

# United Nations Global Compact— Communication on Progress 2013

*In 2011, Tiffany & Co. joined the United Nations Global Compact, a strategic policy initiative for businesses committed to aligning their operations and strategies with ten principles in the areas of human rights, labor, environment and anti-corruption. The table below shows how we are communicating on progress for the Ten Principles. For further information on the UN Global Compact, please see [www.unglobalcompact.org](http://www.unglobalcompact.org).*

## HUMAN RIGHTS

| PRINCIPLE | GLOBAL COMPACT PRINCIPLES  | COMMUNICATION ON PROGRESS   |
|-----------|--|---|
| 1         | Businesses should support and respect the protection of internationally proclaimed human rights. | Tiffany adheres to key policies and procedures in order to safeguard human rights within the Company and throughout our supply chain. These policies and procedures are detailed in the <a href="#">Governance</a> section of this report. Within the Company, we welcome diversity and strive to offer all employees an equitable and respectful working environment (see <a href="#">Responsible Mining</a> , and <a href="#">Our Employees</a> ). The Company's Social Accountability Program (see <a href="#">Supplier Responsibility</a> ) rigorously evaluates vendors to better protect human rights in our supply chain. Beyond these spheres of influence, Tiffany & Co. is committed to protecting human rights throughout the industry and seeks to advance the highest standards in responsible mining (see <a href="#">Responsible Mining</a> ). |
| 2         | Businesses should make sure they are not complicit in human rights abuses.                       |   |

## LABOR STANDARDS

| PRINCIPLE | GLOBAL COMPACT PRINCIPLES  | COMMUNICATION ON PROGRESS   |
|-----------|--|---|
| 3         | Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining. | Tiffany recognizes and respects the importance of stringent labor standards to protect workers worldwide. The Tiffany & Co. Internal Audit Department provides oversight and guidance to enhance compliance with applicable laws and regulations to foster a positive and ethical work environment for Company employees (see <a href="#">Governance</a> and <a href="#">Our Employees</a> ). The Company's Social Accountability Program carefully monitors vendor performance in relation to labor standards, specifically evaluating freedom of association and collective bargaining, forced labor, child labor and discrimination (see <a href="#">Supplier Responsibility</a> ). Additionally, Tiffany & Co. supports the strengthening of industry-wide labor standards beyond our immediate operations (see <a href="#">Responsible Mining</a> ). |
| 4         | Businesses should uphold the elimination of all forms of forced and compulsory labor.                                    |   |
| 5         | Businesses should uphold the effective abolition of child labor.   |   |
| 6         | Businesses should uphold the elimination of discrimination in respect of employment and occupation.                      |   |

## ENVIRONMENT

| PRINCIPLE | GLOBAL COMPACT PRINCIPLES   | COMMUNICATION ON PROGRESS  |
|-----------|---|--|
| 7         | Businesses should support a precautionary approach to environmental challenges.                     | Tiffany & Co. draws on the natural world for both design inspiration and the precious materials used in our products. At the Company's core is a commitment to preserve, protect and responsibly manage the environment on which we rely for our long-term success. The Company promotes environmental responsibility by leveraging the Tiffany brand. For example, the Company plays a leadership role in industry-wide collaborative efforts to protect against environmental damage across the supply chain, raises awareness of risks associated with mining in ecologically sensitive areas and directly sources from mines that are committed to environmental stewardship (see <a href="#">Responsible Mining</a> ). These efforts are strengthened by the Foundation's support of scientific research, conservation and multistakeholder collaboration to promote the most environmentally responsible standards in mining operations (see <a href="#">Responsible Mining</a> ). In addition to addressing the impacts of mining, we are regularly looking to reduce our environmental footprint in other ways, from using recycled content and FSC®-certified sources for our bags and boxes to reducing our greenhouse gas emissions (see <a href="#">Paper &amp; Packaging</a> , as well as <a href="#">Building Footprint</a> ). |
| 8         | Businesses should undertake initiatives to promote greater environmental responsibility.            |  |
| 9         | Businesses should encourage the development and diffusion of environmentally friendly technologies. |  |

## ANTI-CORRUPTION

| PRINCIPLE | GLOBAL COMPACT PRINCIPLES  | COMMUNICATION ON PROGRESS   |
|-----------|--|---|
| 10        | Businesses should work against corruption in all its forms, including extortion and bribery. | The <a href="#">Tiffany &amp; Co. Business Conduct Policy</a> sets forth expectations for Tiffany employees, including compliance with relevant laws and regulations. This policy prohibits payment of bribes or the acceptance of payments or other inappropriate gifts. All employees are required to review the policy upon hire and thereafter on an annual basis to make sure that they understand these standards (see <a href="#">Governance</a> ). Within our supply chain, Tiffany & Co. requires vendors in the Social Accountability Program to annually review the Vendor Code of Conduct, which outlines expectations for ethical conduct and legal compliance (see <a href="#">Supplier Responsibility</a> ). |