

United Nations Global Compact: Communication on Progress 2021

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 anticorruption. 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 113 in the 2021 Sustainability Report for links to our key policies. Within the Company, we prioritize diversity, equity and inclusion by welcoming the unique identities, expressions, ideas, abilities and cultures from our employees around the world. The Company’s Social and Environmental Accountability Program evaluates suppliers to better protect human rights in our supply chain. 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 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 and page 113 in the 2021 Sustainability Report for links to our key policies. Through its Social and 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. Additionally, Tiffany & Co. supports the strengthening of industry-wide labor standards beyond our immediate operations. For more information, please see 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.	

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. 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 circularity. These commitments go beyond our core operations in an effort to better understand and mitigate environmental challenges throughout our supply chain. The Company promotes environmental responsibility by leveraging the Tiffany & Co. 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 Forest Stewardship Council®-certified paper to reducing our greenhouse gas emissions. For more information, please see the “Tiffany & Co. 2025 Sustainability Goals” and “Tiffany & Co. Responsible Purchasing Policy.”
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 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 and 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 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.”



Tiffany & Co. is committed to the dignity and well-being of our people, including employees, clients, suppliers and communities.

We believe that inclusiveness should never be a luxury.

We support our employees' career development and growth.

We strive to ensure comprehensive benefits and evolve our compensation programs and policies with the growing needs of our diverse employee base.

Advancing Our Commitments: 2021 Highlights

Tiffany & Co.'s institutional commitments reflect our pledge to operate our business responsibly, including to and with our people.

Furthering Women's Empowerment

Tiffany & Co. is proud to champion women as clients, employees and leaders in our Company. We strive to advance the representation of women throughout our Company and continue embedding respect for gender equality and equity through our policies and commitments.

Tiffany & Co. was named in Seramount's 2021 ranking of the Top 100 Companies for Executive Women, which celebrates companies that champion women's advancement through best practices that propel women to the top. We are proud to achieve this recognition of our progress in closing the gender gap, marking our first-ever appearance in this prestigious ranking.



Black in Fashion Council

We seek opportunities to set a strong foundation of support for our Black, Indigenous and People of Color (BIPOC) communities; and in 2020, Tiffany & Co. pledged our commitment to work with the Black in Fashion Council (BIFC) over the next three years in its mission to represent and secure the advancement of Black individuals in the fashion and beauty industry. In 2021, we continued our membership and support for BIFC initiatives, and participated in benchmarking on corporate policies and practices on the inclusivity of Black employees through BIFC's inaugural Corporate Equality Index in partnership with the Human Rights Campaign.



LGBTQIA+ Equality

Tiffany & Co. celebrates love in all its forms, and we are committed to advocating for equality for all.

We believe in fostering a diverse, engaging and inclusive work environment for LGBTQIA+ employees. As the first luxury jeweler to feature a same-sex couple in our advertising, we are proud of our long-standing support for LGBTQIA+ equality.

We champion LGBTQIA+ equality today through recruiting outreach, employee training and benefits and expanded representation of relationships in our marketing materials and advertisements.

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 in the United States. Every year since 2018, Tiffany & Co. has been designated one of the Best Places to Work for LGBTQIA+ Equality by the Human Rights Campaign Foundation (HRC). In April 2021, Tiffany & Co. took this a step further and joined the HRC's Business Coalition to pass the Equality Act, a group of leading U.S. employers

that support federal legislation that would provide the same basic protections to LGBTQIA+ people as are provided to other protected groups under federal law.

In 2019, we signed the Open to All Pledge, committing to maintain a welcoming and safe environment for all people—including our employees, visitors, suppliers 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 experience an inclusive store environment.

In 2021, Tiffany & Co. launched the Charles Tiffany Setting, a new line of engagement rings for men, signaling a bold new era of love and equality. The design honors Tiffany & Co.'s long-standing legacy in love and inclusivity, ushering in new practices for companions to mark their unyielding bonds.





