

United Nations Global Compact

Communication on Progress 2020

In 2011, Tiffany & Co. joined the United Nations Global Compact (UNGC), one of the world's largest corporate sustainability initiatives for businesses committed to aligning their strategies and operations with 10 principles in the areas of human rights, labor standards, environment and anti-corruption. The table on the following page shows how we are communicating on progress for the Ten Principles.

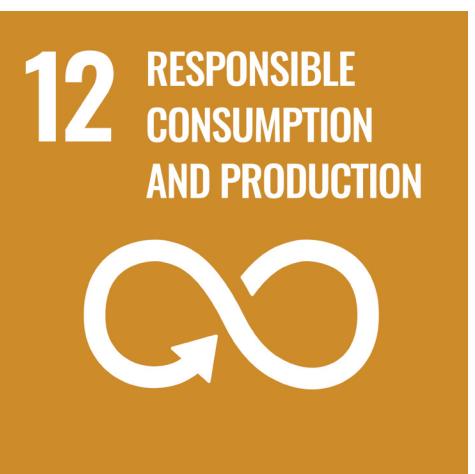


Principle	Global Compact Principles	Communication on Progress	
HUMAN RIGHTS			
1	Businesses should support and respect the protection of internationally proclaimed human rights.	Tiffany & Co. adheres to key policies and procedures in order to help safeguard human rights within and throughout our supply chain. For information on our policies, please see the GRI Content Index and page 4 of this document for links to our key policies. Within the Company, we prioritize diversity and inclusion by welcoming the unique identities, expressions, ideas, abilities and cultures from our employees around the world. The Company's Social & Environmental Accountability Program evaluates suppliers to better protect human rights in our supply chain. In conjunction with our 2025 Sustainability Goals, the Company is in the process of developing its Tiffany & Co. Sustainable Material Guidance—further communicating our sourcing expectations, including social and environmental considerations (e.g., human rights and biodiversity), for all key materials across products, packaging and store interiors. 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. For more information, please see Tiffany.com/Sustainability , the "Tiffany & Co. Supplier Code of Conduct," "Tiffany & Co. Supplier Code of Conduct Guidance," "Tiffany & Co. 2025 Sustainability Goals" and "Tiffany & Co. Responsible Purchasing Policy."	
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 Resources function of its organization to enhance compliance with applicable employment laws and regulations to foster a positive and ethical work environment. For more information, please see the GRI Content Index, Tiffany.com/Sustainability and page 4 of this document for links to our key policies. Through its Social & Environmental Accountability Program, Tiffany & Co. upholds standards in social and environmental 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. The Company's 2025 Sustainability Goals reinforce these expectations and target improving the performance of all key Company suppliers by 2025, including labor standard adherence. Tiffany & Co.'s forthcoming Sustainable Material Guidance will include our sourcing expectations across products, packaging and store interiors, taking labor standards into account for all key materials. Additionally, Tiffany & Co. supports the strengthening of industry-wide labor standards beyond our immediate operations. For more information, please see Tiffany.com/Sustainability , the "Tiffany & Co. Supplier Code of Conduct," "Tiffany & Co. Supplier Code of Conduct Guidance," "Tiffany & Co. 2025 Sustainability Goals" and "Tiffany & Co. Responsible Purchasing Policy."	
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			
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. In line with the Company's 2025 Sustainability Goals, we have launched a series of environmental commitments in the areas of net-zero GHG emissions, sustainable buildings, and packaging and conservation. These commitments go beyond our core operations in an effort to better understand and mitigate environmental challenges throughout our supply chain.	
8	Businesses should undertake initiatives to promote greater environmental responsibility.		
9	Businesses should encourage the development and diffusion of environmentally friendly technologies.	The Company promotes environmental responsibility by leveraging the Tiffany brand and advocates for policies around the world to help tackle the climate crisis. The Company also 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 precious metals from mines we know and recycled sources. These efforts are strengthened by The Tiffany & Co. Foundation's support of scientific research, conservation and multi-stakeholder collaboration to promote environmentally responsible standards in mining operations. 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. For more information, please see Tiffany.com/Sustainability , the "Tiffany & Co. 2025 Sustainability Goals" and "Tiffany & Co. Responsible Purchasing Policy."	
ANTI-CORRUPTION			
10	Businesses should work against corruption in all its forms, including extortion and bribery.	The Tiffany & Co. Business Conduct Policy 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. Certain employees in all regions, including regional management, are required to undergo Anti-Money Laundering training. In addition, employees whose responsibilities may 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. The Company's 2025 Sustainability Goals reinforce these expectations and target improving supplier performance of all key suppliers by 2025. For more information, please see Tiffany.com/Sustainability , the GRI Content Index, the "Tiffany & Co. Supplier Code of Conduct," "Tiffany & Co. Supplier Code of Conduct Guidance," "Tiffany & Co. Responsible Purchasing Policy" and "Tiffany & Co. Business Conduct Policy."	

