



To: All Signet Team Members
From: Gina Drosos, CEO, and Reggie Johnson, Chief Diversity Officer
Date: July 15, 2020
Subject: Save the dates: Launch of Black Employee Network Business Resource Group

Hi Team Signet,

We're extremely excited to announce that, in just three weeks, we will launch our first Black Employee Network Business Resource Group in the spirit of celebrating equity, diversity and inclusion, and in line with Signet's Core Values. Like all our business resource groups, this one will have an open, inviting and friendly format where people can speak their minds without fear of repercussions.

It will also be open to *everyone* – both team members who are part of the Black community and team members who are allies, as we all have a real role in being the change we want to see in the world.

As you know, the idea of creating this group came out of last month's Signet Speaks Out Town Hall virtual event, which we co-hosted and featured Kecia Caffie, Z White, Stacey Johnson Williams, Ken Bynes, David Tucker, Lavina Hunt and Greshon Johnson who shared incredibly powerful, varied and unforgettable experiences on being Black in America. They courageously invited us into their worlds, and with their words and stories inspired us all to move forward and create real change.

In close partnership with Reggie, I am excited to be the executive sponsor of this new business resource group. It's also an opportunity for all of us to learn from each other and to continue to celebrate inclusion and diversity – while working toward equity – for all our team members.

So, team, please grab your calendars and save some dates!

On August 5 and 13, we plan to host two virtual information sessions – and, on August 20, we're planning to hold the inaugural meeting. Please look for a message with specific details in the coming weeks.

As a team that is #SignetStrong, we remain a family and company that does not tolerate racism, injustice, inequality or discrimination.

Together, we are a company that is at its core, about love. We have a real opportunity to continue our work together to create a safe culture and perhaps even extend that into the communities where we live and work.

When we come together and Speak Out, just like love, we are unstoppable.

Gina and Reggie