Credit: © Estate of Jean-Michel Basquiat. Licensed by Artestar, New York

Tiffany & Co. About Love Scholarship

In collaboration with the Carters, Tiffany & Co. partnered with BeyGOOD and the Shawn Carter Foundation to create the Tiffany & Co. About Love Scholarship Program. Tiffany & Co. pledged USD \$2 million in scholarship funding for students in the arts and creative fields at Historically Black Colleges and Universities (HBCUs). The Tiffany & Co. About Love Scholarship will be awarded to five small private schools, as well as select state schools: Lincoln University in Pennsylvania, Norfolk State University in Virginia, Bennett College in North Carolina, University of Arkansas at Pine Bluff and Central State University in Ohio.

The Tiffany & Co. About Love Scholarship came to fruition as a part of the [About Love campaign](#), featuring powerhouse couple Beyoncé and JAY-Z. Synonymous with the world's greatest love stories since 1837, Tiffany & Co.'s debut of the campaign marked the latest evolution of Tiffany & Co.'s new creative direction. The campaign was the result of a close collaboration and a shared vision between both the Carters and Tiffany & Co.

USD \$2 million

pledged in scholarship funding

Diversity, Equity and Inclusion

At Tiffany & Co., we endeavor to drive diversity, equity and inclusion (DEI) in all its forms to fully leverage the power of all our people—employees, clients and communities—to make Tiffany & Co. the most inclusive luxury brand.

The Tiffany & Co. DEI Strategy spans three key pillars:



Talent



Culture



Brand



Talent

Through our talent pillar, we aim to advance diversity, equity and inclusion (DEI) initiatives for the benefit of our business, our clients and our communities.

In 2021, Tiffany & Co. continued to prioritize DEI throughout our Talent Acquisition, Management and Development programs and processes, identifying opportunities to increase diversity not only in hiring, but in areas of employee retention and promotion. Tiffany & Co. drove further accountability in our Diversity, Equity and Inclusion Leader Action Plans, with the development of new tools and resources for leaders to deliver on DEI within their business units.

We successfully launched an Interview Brilliance pilot program, designed to develop company-wide standards for inclusive hiring practices. The Interview Brilliance

program helps integrate diverse candidate slates, interview panels and teams throughout Tiffany & Co. on a global scale. This program is designed to train everyone involved in the recruiting and interview processes, including hiring managers, interviewers and recruiters, in inclusive hiring practices by reinforcing mitigating strategies related to unconscious bias, and creating a positive hiring experience that reflects a culture of equity and inclusion. The Interview Brilliance Program is an important piece of DEI strategy in Talent Acquisition, which includes diversity outreach partnerships with HBCU First, La Nueva Link, ABILITY Job Fair and various diversity programs at several universities.





Culture

Through our culture pillar, we are working to cultivate an inclusive workplace where employees feel valued and leaders demonstrate and model inclusive behaviors.

Throughout 2021, Tiffany & Co. continued to expand upon and leverage our Employee Resource Groups (ERGs), harnessing diverse voices from our community for increased input into our business practices and the products we create. We continued to expand Tiffany & Co.'s ERG program, including participation in LVMH ERGs. We now have more than 100 ERG leaders with over 1,000 members, taking part in over 75 organized events and initiatives for community building and open dialogue per year.

In 2021, we built and disseminated resources on social justice and heritage month celebrations throughout the calendar year, including Black History Month and Women's History Month, encouraging awareness and open dialogue to highlight a variety of perspectives. In 2022, Tiffany & Co. added two floating holidays, Juneteenth and a Culture Day, in support of our continued efforts to build an inclusive workplace culture that honors the diversity of our talent.

Brand

Tiffany & Co.'s brand pillar advances our work to be recognized as the most inclusive luxury brand by implementing successful diversity, equity and inclusion practices that grow our business.

In 2021, we saw the successful launch of our [About Love campaign](#) in partnership with Beyoncé and JAY-Z, capturing the beauty of love through time and all its dimensions. Following the launch, we announced the Tiffany & Co. About Love Scholarship Program, pledging USD \$2 million in scholarship funding for students in the arts and creative fields at Historically Black Colleges and Universities (HBCUs).

In 2021, Tiffany & Co. proudly stood for the equal right to vote by signing the **Business Letter to Congress in Support of Voting Rights** to support the passage of the [John Lewis Voting Rights Advancement Act](#), named in honor of the late civil rights icon. This bill aims to combat racial discrimination to ensure every American can exercise their right to vote by restoring and strengthening the

protections of the Voting Rights Act of 1965.