How We Support the UN Sustainable Development Goals

Since 2017, Tiffany & Co. has been reporting on its contributions to many of the 17 United Nations Global Goals, also referred to as the Sustainable Development Goals (SDGs).

Our business aligns most closely with the six goals described on the following pages. 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 & Reduced Inequalities

Diversity of Our Workforce

We work to promote a culture of excellence and diversity in the workplace and are proud that 62%* of manager and above roles are held by women.

Senior Management Gender Ratio

In 2020, 43% of Tiffany & Co. Senior Management were women.

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.

Living Wage

For more than 10 years, Tiffany & Co. has had a living wage program, endeavoring to pay a living wage to employees at our manufacturing facilities in developing countries.

Supporting Parents & Caregivers

In 2018, we expanded our global leave policy designed to give employees greater flexibility through enhanced parental leave and paid time off to care for ill family members. This policy supports gender equality at home and promotes work-life balance. In response to the COVID-19 pandemic, in 2020 Tiffany implemented a global emergency leave program and expanded eligibility for our global flexible working policy, including new guidance on remote work.

Training & Development

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

Local Hiring

We are dedicated to improving local economies everywhere we work. As of 2020, we hired 99%* of our international manufacturing workforce directly from the communities around our operations.

Economic Beneficiation

In Botswana, 100% of the polishers at our facility were hired from the local community and we provided approximately USD \$44 million* in economic benefits to Botswana's economy.

Unconscious Bias Training

Tiffany continues to embed diversity and inclusion into its global learning development offerings. We launched our Unconscious Bias Training globally for all Tiffany employees in 2019 and have expanded our offerings, rolling out an unconscious bias awareness e-learning course in 2020 as part of new hire orientation, as well as a virtually facilitated program focused on how to mitigate unconscious bias. Beginning in 2021, this session will be offered in multiple languages.

Employee Resource Groups

Today, we have four Employee Resource Groups—Multicultural, Women, LGBTQIA+ and Life Stages—across 12 global chapters. These groups aim to advance our goals around creating positive community impact, building an inclusive culture, expanding our learning and development, and diversifying our talent sourcing.

*See the Report of Independent Accountants

Responsible Consumption & 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 the exceptional quality and craftsmanship of our products.

Transparency in Diamond Sourcing

We are proud to share the journey of a Tiffany diamond with our clients. In 2019, we launched the Diamond Source Initiative, pledging to provide provenance information—region or countries of origin—for every newly sourced, individually registered diamond (of .18 carats and larger) that we set.

In 2020, we expanded upon the initiative with the launch of the Diamond Craft Journey, becoming the first global luxury jeweler to disclose the country where these stones are crafted. The journey outlines several steps, including cutting, polishing, grading and setting—a pioneering achievement in diamond traceability and transparency.

IRMA Standard for Responsible Mining

Tiffany & Co. is proud to be a founding member of the Initiative for Responsible Mining Assurance and continues to actively participate in the organization's governance and advancement. After a decade of multi-stakeholder collaboration, IRMA released a pioneering Standard for Responsible Mining, a robust, practicable and comprehensive set of requirements for responsible mining, incorporating environmental, social, ethical and transparency considerations.

In 2020, IRMA began auditing mines against the IRMA Standard. To support the uptake of this Standard, we are asking our suppliers to begin the process towards being independently audited through IRMA and/or to begin using IRMA-assessed mines as they are available.

Preserving Resources & Circularity

We carefully source our products and materials—from precious metals and diamonds to paper and packaging—in an effort to uphold principles of social and environmental responsibility and preserve nature's resources. To that aim, our efforts include engaging in circularity initiatives, which helps reduce waste, save precious raw materials and contribute to the regeneration of biodiversity.

Advocacy

We use our voice in an effort 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.

Energy Efficiency

By 2020, we aimed to reduce electricity intensity across our retail stores by square footage by 15% (compared to 2013 levels). Tiffany works to reduce energy use by improving our operational efficiency, including following sustainable building design principles.

To date, we have over 20 retail stores, offices and manufacturing locations certified LEED Silver, Gold or Platinum. This equals approximately 10% of our total square footage.

LEED (Leadership in Energy and Environmental Design) building certification is the leading international program for sustainable building design and assesses a range of factors, including energy efficiency, water use, air quality and building materials.

Advocacy

We are active in the movement to combat climate change and use our voice to advocate for responsible climate policy and the importance of protecting biodiversity.

Renewable Electricity

We aim to ultimately use 100% renewable energy globally. In 2020, 85%* of our global electricity came from clean, renewable sources.

Carbon Offsets

For the past four years, 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.

