the Board as a whole requires to be effective.

The Nomination and Corporate Governance Committee (“The Committee”) will review and assess the Board composition on behalf of the Board and will recommend the appointment of new Directors. In reviewing Board composition, the Committee will consider diversity, as detailed above, in order to maintain an appropriate range and balance of skills, experience and background to the Board. At the same time, the Committee will consider candidates on merit and against agreed objective criteria.

The Chairman of the Board of the Company oversees the annual Board performance evaluation. As part of this review, he will consider the balance of skills, experience, independence and knowledge of the Board, whilst ensuring diverse representation.

Monitoring and Reporting

The Nomination & Corporate Governance Committee will monitor and review the Policy on an annual basis and report to the Board on any proposed amendments.