Tiffany & Co. is also a member of [Time to Vote](#) and we provide U.S. employees with up to four hours paid time off to vote.

In 2022, Tiffany & Co. plans to launch a social impact platform designed to advance opportunities for historically underrepresented communities in the fine jewelry and creative fields.

This comprehensive, multi-pronged strategy is designed to further embed diversity, equity and inclusion into Tiffany & Co., our work, our employee community and our product offerings. This strategy is critical to advancing our goal of becoming an employer of choice, recognized as the most inclusive luxury brand by 2025.



Inclusive Client Experience

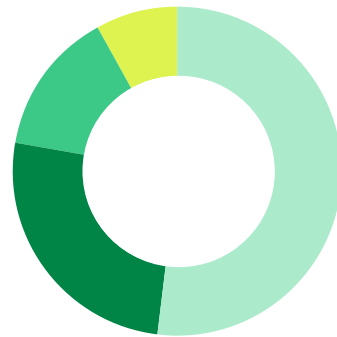
In 2021 we furthered our goal of embedding inclusivity throughout our client experience. Our marketing activities and product design process reflect the systemic integration of inclusive practices to continue to reflect the diversity of our clients. In 2021, we launched the [Charles Tiffany Setting](#), a collection of new engagement rings designed to reflect and celebrate today's modern love in all its forms.



DEI Representation

At Tiffany & Co., we continue to expand our diverse workforce and other diversity, equity and inclusion (DEI) initiatives to deliver for our business, our clients and our communities. We capture data to drive progress toward our goal of being an employer of choice, recognized as the most inclusive luxury brand by 2025, with a diverse and highly engaged workforce empowered by an innovative workplace culture. We find value in the intersectionality of diversity; that difference makes our workforce stronger.

Generation Diversity[♦]



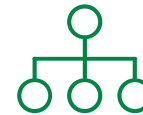
- 52%* Born 1981-1996
- 26%* Born 1965-1980
- 14%* Born 1997-Present
- 8%* Born 1964 and Prior

U.S. Gender Equality

As of December 31, 2021:



**Women
comprise
71%***
of our workforce



63%*
of managers and
above are women

[♦]As self-disclosed by employees.

*See the Independent Accountants' Review Report, beginning on page 101.

Gender Diversity

Global Workforce[◇]



71%* Female
29%* Male

Managers and Above[◇]



63%* Female
37%* Male

Vice President and Above[◇]



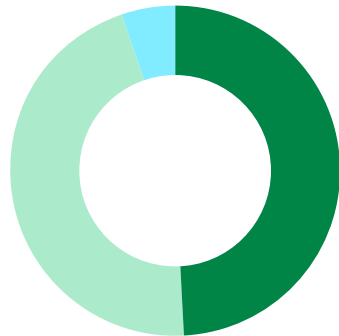
49%* Female
51%* Male

We continue to strive for approximately equal gender representation among our vice presidents and above, with **49%* of Vice President and above** roles currently held by women.

[◇]As self-disclosed by employees.
^{*}See the Independent Accountants' Review Report, beginning on page 101.

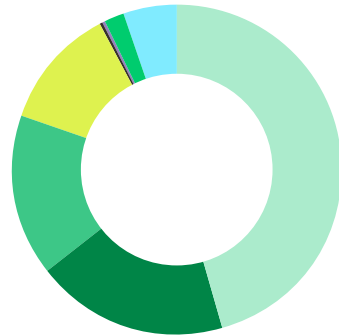
U.S. Ethnic Diversity

U.S. Employee Ethnic Diversity (Aggregated) [◇]



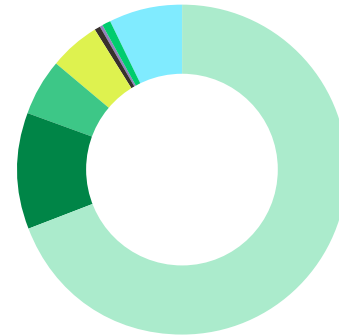
- 49.2% Total Persons of Color
- 45.7% White
- 5.1% Not Specified