*See the Report of Independent Accountants





Life Below Water & Life on Land

Marine Conservation

Tiffany & Co. stopped using coral over a decade ago, and The Tiffany & Co. Foundation has awarded over USD \$26 million in grants for coral and marine conservation, through Calendar Year 2020.

Creating Protected Areas

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

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.

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. For example, in 2019, our Chief Sustainability Officer reiterated our opposition to the proposed Pebble Mine in Bristol Bay, Alaska in testimony before the U.S. Congress. She also outlined why Tiffany & Co. believes it is important that rigorous environmental review of any mining projects occur, with proper consultation of local stakeholders, especially with respect to projects that threaten to disrupt pristine landscapes such as Bristol Bay.

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.

Restoring Habitats with Salmon Gold

Tiffany & Co. and Apple provided seed funding for the Salmon Gold pilot, an innovative model that produces gold using responsible mining techniques and simultaneously restores critical habitats for salmon and other species at placer mine sites in Alaska in 2018. The program has since expanded to additional sites in Alaska and Canada, and we have increased our purchases from this program year-on-year.

Protecting Wildlife

We advocate against the use of endangered species in jewelry and support conservation efforts to protect wildlife. To date, in partnership with our clients, we have raised more than USD \$10 million for the Wildlife Conservation Network through the Tiffany Save the Wild collection to help protect elephants, rhinos and lions.

Reversing Deforestation

Our commitment to responsible sourcing extends to our catalogues and our iconic Tiffany Blue Boxes and blue bags that carry our clients' treasures, in an effort to do our part in reversing global forest loss. Beginning in 2004, Tiffany started requesting third-party certifications for our blue bags, with a preference for Forest Stewardship Council® (FSC®) certification—the premier standard in responsible forest management. Our iconic Blue Boxes and blue bags are sustainably sourced and include the use of FSC®-certified and recycled materials.



Women's Empowerment Principles

We have advanced our long-standing commitment to women at work through our culture, policies and programs at Tiffany. In 2017, we reinforced our commitment to women's rights, human rights and diversity and inclusion by signing on to the UN's Women's Empowerment Principles. Through supporting non-discrimination, promoting professional development for women and publicly reporting on progress to achieve gender equality, signatories of the Women's Empowerment Principles commit to prioritizing women in the workplace. Guided by these principles, Tiffany & Co. is committed to fostering gender equality, endeavoring to treat all women and men fairly at work and to support their health, safety and well-being.



Championing Women

Tiffany & Co. is proud to champion women as clients, employees and leaders in our Company. We focus on the representation of women throughout our Company and embed respect for gender equality through our policies and commitments. In 2017, we reinforced our commitment to women's rights, human rights and diversity and inclusion by signing on to the United Nations Women's Empowerment Principles. Not only do women comprise 70%* of our workforce, but in 2020, women held 62%* of all positions in manager and above roles and as of January 31, 2021, 43% of our Senior Management is also comprised of women. We continue to invest in programs to advance gender equality. In 2018, we expanded our comprehensive parental leave program to provide new parents with greater flexibility and work-life balance. Ensuring equal opportunities for all of our employees enables them to reach their full potential in the workplace.

*See the Report of Independent Accountants

[Learn More >](#)



Diversity and Inclusion

Our mission for Diversity and Inclusion is to fully leverage the power of our people, and we have set an ambitious goal to make Tiffany & Co. an employer of choice, recognized as the most inclusive luxury brand by 2025, with a diverse and highly engaged workforce that is empowered by an inclusive and innovative workplace culture. We define diversity as the unique identities, expressions, ideas, abilities and cultures of all our people—from our more than 13,000 employees to our cherished clients and the communities where we live and operate. We believe the combined power of all these perspectives enables our company to grow and succeed.

We build our efforts around three strategic pillars with clear objectives:

Talent: Expand our diverse workforce and build competencies to deliver for our business, clients and communities.

Culture: Build an inclusive workplace where employees feel all aspects of themselves are valued and leaders demonstrate and model inclusive behaviors.

Brand: Be recognized as the most inclusive luxury brand by implementing successful diversity and inclusion practices that grow our business.

In 2020, we took a number of steps to advance these pillars, with an emphasis on actions to combat racism and build a greater sense of agency and belonging. These steps included launching our Employee Resource Group (ERG) Advisory Council, spanning multiple functions, regions and levels within Tiffany & Co. Council members provide robust, transparent feedback on initiatives and generate ideas for the business.

We have embedded Diversity and Inclusion focus areas—including materials on microaggressions, micro-inclusions and inclusive decision making—into learning and development opportunities offered to all employees. Additionally, we now offer Unconscious Bias Awareness training in multiple languages.

To further our commitment, our Diversity and Inclusion team started a monthly podcast, True Talk, exploring identity and culture within our Company. We also joined the Black in Fashion Council as an inaugural member, and introduced a program in which Tiffany employees offer monthly mentoring sessions and a virtual career fair for members of the Lower Eastside Girls Club. These efforts and more have helped Tiffany increase our Global Inclusion Index score, which measures the extent to which employees feel proud, valued and accepted at work.

