

SIGNET TRADING LIMITED GENDER PAY INFORMATION – Publication for the period including 5th April 2017

UK gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the average pay gap is between their male and female employees.

The analysis is based on data as of 5th April each year.

The gender pay gap shows the differences in the average (mean and median) earnings between men and women. This is different to equal pay. Equal pay requires that men and women who carry out the same jobs; or equivalent jobs, are paid the same.

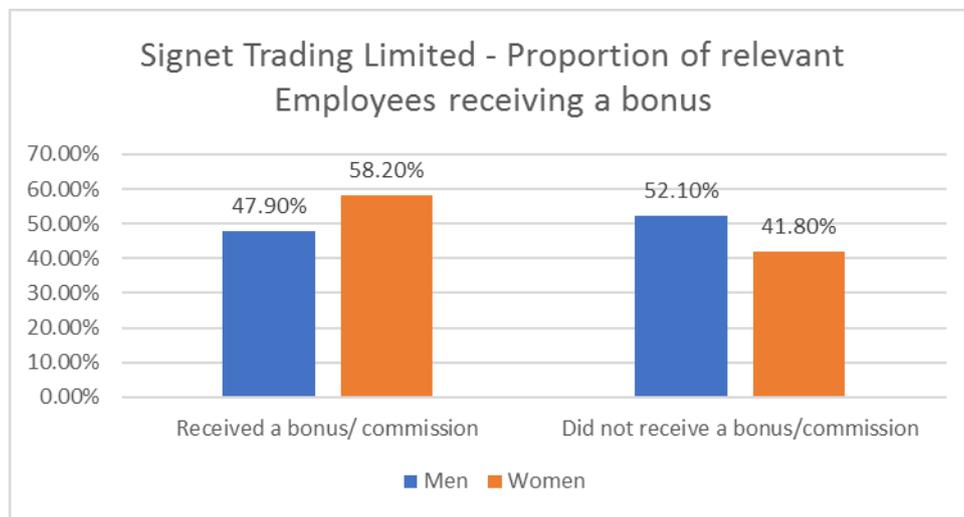
Signet Trading Limited has published the following gender pay data on GOV. UK

Pay and bonus gap

The following table shows our overall mean and median gender pay gaps based on the hourly rates of pay as at the snapshot date (i.e. 5 April 2017). It also captures the mean and median difference between bonuses paid to men and women at Signet Trading Limited in the 12 months up to 5 April 2017 (i.e. from 6th April 2016 to 5th April 2017)

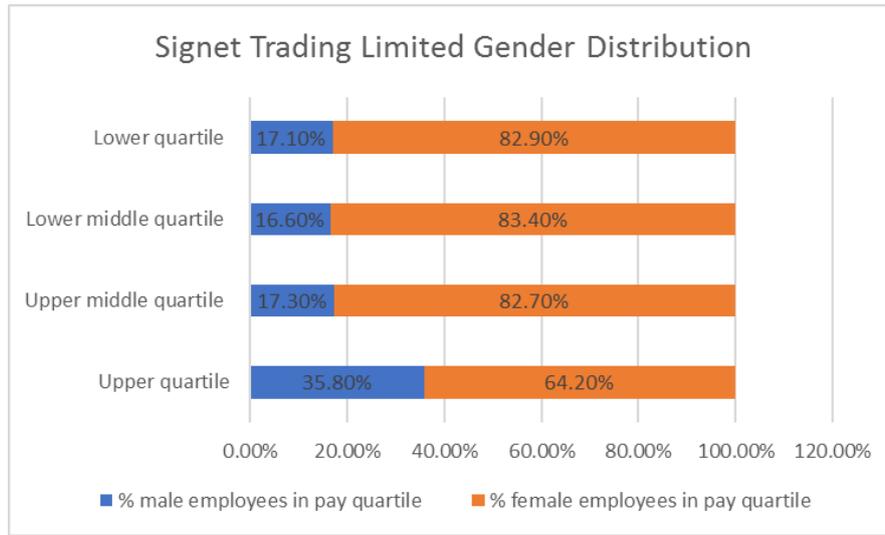
	Mean	Median
Gender pay gap (based on hourly rate of pay for full-pay relevant employees)	20.4%	10.4%
Bonus gender pay gap (based on bonus pay for all relevant employees)	58.0%	27.9%

Proportion of employees in receipt of a bonus payment in the 12 months up to April 2017



Gender distribution

The chart below shows the gender distribution at Signet Trading Limited across for equally sized pay quartiles.



What the data tells us

We are confident that men and women are paid on equal terms for doing the same or similar jobs across the business. Signet Trading Limited operates job evaluation scheme and banding systems in order to achieve pay equality.

We believe that the pay gap is the result of the make-up of our workforce. Our goal is to have a more even gender distribution across the organisation and for women to progress to senior and more highly-paid positions in some of our Stores Support Centre departments/grades and highest turnover stores.

Our bonus gap is largely due to the fact that only two Store Support Centre teams received a bonus (our District and Regional Managers and in-store watchmakers) during the time period, and there are currently more men than women in these populations. It is also impacted by the gender make-up of the small number of senior team members who received a long-term incentive payment.

What are we going to do?

As part of the Signet Jewelers Limited (listed on the New York Stock Exchange under Signet Jewelers Limited NYSE: SIG, and the world's largest jeweller of diamond jewellery and the largest specialty jewellers in the US, UK and Canada), we continue to focus on attracting, recruiting and promoting the best people. It is important that our team members, particularly in our stores, reflect the communities we serve. A diverse and inclusive workforce is good for everyone. We have a good balance of men and women working across most grades and functions, taking into consideration the sector in which we operate, but we know we need to do better at attracting more women to certain senior roles. We have strong core values and a global focus on diversity and inclusion which is an integral pillar of our Culture of Leading.

We are committed to:

- Monitoring the shortlist of candidates for senior roles in all departments/store quartiles where there is a current imbalance
- Promoting and encouraging take-up of our flexible working and family-friendly policies
- Continuing to promote a culture of inclusion

We confirm that the above information is accurate to the best of our knowledge and belief.



EMMA HAYWARD
UK EXECUTIVE DIRECTOR



SHAUN CARNEY
UK FINANCE DIRECTOR

29th March 2018