U.S. Employee Ethnic Diversity [◇]



- 45.7%* White
- 19%* Hispanic or Latino
- 15.8%* Asian
- 11.8%* Black or African-American
- 0.5%* Native Hawaiian or Other Pacific Islander
- 0.2%* American Indian or Alaska Native
- 1.9%* Two or More Races
- 5.1%* Not Specified

U.S. Management Ethnic Diversity (Aggregated) ^{◇†}



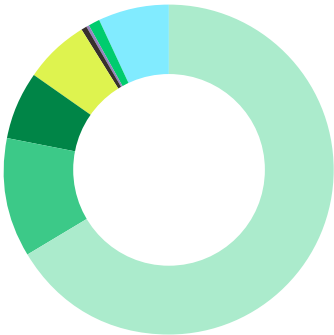
- 69.3%* White
- 11.4%* Asian
- 5.5%* Hispanic or Latino
- 5.1%* Black or African-American
- 0.5%* Native Hawaiian or Other Pacific Islander
- 0.1%* American Indian or Alaska Native
- 0.9%* Two or More Races
- 7.2%* Not Specified

In pursuit of our goal of achieving a company-wide Inclusion Index score of 85% by 2024, we are launching foundational tools and messaging on DEI.

[◇]As self-disclosed by employees.
[†]See the Independent Accountants' Review Report, beginning on page 101.
[†]In line with Tiffany & Co.'s 2025 Sustainability Goals, "management" is defined as Manager, Director and Senior Director, and Vice President and above. See breakdown by management level on the next page.

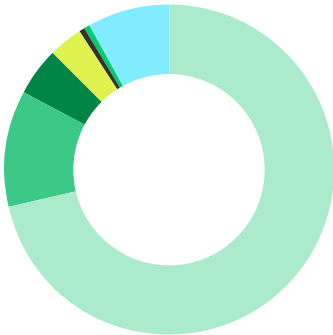
U.S. Ethnic Diversity

U.S. Manager Ethnic Diversity[♦]



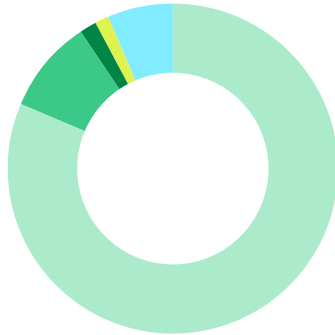
- 66.5% White
- 11.7% Asian
- 6.5% Hispanic or Latino
- 6.6% Black or African-American
- 0.6% Native Hawaiian or Other Pacific Islander
- 0.2% American Indian or Alaska Native
- 1.2% Two or More Races
- 6.8% Not Specified

U.S. Director and Senior Director Ethnic Diversity[♦]



- 71.2% White
- 11.4% Asian
- 4.7% Hispanic or Latino
- 3.7% Black or African-American
- 0.3% Native Hawaiian or Other Pacific Islander
- 0.7% Two or More Races
- 8% Not Specified

U.S. Vice President and Above Ethnic Diversity[♦]



- 81.2% White
- 9.4% Asian
- 1.6% Hispanic or Latino
- 1.6% Black or African-American
- 6.2% Not Specified

[♦]As self-disclosed by employees.



Employee DEI Commitments and Training

We recognize that achieving our diversity, equity, and inclusions (DEI) goals requires ongoing commitment and continuous learning at all levels throughout our Company.

Tiffany & Co. continues to highlight each employee's unique role in reaching our collective goal of a more inclusive workplace.

Beginning in 2021, all managers and above made commitments to incorporate DEI practices that were unique to their specific role, with that commitment being evaluated as part of their annual performance reviews. Looking ahead, we plan to include these commitments in the performance process for all employees, at every level.

In line with Tiffany & Co.'s sustainability goals, 46% of all employees completed unconscious bias awareness training by the end of 2021. We expect this number will continue to increase as we expand bias mitigation and awareness training offerings and further integrate them into all global learning and development opportunities. As more and more of our employees participate in these sessions, we move closer to our goal of becoming more inclusive.