[Learn More >](#)



Inclusive Policies

We strive to create inclusive and flexible workforce policies and practices that respond to our employees' unique needs. Recently, we updated our Global Wardrobe Program to reflect gender neutrality and inclusion, and we have updated many of our policies with more inclusive language. We also updated our policies to offer expanded paid time off for voting in the U.S. and we implemented a global COVID-19 emergency leave program.

Our Parental and Caregiver Leave policy is designed to give all employees greater flexibility. The policy includes a minimum of 14 weeks of paid leave for birth parents and eight weeks of paid leave for non-birth parents. The Company also provides two weeks of paid leave per year for employees to care for ill family members, as well as a flexible workplace policy to accommodate greater work-life balance.

We are proud to maintain a culture of inclusion for members of the LGBTQIA+ community. As part of our long-standing commitment to this community, we have maintained same-sex benefits for our employees, and we were the first luxury jeweler to feature a same-sex couple in our advertising. Since 2018, that commitment to inclusion has earned Tiffany & Co. a top score of 100% in the Human Rights Campaign Foundation's Corporate Equality Index in recognition of our LGBTQIA+-inclusive practices to foster a diverse, engaging and inclusive work environment for LGBTQIA+ employees. We have long supported LGBTQIA+ equality, which we champion through recruiting outreach, employee training and benefits, and expanded representation of relationships in our marketing materials and advertisements.



LGBTQIA+ Equality

Tiffany celebrates love in all its forms, and we are committed to advocating for equality for all. In 2015, we filed an amicus brief with the U.S. Supreme Court in support of same-sex marriage. The same year, we became the first luxury jeweler to feature same-sex couples in our advertising.

In 2019, we signed the Open to All Pledge, committing to maintain a welcoming and safe environment for all people—including our employees, visitors, vendors and clients—regardless of their race, ethnicity, national origin, sex, sexual orientation, gender identity and expression, immigration status, religion or disability. We are now involved in an Open to All Inclusive Retail campaign that helps both employees and clients create an inclusive store environment.

We are also a proud signatory to the Freedom to Love Pledge, a business-led commitment to speak out against laws, policies and practices that threaten people for who they love.

In 2018 and 2019 we marched in the NYC Pride March under our "Believe In Love" banner.

And in 2019, we removed the term "bridal" for engagement and couples' rings across our digital platforms in an effort to be inclusive of all relationships. We now use couples' rings to stand for love in all its forms.

In 2020, we launched a partnership with the Ali Forney Center, a leading organization providing services for homeless LGBTQIA+ youth. We highlighted five graduates from the Ali Forney Center in a social media campaign during Pride Month in 2020 and plan to continue to create engagement opportunities between our employees and the Center.

Our 2021 Pride Month #StandForLove campaign showcased New Yorkers from the LBGTQIA+ community, highlighting what they stand for.

Promoting Growth and Development

We believe that by helping our employees grow as professionals, we grow as a company. We support career development and growth through a number of programs, including TiffanyU, Tiffany Talent Marketplace, Career Conversation Guides, Grow with Tiffany, the Tiffany Academy for Excellence and Diversity in Leadership and our Performance Acceleration process.

Our goal is to create a diverse, high-performing and engaged workforce. We are committed to increasing leadership development participation for employees at all levels and saw increased participation from 2019 to 2020.

In 2020, we created **TiffanyU**, a modern approach to learning and development for all Tiffany employees. This global platform provides access to on-demand learning, leadership and management-development programs, including livestreamed and on-demand virtual programs, peer-to-peer social learning and LinkedIn Learning with more than 16,000 micro-learning courses in seven languages. Through TiffanyU, we launched three leadership development programs that build foundational leadership capabilities aligned with our cultural values, as well as skills and habits for effective coaching and feedback, and competencies to help our people become next-generation leaders. Further adapting to the challenges of 2020, we deployed these learning experiences virtually, with approximately 2,500 employees participating in these online programs. We believe that giving all of our employees access to these leadership development opportunities and capability-building tools will strengthen our Company and help us become the next generation luxury jewelleer.

Our Performance Acceleration process uses tools that help employees and managers identify strengths and areas for growth on an ongoing basis. The process is set up in a way that aims to mitigate bias, which can inadvertently influence the performance appraisal process.

[Learn More >](#)



Attracting and Promoting Diverse Talent

Through our Talent pillar, we aim to expand our diverse workforce and other diversity and inclusion initiatives to deliver for our business, clients and communities. A key element is to analyze and evolve our talent systems and processes so they provide us the diverse perspectives we need to succeed and innovate. In 2020, we enhanced our talent acquisition process to further embed diversity and inclusion best practices and mitigate biases that create barriers for people of color in the talent pipeline. In 2020, we also continued to embed diversity and inclusion into our programs offered through our TiffanyU platform. A key focus area for our Company has been the rollout of an unconscious bias awareness e-learning course as part of new hire orientation and a virtually facilitated program focused on how to mitigate unconscious bias. Beginning in 2021, this session is offered in multiple languages.

