

UNITED NATIONS GLOBAL COMPACT: COMMUNICATION ON PROGRESS 2016

In 2011, Tiffany & Co. joined the United Nations Global Compact, a strategic policy initiative for businesses committed to aligning their operations and strategies with 10 principles in the areas of human rights, labor standards, 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.

PRINCIPLE	GLOBAL COMPACT PRINCIPLES	COMMUNICATION ON PROGRESS
HUMAN RIGHTS		
1	Businesses should support and respect the protection of internationally proclaimed human rights.	Tiffany & Co. adheres to key policies and procedures in order to help safeguard human rights within the Company and throughout our supply chain. These policies and procedures are detailed in the Governance chapter of this report. Within the Company, we welcome diversity and strive to offer all employees an equitable and respectful working environment (see the Ethical Sourcing – Tiffany Manufacturing & Supplier Responsibility section and Our Employees chapter). The Company’s Social Accountability Program (see the Ethical Sourcing – Tiffany Manufacturing & Supplier Responsibility section) evaluates suppliers 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 high standards in responsible mining and advocating for the protection of human rights (see the Responsible Mining chapter).
2	Businesses should make sure they are not complicit in human rights abuses.	
LABOR STANDARDS		
3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Tiffany & Co. recognizes and respects the importance of labor standards to protect workers worldwide. Tiffany & Co. provides guidance to employees and the Human Resource function of its organization to enhance compliance with applicable employment laws and regulations to foster a positive and ethical work environment (see the Our Employees and Governance chapters). Through its Social Accountability Program, Tiffany & Co. upholds standards in social responsibility by working with applicable suppliers to help ensure that they follow the Tiffany & Co. Supplier Code of Conduct, which addresses freedom of association and collective bargaining, forced labor, child labor, harassment or abuse, disciplinary practices and discrimination, among other practices (see the Ethical Sourcing – Tiffany Manufacturing & Supplier Responsibility section). Additionally, Tiffany & Co. supports the strengthening of industry-wide labor standards beyond our immediate operations (see the Responsible Mining chapter).
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.	

PRINCIPLE	GLOBAL COMPACT PRINCIPLES	COMMUNICATION ON PROGRESS
-----------	---------------------------	---------------------------

ENVIRONMENT

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 actively participates 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 raw materials principally from mines we know and recycled sources. These efforts are strengthened by the Foundation's support of scientific research, conservation and multistakeholder collaboration to promote environmentally responsible standards in mining operations (see the Responsible Mining chapter). In addition to addressing the impacts of mining, we regularly look to reduce our environmental footprint in other ways, from using recycled and FSC-certified paper to reducing our greenhouse gas emissions (see the Ethical Sourcing – Wood & Paper section and Energy and Climate Change chapter).
8	Businesses should undertake initiatives to promote greater environmental responsibility.	
9	Businesses should encourage the development and diffusion of environmentally friendly technologies.	

ANTI-CORRUPTION

10	Businesses should work against corruption in all its forms, including extortion and bribery.	The <i>Tiffany & Co. Business Conduct Policy</i> sets forth expectations for Tiffany & Co. employees, including compliance with relevant laws and regulations. This policy prohibits payment of bribes and the acceptance of inappropriate payments or 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 the Governance chapter). In addition, employees whose responsibilities are likely to involve interactions with government officials are required to annually undergo training on the Foreign Corrupt Practices Act and other applicable anti-corruption laws. Within our supply chain, the Tiffany & Co. Supplier Code of Conduct outlines expectations for ethical conduct and legal compliance (see the Ethical Sourcing – Tiffany Manufacturing & Supplier Responsibility section).
----	--	---

HOW WE SUPPORT THE SUSTAINABLE DEVELOPMENT GOALS

Tiffany & Co. contributes to progress on many of the 17 United Nations Sustainable Development Goals, and our core business and social purpose align most closely with the five goals described below. We hope to drive progress on this shared global agenda through our work as a company and through our collaboration with other businesses, our industry, civil society and government.



GENDER EQUALITY

DIVERSITY

We work to promote a culture of excellence and diversity in the workplace and are proud that our global workforce is composed of

69%*



women, with 60%* of manager and above roles held by women.

TRAINING & DEVELOPMENT

Our manufacturing facilities in developing countries employ a predominantly female workforce, and we provide good jobs with a living wage—as well as opportunities for training and development—to skilled, full-time diamond polishers and jewelry manufacturers.

WOMEN'S EMPOWERMENT

In March 2017, we formally affirmed our commitment to women's rights, human rights, and diversity and inclusion by signing the United Nations Women's Empowerment Principles (WEPs).



RESPONSIBLE CONSUMPTION AND PRODUCTION

INTEGRITY

Our vertical integration model for sourcing materials, processing and crafting jewelry helps to incorporate environmental and social integrity along the way.



SOCIAL & ENVIRONMENTAL STANDARDS

We emphasize exceptional quality and craftsmanship, while striving to maintain high social and environmental standards in our operations and supply chain.

PRESERVING RESOURCES

We carefully source our products and materials—from precious metals and diamonds to paper and packaging—in an effort to uphold ethical principles and preserve nature's resources.

ADVOCACY

We use our position as a leader in sustainable luxury to improve standards for the mining industry and to advocate for the protection of human rights and the Earth's precious natural resources.



CLIMATE ACTION

NET-ZERO EMISSIONS

We have set a goal to achieve net-zero greenhouse gas (GHG) emissions by 2050.

ENERGY EFFICIENCY

In the short term, we are taking steps to ensure energy efficiency, reduce energy use and follow sustainable building design principles, making progress toward our goal to reduce absolute GHG emissions from our operations by 15% from 2013 to 2020.

RENEWABLE ENERGY

We are expanding our renewable energy portfolio to ultimately use 100% renewable energy for our electricity.



GREEN FUND

In 2015, we launched an internal Green Fund to help catalyze investments and innovations in efficiency and renewable energy projects.



LIFE BELOW WATER

MARINE CONSERVATION

Tiffany was one of the first jewelers to stop using coral over 10 years ago, and the Foundation has awarded nearly

\$20 million

in grants for coral and marine conservation since its first year of giving in 2000.



CREATING PROTECTED AREAS

The Tiffany & Co. Foundation supports the creation and expansion of marine protected areas around the world, through organizations such as Oceans 5 and the Wildlife Conservation Society.



50 REEFS

In 2016, The Tiffany & Co. Foundation partnered with fellow funders to support the launch of 50 Reefs, an initiative to identify, protect and promote the 50 Reefs most important to the future of coral reefs.



LIFE ON LAND

OUR RESPONSIBILITY

We consider it our responsibility to help preserve the natural beauty that inspires so many of our jewelry designs.

SOURCING RAW MATERIALS

We are thoughtful about which raw materials we use—and which we don't—and we carefully consider how these materials are procured and crafted.

PROTECTING WILDLIFE

We advocate for the protection of special places from mining and against the use of endangered species in jewelry.

REVERSING DEFORESTATION

To do our part in reversing global forest loss, Tiffany & Co. seeks to remove commodity-driven deforestation from its key supply chains by 2020.



*See the Report of Independent Accountants