Recognizing that DEI is the responsibility of all employees, in 2021 Tiffany & Co. engaged global nonprofit Catalyst to host MARC (Men Advocating Real Change) sessions for our IT, Finance and Distribution departments, where our

employees could explore how men can be advocates and partners for gender equality.

As we look forward, our offerings to support ongoing learning in DEI will continue to expand through focused programming and dedicated offerings focused on Accelerating Inclusion at Tiffany & Co., including Navigating Microaggressions, Fostering Inclusive Teams and Inclusive Decision-making.

Through these training initiatives and commitments, Tiffany & Co. is focused on building content to accelerate inclusion, leveraging multiple perspectives and diversity of thought to drive the business forward.

46%
of all employees
completed unconscious
bias awareness training



Growth and Engagement

At Tiffany & Co., we believe our employees are our greatest strength, and we strive to build a culture of growth and continuous learning. We are committed to career development, leadership, communication and engagement in a way that creates space for diverse opinions and perspectives throughout our Company.

Tiffany & Co. adheres to a “Leaders at All Levels” philosophy. This philosophy is grounded in the perspective of leadership as a mindset and providing self-nominated opportunities for leadership development to all employees regardless of role, function or tenure.

In line with our 2025 Sustainability Goals, approximately 25% of Tiffany & Co. employees participated in growth and development opportunities in 2021. These included programs such as the NextGen Leadership Program, The Connections Program, Inclusive Decision-making and High-impact Coaching and Feedback, which was rolled out in 2021.

In 2021, approximately 38% of managers and above participated in leadership development opportunities. All managers participated in offerings on safety and key business policies.

Leadership Programs



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 leadership programs hosted on our Tiffany & Co.-created corporate university platform, TiffanyU. Launched in 2020, this platform has enabled the Company to pivot to virtual learning, equitably expanding access to all Tiffany & Co. employees when, where and how they need it.

The global TiffanyU 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. In 2021, we expanded TiffanyU offerings to include learnings on microaggressions as well as inclusive decision-making.

In 2021, we also saw an increase in the amount of traffic generated by TiffanyU, with 69% of our total population active on the platform.

The NextGen Leadership Development Program helped anchor Tiffany & Co. management (including employees serving as managers through Senior Directors) in our diversity, equity and inclusion practices throughout 2021. This helped to build agility in our leaders to inspire their teams to succeed.

TiffanyU Engagement

206,233 total site visits

8,086 unique viewers

1,036 users completed our Leadership Foundations program

Tiffany & Co.'s leadership programs are a demonstration of our commitment to the growth and engagement of our employees. In 2021, Tiffany & Co. was selected as a recipient of the i4cp Next Practice Award, recognizing members who are leading the way in human resources, talent and workforce innovations.

Employee Resource Groups

Tiffany & Co. launched Employee Resource Groups (ERGs) in 2019, and, in a short time, they have gained momentum and made significant contributions to the business. Employee Resource Groups are voluntary, employee-led groups formed around aligned interests that provide employees with the opportunity to engage more deeply, learn from one another and share ideas openly to influence the business.

Tiffany & Co. Employee Resource Groups 2021



More than 100
ERG leaders



More than 1,000
ERG members



More than 75
events and initiatives
held globally



15% increase
members in Tiffany & Co.'s
global ERG program

The African Brilliance Collective (ABC)

The ABC identifies as a talented group of Black influencers and allies who look to positively shift and impact the culture at Tiffany & Co., resulting in community building, professional development and continuous bottom-line growth. In 2021, the ABC ERG led an ongoing mentorship program with the Lower Eastside Girls Club, whose mission is to support girls and gender-expansive youth of color in New York by leveraging their inner power to shape a better future.

LatinX

LatinX works to develop and nurture a multifaceted community with shared values that seeks to elevate and create awareness of the contributions of the Hispanic population within the Tiffany & Co. organization and beyond. The objective of the LatinX ERG is to foster opportunities for professional networking, promote cultural exchange, support the development of its members and advance the business and goals of Tiffany & Co. In 2021, the LatinX ERG partnered with global Tiffany & Co. human resource teams and La Nueva Link, a digital and in-person community for LatinX creatives and media professionals, to start building a LatinX talent pipeline for the creative fields.