Tiffany Academy

Tiffany Academy for Excellence and Diversity in Leadership is a program to identify and accelerate high-potential, diverse professionals who want to grow next-generation leadership skills at Tiffany. Since 2015, the program has offered high-potential early- to mid-career professionals the opportunity to build rewarding careers. We designed this program to help elevate our hiring and training initiatives. Each year, we convene a diverse class of aspiring leaders and provide them with leadership development training, mentoring and the opportunity to innovate the ways we do business.

[Learn More >](#)



Culture

Our Culture pillar is focused on building an inclusive workplace where employees feel all aspects of themselves are valued, and leaders demonstrate and model inclusive behaviors.

In our effort to build an inclusive workplace, we have focused on creating safe spaces and opportunities for meaningful and open conversations among our employees. We also continue to analyze and evolve our benefits and policies to meet the fast-changing needs of our workforce around the world. We regularly measure how employees feel at work, and in 2020, Tiffany's employee-driven inclusion score was 80%, which increased 4% from 2018.

Employee Resource Groups

In 2019, Tiffany & Co. launched Employee Resource Groups, voluntary employee-led groups formed around aligned interests that provide employees the opportunity to engage more deeply, learn from one another and openly share ideas to influence our business.

Today, we have four global Employee Resource Groups—Multicultural, Women, LGBTQIA+ and Life Stages. These groups advance our goals around creating positive community impact, building an inclusive culture, expanding our learning and development and diversifying our talent sourcing.



Our Response to COVID-19

In responding to the COVID-19 pandemic, one of our top priorities was working to ensure the health, safety and well-being of the Tiffany & Co. workforce. Our approach was carefully considered and aimed to be global, sustainable, consistent and inclusive.

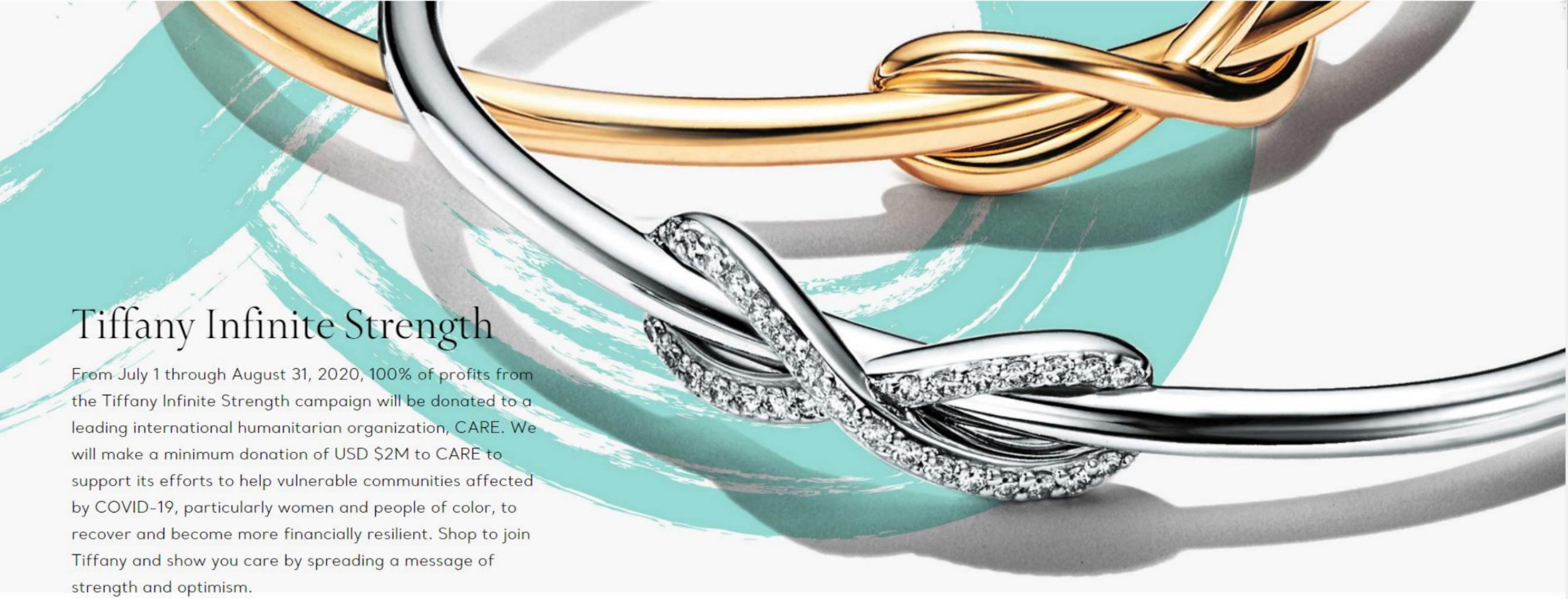
As a result of the COVID-19 pandemic, in 2020, a substantial number of our retail stores were temporarily closed. The pandemic also impacted the operation of our office locations, manufacturing and servicing facilities and distribution centers, including through the effects of facility closures, reductions in operating hours, staggered shifts and other social distancing measures. As the global community recovers from the pandemic, we continue to support our teams and facilities with health and safety oversight across our markets and in accordance with applicable guidelines established by local governments. As part of our ongoing processes, we developed guidelines to help us ensure that health and safety considerations are consistently applied and met.

