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Hi Signet Team,

These last several weeks have been unthinkable – from the COVID-19 crisis, to economic uncertainty, and now, recently, the unbearable example of inequality and injustice. I know it's heart-breaking, and touching each of us personally and collectively.

To represent all of us, I proudly posted on LinkedIn today. You can read the full article [here](#) or a portion of it below:

Signet's mission is to enable the celebration of life and the expression of love. It's a mission that requires and promotes inclusion, acceptance and diversity. It's why our first and foremost Core Value is People First, and why we have a zero-tolerance policy for discrimination of any kind.

In a time like this, it is incumbent upon us to express and promote these values beyond our walls, to scream them in every community in which we live and work. Sometimes, celebrating life and expressing love means taking a very necessary stand. So let there be no mistake: Signet and all of our brands – Kay, Zales, Peoples, Jared, Piercing Pagoda, H.Samuel, Ernest Jones and JamesAllen.com – unequivocally condemn all acts of racism, discrimination and injustice. As a company, we support the voices peacefully protesting in the name of justice and equality.

Signet stands for love, and we stand together, united with our communities, in support of freedom, justice, peace, and love for all.

Now as importantly, I also wanted to provide you with a real-time update of where we stand as a company following the past several days of significant social unrest and racial violence. As you'd expect, we are operating in a principle-based way as follows:

1. Our people's safety and security are our main priority. We are making decisions to open our stores with an abundance of caution. If we have any indication of potential issues with social unrest and/or riots, we close the store.
 - Result: We closed ~90 stores at various times throughout the weekend. All employees were able to make it home safely, and we have no reports of employee injury.
2. Local leaders and our VP of Security, Chris Hackler, have been and continue to closely monitor emerging hot spots through contacts with local authorities, landlords, local news, and trade organizations (e.g., security teams of NRF and RILA).
 - Result: Our network is expansive and operating effectively.
 - As of today, many of the stores closed over the weekend have reopened where it is safe to do so. We continue to monitor safety in real time on a hyper-local basis. For example, stores with curfews in effect will remain closed until the bans are lifted.
3. We are taking quick action on any and all known impacts.
 - Result: We are quickly taking action to further secure locations which have been impacted (e.g., incremental local security, boarding up store, repairs).
 - Result: We are stressing vigilant security protocols during business hours.



4. We are emphasizing our zero tolerance non-discrimination policy. Signet is a safe place for all to express themselves and be themselves. We stand for diversity, inclusion, respect, and opportunity for **all**.

And lastly, as you saw in my LinkedIn post, we proudly made a \$100,000 donation to the NAACP Legal Defense and Educational Fund, one of America's premier legal organizations fighting for racial justice through advocacy, litigation and public education. We did this in honor of all of you, our 30,000 team members, who represent diversity of every kind, and who freely express their diversity within a safe place of acceptance and inclusion.

Thank you for being compassionate, creative, and courageous right now. By staying true to who we are, and standing together, we will get through this crisis as well.

Stay safe and #SignetStrong.

A handwritten signature in black ink, appearing to read "Gini".