LGBTQIA+

LGBTQIA+ creates an inclusive space for Tiffany & Co. and members of the LGBTQIA+ community to foster a strong community that embraces and supports the diversity of the group's members, celebrates unique identities within

a safe space and amplifies voices/perspectives and shares stories to influence change. In 2021, the ERG took the "Stand for Love" campaign to the next level with an internal call to employees to record themselves expressing how they stood for love. Responses were published on Tiffany & Co.'s social media channels. The ERG also strengthened their partnerships with nonprofit organizations the Ali Forney Center and SAGE, collaborating through virtual events like "Black Trans Lives Matter" and "More Than Just Marriage."

InspirAsian ML

InspirAsian ML celebrates Asian heritage, embraces members' shared identity, and makes valuable contributions to the business. In 2021, the ERG hosted celebratory events for Lunar New Year, AAPI Heritage Month and Diwali. They also led crucial conversations at an Anti-Asian Racism Town Hall in March 2021, amidst rising hate crimes and violence experienced by AAPI communities.



Employee Resource Groups

Women and Allies

Women and Allies empowers women by cultivating a strong voice of female employees and allies. The ERG helps develop its community by organizing a supportive and encouraging network to strengthen women in all facets of their personal and professional lives. In 2021, Women and Allies launched a “Being Brilliant Together” conversation series highlighting influential women outside Tiffany & Co. The ERG also launched an internal mentorship program where women from across the organization can connect and share resources, knowledge and experience.

Women in Leadership

Women in Leadership aims to enhance women’s leadership to contribute to the development of Tiffany & Co. in Japan. The ERG promotes employee growth by creating opportunities where they can proactively participate in conversations about gender in business and learn from one another.

Women in Supply Chain

Women in Supply Chain empowers women by cultivating the strong voices of female employees and allies. The ERG develops its community by organizing a supportive and encouraging network to strengthen and advance women in Tiffany & Co.’s supply chain. The ERG focused on professional development in 2021, hosting a lunch-and-learn with executives in Global Marketing.

Working Parents

Working Parents aims to identify, review and propose solutions to issues related to parental responsibilities and obligations of employees. Members advocate for and provide a voice to working parents across Tiffany & Co., striving to create a balance between work and family responsibilities, recognizing that not every work circumstance or family is alike. In 2021, the ERG hosted important conversations on talking to children about racism and how to support children with the college admissions process. The ERG also helped to spearhead a new family support benefit for eligible full-time and part-time employees. In 2021, this included launching a new partnership to provide subsidized back-up care for family members through Bright Horizons.

ERG Advisory Council

Established in 2020, the **ERG Advisory Council** provides key critical feedback in our creative marketing and product strategy, offering diverse perspectives and helping us work towards our ongoing goal of embedding DEI in everything we do. In 2021, the ERG Advisory Council partnered with Tiffany & Co.’s marketing team to provide instrumental feedback on several campaigns and initiatives under development.

We’ve harnessed the power of our ERGs to benefit Tiffany & Co. as a whole in a number of key ways, including the hosting of safe-space conversations to help build a more inclusive workspace and holding informative town hall discussions, such as a Juneteenth Town Hall in 2021.



Employee-driven Philanthropy: Tiffany Cares

We are inspired by our employees’ generosity and the positive differences they make in their communities around the world. We also take pride in supporting the causes that are meaningful to them by encouraging their volunteer efforts and charitable contributions. Through Tiffany Cares, our employee-driven philanthropy program, Tiffany & Co. empowers our people to make a difference with a volunteer matching program, giving our talent the ability to contribute directly to the areas and causes that matter most to them.



In 2021, Tiffany & Co. finalized a planned expansion to Tiffany Cares: by the end 2022, Tiffany Cares will be available to regular full-time and part-time employees in Germany, Austria, the Czech Republic, Denmark, Sweden, France, Netherlands, Belgium, Switzerland, Italy, Spain, Saudi Arabia and the United Arab Emirates, in addition to those in the United States, Canada, United Kingdom, Ireland, Australia, New Zealand and Hong Kong.