During this time, we have continued to reinforce Tiffany & Co.'s cultural values, commitment to diversity and inclusion, and support for our network of Employee Resource Groups throughout the Company. To further our commitment, we provided learning and growth opportunities to employees in all markets, through the launch of our global TiffanyU platform, enabling them to pivot to virtual learning in response to the pandemic. To support the well-being of our employees during the pandemic, we have relied on existing policies, including our caregiver leave and sick pay provisions. We also emphasize transparency and connection among our employees, regularly sharing important company updates, as well as wellness tips, tools for coping, and information on community giving and volunteering.

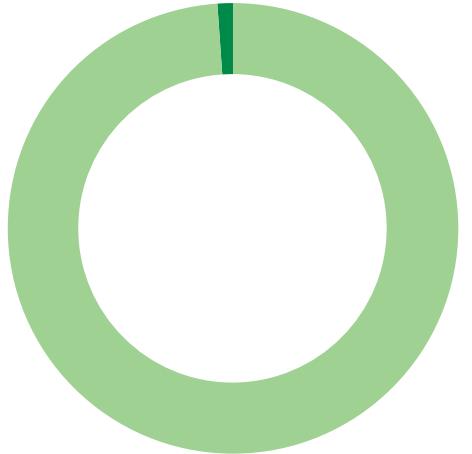


Tiffany Infinite Strength

From July 1 through August 31, 2020, 100% of profits from the Tiffany Infinite Strength campaign will be donated to a leading international humanitarian organization, CARE. We will make a minimum donation of USD \$2M to CARE to support its efforts to help vulnerable communities affected by COVID-19, particularly women and people of color, to recover and become more financially resilient. Shop to join Tiffany and show you care by spreading a message of strength and optimism.



International Manufacturing Workforce



International manufacturing locations include
Vietnam, Cambodia, Botswana, Mauritius,
Dominican Republic, Antwerp and Thailand.

- 99%* Local Employee Count
- 1%* Ex-pat Employee Count

Employee Diversity by Generation[◊]



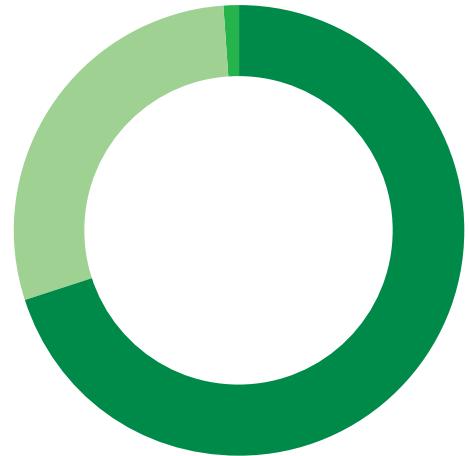
- 54%* Born 1981-1996
- 27%* Born 1965-1980
- 10%* Born 1997-Present
- 9%* Born 1964 and Prior

[◊]As self-disclosed by employees

*See the Report of Independent Accountants

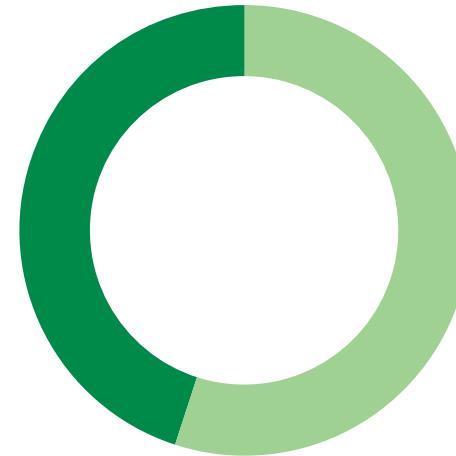


Employee Gender Diversity by Management Level



Global Workforce[◊]

- 70%* Female
- 29%* Male
- 1%* Not Specified



Vice President and Above[◊]

- 55%* Male
- 45%* Female



Manager and Above[◊]

