

# Diversity Policy

*Adopted by the Board on February 28, 2019*



## **Purpose**

The Board Diversity Policy (the “Policy”) sets out the approach of the Board of Directors (“Board”) of Signet Jewelers Limited (the “Company”), to the diversity of Directors on the Board.

## **Scope of Application**

The Policy applies to the Board and forms the basis of similar policies that relate to employees of the Company.

## **Policy Statement**

The Company recognizes and embraces the benefits of having a diverse Board. The Company views diversity at the Board and operational levels as an essential element of maintaining a competitive advantage. A truly diverse Board will include Directors with differences in skill, industrial experience, background, ethnicity, gender and other qualities. These differences will be considered in determining the best composition of the Board and, when possible, should be balanced appropriately. All Board appointments are made on merit, in the context of the skills and experiences the Board as a whole requires to be effective.

The Nomination and Corporate Governance Committee (the “Committee”) will regularly review and assess the Board composition on behalf of the Board and will recommend the appointment of new Directors. In reviewing Board composition, the Committee will consider diversity, as detailed above, in order to maintain an appropriate range and balance of skills, industry experience, background, ethnicity, gender and other qualities on the Board. At the same time, the Committee will consider candidates on merit and agreed objective criteria. The Board and Committee are committed to including qualified, diverse candidates in all prospective director candidate pools.

The Committee and the Chairman of the Board of the Company oversee the annual Board performance evaluation. As part of this review, they will consider the balance of skills, experience, independence and knowledge of the Board, while ensuring diverse representation.

## **Monitoring and Reporting**

The Committee will monitor and review this Policy on an annual basis and report to the Board on any proposed amendments.