For employees in the above countries, the Company matches donations (dollar for dollar) and donates USD \$20/hour for personal volunteer hours that employees contribute to eligible nonprofit organizations, up to a combined matching donation of USD \$1,000 per employee each calendar year. This marks a 100% increase in hourly donation matching in 2021, compared to 2020.

In October 2021, Tiffany & Co.’s IT department led the Company’s Tech Day of Pink celebration, an initiative dedicated to mobilizing the global tech community to help create a breast cancer-free world by supporting awareness, education and fundraising efforts. Employees raised over USD \$7,000 for the Breast Cancer Research Foundation.

We are proud when our employees contribute their time or resources to worthy causes, and we will continue to look for new ways to encourage and support Tiffany & Co. employees and departments that volunteer in their local communities.

Employee Donations

596

charities supported

632

employee donations



USD \$172,100

total value of Tiffany & Co. employee donation matching

Employee Volunteering

77

unique employee volunteer participants

1,648

total employee volunteer hours

41

total number of charities where employees volunteered



USD \$16,400

total value of Tiffany & Co. volunteer matching



Our Response to COVID-19

In responding to the COVID-19 pandemic, we worked to implement the highest standards to ensure the health, safety and well-being of the Tiffany & Co. workforce.

Throughout COVID-related closures, we provided TiffanyU content to employees in all markets, enabling them to pivot to virtual learning in response to pandemic restrictions. We emphasized transparency and connection among our employees. Beyond regularly sharing important Company updates, Tiffany & Co. employees received guidance on how to maintain wellness (including tools for coping) and information on how to take action through community giving and volunteering.

As the COVID-19 pandemic rapidly spread around the globe, we felt a responsibility to respond to the urgent needs of our greater community. Between July 1 and August 31, 2020, we donated 100% of our profits from the sale of our Tiffany Infinity collection to the global humanitarian organization CARE, to help address financial resilience for vulnerable communities affected by COVID-19, particularly women and people of color. Through this Infinite Strength campaign, Tiffany & Co. donated over USD \$3.8 million, nearly doubling our minimum commitment of USD \$2 million.

CARE's impacts from the Infinite Strength campaign were felt throughout 2021. The campaign helped CARE in reaching 225,000 people in 16 countries, with a focus

on advancing women's economic stability by providing emergency food and cash, livelihood training and health and hygiene programs, helping women meet their immediate financial needs while building their resilience for the long term. CARE continues their important COVID-19 relief efforts by supplying clean water supplies, hygiene kits, nutritious food and more, to vulnerable communities across 67 countries.

Tiffany & Co. continues to prioritize the health and safety of our employees, clients and suppliers. In 2021, Tiffany & Co. signed a CEO-level commitment to LVMH Health and Safety Standards, further demonstrating our Company's commitment to the highest standards of employee safety.

USD \$3.8 million

donated to CARE through the
Infinite Strength campaign



Our Approach to Human Rights

Tiffany & Co. has been vocal and proactive in doing its part to address human rights risks in the jewelry industry.

In 2020 we formalized our commitment through the Company's Human Rights Policy. Our policy, which aligns with the UN Guiding Principles (UNGPs) on Business and Human Rights as well as other international human rights laws and standards, outlines the key areas of potential human rights impacts across our business, as well as the Company's approach to stakeholder engagement, grievance mechanisms and governance.

This policy brings under one framework a number of our existing policies and procedures that have long been in place to protect and respect human rights across our operations and supply chain, including our Business Conduct Policy, Supplier Code of Conduct, Statement on Supply Chain Transparency, Conflict Minerals Policy and Human Resources Policies.

Because we operate our own diamond cutting and polishing and jewelry manufacturing facilities, we are able to foster safe and healthy working environments for our manufacturing employees and help uphold high standards to prevent child labor and other human rights abuses. We also seek to hire our international manufacturing workforce primarily from local communities, provide those employees with skill-building training and pay them a living wage in developing countries. We believe these efforts will positively contribute to the well-being of not only our employees but also their communities.

Pay, Benefits and Well-being

We work to ensure comprehensive benefits for our diverse employee base and have endeavored to pay a living wage to employees at our manufacturing facilities in developing countries for over a decade.

