

UNITED NATIONS GLOBAL COMPACT: COMMUNICATION ON PROGRESS 2017

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 a key subset of suppliers to help them improve their human rights, labor and environmental performance. Suppliers are expected to adhere to 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. | |

| INDICATOR | DESCRIPTION | RESPONSE |
|-----------------|---|---|
| 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 metals 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). Certain employees in all regions, including regional management, are required to undergo Anti-Money Laundering training. In addition, employees whose responsibilities are likely to involve interactions with government officials are required to annually undergo Anti-Bribery & Corruption training. 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 business aligns most closely with the five goals described below. We hope to drive progress on this shared global agenda through our work and collaboration from within our industry, and with other businesses, civil society and government.



GENDER EQUALITY

DIVERSITY OF OUR WORKFORCE

We work to promote a culture of excellence and diversity in the workplace and are proud that

60%*



of manager and above roles are held by women.

TRAINING & DEVELOPMENT

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

WOMEN'S EMPOWERMENT

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



RESPONSIBLE CONSUMPTION AND PRODUCTION

INTEGRITY

Our vertical integration model for sourcing materials and crafting jewelry helps us incorporate environmental and social integrity across the supply chain.



SOCIAL & ENVIRONMENTAL STANDARDS

We strive to maintain high social and environmental standards in our operations and supply chain to complement our exceptional quality and craftsmanship.

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 voice to improve standards for the mining industry and advocate for the protection of human rights and Earth's precious natural resources.



CLIMATE ACTION

NET-ZERO EMISSIONS

We are committed to achieving net-zero greenhouse gas emissions by 2050.

ENERGY EFFICIENCY

In the short term, we are taking concrete steps to improve energy efficiency, reduce energy use and follow sustainable building design principles.

RENEWABLE ENERGY

We aim to ultimately use 100% renewable energy for our global electricity. In 2017,

84%*

of our global electricity use came from clean, renewable sources.



CARBON OFFSETS

In 2017, we invested in carbon offsets from a locally run forest conservation project that also delivers social and economic benefits to communities in Kenya's Chyulu Hills.



LIFE BELOW WATER

MARINE CONSERVATION

Tiffany stopped using coral over a decade ago, and The Tiffany & Co. Foundation has awarded over

\$20 million

in grants for coral and marine conservation.



CREATING PROTECTED AREAS

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



RESEARCH & INNOVATION

The Foundation has supported innovative research and restoration techniques to increase the long-term resilience of coral in places from the Caribbean to the Great Barrier Reef.



LIFE ON LAND

LAND PRESERVATION

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

We advocate for the protection of special places from mining.

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 against the use of endangered species in jewelry and support conservation efforts to protect wildlife.

REVERSING DEFORESTATION

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



*See the Report of Independent Accountants

TIFFANY AND THE UNITED NATIONS WOMEN'S EMPOWERMENT PRINCIPLES

Tiffany & Co. is proud to champion women—as customers, employees and leaders in our Company.

OUR COMMITMENT

In 2017, we advanced our longstanding commitment to women's rights, human rights, and diversity and inclusion by signing the UN Women's Empowerment Principles.

We will continue to prioritize the advancement of women and help ensure equal opportunities for all individuals to reach their full potential in the workplace.



OUR PROGRESS

In 2018, one of the actions we have taken is to globally launch a comprehensive new leave policy to give all employees greater flexibility and work-life balance.

Our policy includes:



Enhanced maternity and parental leave



Leave to care for family members who are ill



A flexible workplace policy

WOMEN'S EMPOWERMENT PRINCIPLES



Establish high-level corporate leadership for gender equality.



Treat all women and men fairly at work—respect and support human rights and nondiscrimination.



Ensure the health, safety and well-being of all women and men workers.



Promote education, training and professional development for women.



Implement enterprise development, supply chain and marketing practices that empower women.



Promote equality through community initiatives and advocacy.



Measure and publicly report on progress to achieve gender equality.