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Hi Signet Team,

As we navigate through the recent unbearable example of inequality and injustice, I wanted to reach out personally and share my thoughts with you. I shared a video today and below is the transcript.

*Hi Signet team,*

*This has been an emotional week, and I've been thinking about you all. I'm very saddened about the racist events that are culminating in unnecessary funerals – and the much longer narrative of racism in the US as well as the UK and Canada. I'm appalled, sick to my stomach, grieving this dark side of humanity... and I've been asking myself if I am, and if we are, doing enough? With that in mind, I've recently talked to a number of black leaders, both inside and outside Signet. And I've spoken to friends – the kind who always give me Straight Talk.*

*And here's what I've realized: It's too easy for white leaders like me to be comforted that we've made progress – inside our company and across our nation. That's a sugar-coated view. The truth is, there is much more to be done. The issue of racism has gotten buried – sadly as literally as it has figuratively – while allowing systems that are set up to maintain status quo to go unchallenged.*

*What I believe is that it's not enough to talk about – or even make progress on – diversity and inclusion, as Signet has. This is a life and death issue for our citizens and for the fabric of our society. This is about feeling safe to go outside. This is deeply embedded well beyond our four walls.*

*And I've also been thinking about how leadership is both the gift to affect change and a responsibility. As a company we have the power of 25,000 voices and we've proved we have the ability to be a force for transformation. So how can Signet be better internally and help to lead change externally? This is a question that goes well beyond our daily commitment to fairness, our heartfelt social posts and a donation to a great organization.*

*If we let George Floyd, Ahmaud Arbery, Breonna Taylor and others die in vain, then we've missed the point.*

*So I'm inviting you to an open dialogue on racism. I'm asking several leaders to join me on a panel with open mics and a chance for all of us to share our thoughts and discuss the concrete actions that we can accelerate within Signet to fight racism. We'll start our dialogue the week of June 15 and continue it quarterly for at least the next year.*

*Celebrating Life and Expressing Love, starts with us, inside Signet. And that means listening to each other and "being the change we wish to see in the world."*

*I look forward to speaking next week on June 9 to discuss our Q1 financial performance, and then again week of June 15. You inspire me, and I'm looking forward to hearing your voice. Stay safe and be #SignetStrong.*