



To: All Signet North America Team Members
From: Mary Liz Finn, Chief People Officer
Date: April 22, 2020
Subject: Something special for you – a limited-time 30% Discount for Team Members

Thank you all for your compassion and commitment as we work through this crisis together.

Many of you have asked us to create an employee discount policy that allows all of us to purchase across banners. In our new virtual world, we are developing many new skills and capabilities, and together it's accelerating our transformation and serving our customers safely. So, we have created a program to provide you with a broader selection of jewelry to choose from at a substantial discount and "test and learn" for future expansion.

This is a Signet-exclusive offer available to all Signet North America team members, whether you are full-time, part-time, working now or on furlough. The discount begins today just in time for a holiday that's near to our hearts - Mother's Day. It will be available through May 3 and is valid on e-commerce merchandise with some exclusions (please see the infographic for more details).

Team members can access the 30% off discount code in Workday. Simply log in to your Workday account and you'll see the code on the landing page under "Announcements." Team members can use this code on:

- www.Jared.com
- www.Kay.com
- www.Kayoutlet.com
- www.Pagoda.com
- www.peoplesjewellers.com
 - International shipping will not be supported (example: Canada team members cannot purchase from US websites, US team members cannot purchase from Canada websites)
- www.Zales.com
- www.Zalesoutlet.com

Please note: the discount cannot be used on jamesallen.com or our UK eCommerce sites.

For more information, please see the attached FAQs, or visit the team member resources page at

<https://www.signetjewelers.com/TeamMemberResources/default.aspx>.

I wish you all the best during this difficult time, when it's even more important to take care of yourselves and your family. If you choose to use this discount code, I hope you find something very special that symbolizes love!

#SignetStrong