- 62%* Female
- 37%* Male
- 1%* Not Specified



Senior Management^{◊†}

- 57% Male
- 43% Female

[◊]As self-disclosed by employees

^{*}See the Report of Independent Accountants

[†]As of January 31, 2021

Metric Description	Definition of Metric and Assessment Criteria	Metric Quantity
Percentage rough diamonds traceable to the mine or source	The weight in carats, expressed as a percentage, of rough diamonds received by Tiffany & Co. which were purchased directly from a supplier that sources from one mine or from a supplier that sources from multiple known mines, but is not traceable to a specific mine, during the period January 1, 2020 to December 31, 2020 via Laurelton Diamonds In Botswana, and February 1, 2020 to January 31, 2021 via Laurelton Diamonds In Belgium, as indicated by either (1) the contractual terms with the supplier, which require the diamonds to be purchased from a specific mine(s), or if unavailable (2) the details listed on the invoice received, or if unavailable (3) information available on the specific supplier's website with respect to mining location in the purchasing year.	100%
Economic beneficiation – Botswana	The U.S. dollar equivalent of beneficiation paid during the period January 1, 2020 to December 31, 2020 by Tiffany & Co. in Botswana (a diamond-producing country whose government requires beneficiation). This amount includes payments to domestic suppliers for rough diamonds, local partner fees, materials and services, income taxes and payroll, benefit costs taxes, community donations, training and development related to the Laurelton Diamonds facility and local employees.	\$43,922,286
Generation diversity	The diversity of the global workforce, including temporary and seasonal employees, according to date of birth as self-reported and recorded in the Company's Human Resources systems as of January 31, 2021.	Born 1964 and Prior – 9% Born 1965–1980 – 27% Born 1981–1996 – 54% Born 1997–Present – 10% No Birthdate Listed – 0%
Generation diversity by management level	The diversity of the global workforce, including temporary and seasonal employees, according to the gender as self-reported and recorded, and management level as recorded in the Company's Human Resources systems as of January 31, 2021.	<u>Global Workforce</u> Female – 70% Male – 29 % Not Specified – 1% <u>Manager and Above</u> Female – 62% Male – 37% Not Specified – 1% <u>Vice President and Above</u> Female – 45% Male – 55% Not Specified – 0%

TIFFANY & CO.

TIFFANY & CO. SUPPLIER CODE OF CONDUCT

At Tiffany & Co., we pride ourselves on honesty, integrity and excellence. We hold our Suppliers to the same high standards to which we hold ourselves. Our customers and stakeholders demand no less.

Tiffany & Co. and its subsidiaries and affiliates (collectively, “Tiffany”) therefore require that our Suppliers share our commitment to human rights, fair and safe labor practices, environmental protection and ethical business conduct. We expect our Suppliers to fully comply with all applicable laws, rules and regulations. We also expect Suppliers to go beyond legal compliance and strive to meet internationally recognized standards for the advancement of human rights, business ethics, and social and environmental responsibility. Suppliers are encouraged to align with *International Labor Organization (“ILO”)* conventions and the *United Nations Global Compact, Guiding Principles on Business and Human Rights* and *Sustainable Development Goals*, and work conscientiously to operate within these frameworks.

This Code of Conduct sets out general principles and requirements applicable to all Tiffany Suppliers. Additional descriptions regarding these requirements for manufacturing and supply chain partners can be found in the [Tiffany Supplier Code Guidance](#).

REQUIREMENTS FOR ALL SUPPLIERS

Legal Compliance

Suppliers shall comply with and have a process to identify, monitor and understand all applicable laws, rules and regulations, including those concerning labor, health and safety, human rights, environmental protection and corruption and bribery. In the event this Code of Conduct differs or conflicts with local law, the higher standard shall prevail.

Business Integrity

The highest standards of integrity must be upheld in all business interactions. Suppliers shall conduct business ethically and all business dealings must be transparent and accurately reflected on their business books and records. Suppliers shall have a policy mandating business integrity.

Anti-Corruption and Bribery and Financial Offenses

Suppliers shall not engage in any form of corrupt practices, including bribery, extortion, embezzlement, fraud, money laundering or any business related to terrorist or armed activity. Suppliers shall not violate or cause Tiffany to violate the United States Foreign Corrupt Practices Act or any other applicable anti-corruption or bribery laws. Monitoring and enforcement procedures shall be implemented to ensure compliance with applicable anti-corruption and bribery laws.

Voluntary Employment

All workers shall be free to leave their employment without threat or coercion. Suppliers shall not employ forced, indentured, debt-bonded or convict labor, nor use any practice to coerce the continued employment of any person, such as requiring employees to pay recruitment commissions or withholding any personal or travel documents. Suppliers shall monitor relationships with recruitment agencies or contracted labor for risk of human trafficking and compliance with applicable anti-slavery laws.

TIFFANY & CO. SUPPLIER CODE OF CONDUCT

Child Labor

Suppliers shall not employ any persons under the age of 15, the age for completing compulsory education, the legal minimum age for employment in the country, or the minimum age permitted under ILO conventions, whichever standard is greatest.

Juvenile Workers

Suppliers shall ensure any young workers (those between the minimum age described above and 18 years old) are employed under well-defined circumstances, such as vocational training programs, that are not harmful to the health, safety or morals of young workers and that comply with applicable laws.

Working Hours

Suppliers shall comply with local laws and seek to align with ILO conventions intended to ensure employees do not work excessive hours per week. At a minimum, both regular and overtime hours must be taken into account, and all employees must be allowed one day off in seven. Suppliers shall keep accurate and transparent records of working hours at all times.

Wages and Benefits

Suppliers are encouraged to provide a level of compensation for a regular work week that is sufficient to meet basic needs and provide discretionary income. At a minimum, Suppliers shall comply with applicable law in the payment of wages and overtime pay and the provision of benefits, including holidays, leaves and statutory severance. Suppliers shall provide wage statements to employees for each pay period. Employees must be compensated for overtime hours at the rate legally required by local law or, where such laws do not exist, overtime should be at least 125% of the regular hourly compensation rate in accordance with ILO conventions.

Fair and Equal Treatment

Suppliers shall not use corporal punishment, threats of violence or other forms of mental or physical coercion. Sexual harassment of workers shall not be tolerated. There will be no discrimination in any part of the employment relationship on the grounds of race, religion or belief, political opinion, membership in worker organizations, age, national origin, sexual orientation, gender, marital status, parental status, disability, social group or ethnic origin, veteran's status or any other basis specified by law.

Freedom of Association

Suppliers shall recognize and respect the right of employees to freedom of association and collective bargaining. Where laws prohibit these freedoms, Suppliers shall allow the development of parallel means for independent and free association and bargaining.

Grievance Mechanisms and Remedy

Suppliers shall maintain grievance mechanisms to respond to concerns and complaints that ensure effective, timely, respectful and transparent communication among workers, their representatives, management and the community.

Health and Safety

Suppliers shall provide a safe and healthy work environment and fully comply with all applicable safety laws, regulations and industry standards. Suppliers shall regularly assess the workplace for hazards and implement appropriate programs and engineering controls to minimize the risks of work-related accidents. Suppliers will strive to continually improve the effectiveness of their health and safety programs and seek to implement best practices in their industries.

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Environment

Suppliers shall meet or exceed all environmental laws and regulations, and strive to meet or exceed the standards of international environmental treaties and best practices in their industries. Suppliers shall identify environmental risks and impacts, as well as opportunities for improving environmental performance. Suppliers shall implement and regularly review controls to mitigate identified environmental risks and minimize environmental impacts, including resource use, discharges, emissions and waste disposal, and take a proactive approach to monitoring and collecting data on these topics. Supplier operations and sourcing practices should strive to place special emphasis on the mitigation of climate change and the preservation and rehabilitation of biodiversity and ecosystems.

Host Communities

Suppliers are encouraged to proactively engage with and support development in the communities where their operations and supply chains are located, and to employ, procure and build within those communities.

Security

Suppliers shall ensure the safety and security of all workers and visitors. Suppliers shall assess security risks and establish measures to prevent product or intellectual property theft, unauthorized access to or loss of employee or customer personal information, and loss, damage or substitution of product while on site, off site or in transit. Suppliers shall take steps to ensure that human rights are protected in all aspects of its security operations, including in interactions among security personnel, workers and visitors. Suppliers are encouraged to align with the *Voluntary Principles on Security and Human Rights* where applicable.

Traceability and Due Diligence

Manufacturing and supply chain partners are encouraged to meet the standards of the OECD Due Diligence guidance and achieve full traceability throughout their supply chains. They shall also follow Tiffany's supply chain policies and requirements.

APPLICATION AND COMPLIANCE

Suppliers are responsible for ensuring that this Code of Conduct is understood and followed throughout their operations. Accordingly, Suppliers must share this Code of Conduct with all workers in their local language. Suppliers are also responsible for ensuring that any approved subcontractors involved in providing goods or services to Tiffany understand and comply with this Code of Conduct.

Suppliers are expected to self-monitor in line with this Code of Conduct. Suppliers must also permit Tiffany or its agents to audit or inspect their facilities to verify compliance. During such visits, which may be scheduled or unscheduled, all workers must be free to communicate outside the presence of management and without the threat of reprisal.

Tiffany seeks to work collaboratively with its Suppliers towards continuous improvement in responsible business practices. However, we reserve the right to cancel outstanding purchase contracts, suspend future purchase contracts or terminate our relationship with a Supplier where circumstances demand.

For more information about Tiffany's sustainability practices, please visit Tiffany.com/Sustainability. © 2019 Tiffany and Company. All rights reserved.