To create a more inclusive workplace, our 2025 Sustainability Goals include continuing to analyze our benefits, compensation programs and policies, and evolving them where necessary to meet the fast-changing needs of our workforce around the world. We will also assess how we can further strengthen our commitment to providing a living wage to employees globally.

Parent and Caregiver Leave

We strive to create an inclusive workforce culture, including implementing policies and practices that reflect our employees' unique needs. 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.



Our Living Wage Program

For 15 years, we have worked with independent researchers to help develop a methodology for determining a location-specific living wage.

Historically, determining an appropriate living wage has been difficult because costs and cultural norms vary around the world. The Anker Methodology, which we helped pioneer with statistician Martha Anker and economist Richard Anker, measures the local cost of a basic decent standard of living. By paying a living wage according to this methodology, and adjusting it annually based on changes in the local cost of living, we aim to support our employees' full livelihoods.

Since piloting the Anker Methodology in our manufacturing facility in Vietnam, we have used this method to determine living wages for employees at our manufacturing facilities in Botswana, Mauritius, Cambodia and the Dominican Republic. We believe that paying a living wage benefits the lives of our employees, their families and their communities through, for example, improved housing, nutrition and transportation. Our living wage program covers all full-time regular employees at these locations.

We are pleased that the Anker Methodology is becoming the gold standard to measure living wage. Through the



Global Living Wage Coalition, several of the world's most influential sustainability standards organizations have joined together with the ISEAL Alliance to recognize this approach and implement it more broadly across various industries and countries.

Economic Beneficiation and Local Development

At Tiffany & Co., we believe it is important to hire and train from the local communities where we operate, helping individuals further develop skills while striving to improve local economies. As of the end of 2021, 99%* of our international manufacturing workforce was hired directly from the communities around our operations.

In 2021, Tiffany & Co. provided more than USD \$93 million* in economic beneficiation to Botswana.

99%*
of our manufacturing
workforce directly hired
from communities around
our operations as of 2021

*See the Independent Accountants' Review Report, beginning on page 101.

Metric Description	Definition of Metric and Assessment Criteria	Metric Quantity (2021)
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 December 31, 2021.	Born 1964 and Prior – 8% Born 1965-1980 – 26% Born 1981-1996 – 52% Born 1997-Present – 14% No Birthdate Listed – 0%
Gender 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 December 31, 2021.	Global Workforce Female – 71% Male – 29% Not Specified – 0% Manager and Above Female – 63% Male – 37% Not Specified – 0% Vice President and Above Female – 49% Male – 51% Not Specified – 0%
Ethnic diversity – United States	The diversity of the workforce, including temporary and seasonal employees, employed in the United States according to ethnicity as self-reported and recorded in the Company's Human Resources systems during the time period of October 1, 2021 to October 14, 2021.	American Indian or Alaska Native – 0.2% Asian – 15.8% Black or African-American – 11.8% Hispanic or Latinx – 19% Native Hawaiian or Other Pacific Islander – 0.5% White – 45.7% Two or More Races – 1.9% Not Specified – 5.1%
Local employee ratio	The diversity of the Laurelton global workforce, including temporary and seasonal employees, according to local or expatriate status as recorded in the Company's Human Resources records as of December 31, 2021.	Local Headcount – 99% Expatriate Headcount – 1%



We are committed to protecting the natural world by taking bold action on climate change and protecting the biodiversity of our planet.

Tiffany & Co. is taking bold action on climate change and conservation. Our key areas of focus are achieving net-zero emissions, designing and maintaining sustainable buildings and investing in sustainable and circular packaging—all while helping protect and sustain the rich biodiversity of our planet.

Tiffany & Co.'s work to protect the planet is guided by leading climate science. The latest climate report from the UN's Intergovernmental Panel on Climate Change—described by the UN as a “code red for humanity”—shows it is still possible to limit global temperature rise to 1.5° C and avoid the worst impacts of climate change, but it will require immediate and large-scale action. Tiffany & Co.

has responded to the [Science Based Targets initiative's \(SBTi\)](#) urgent call for corporate climate action by committing to the Net-Zero Standard, the most ambitious target option available through SBTi. We will invest in rapid and deep emission cuts in line with SBTi guidance by 2030 and reach net-zero by 2040. This is 10 years earlier than what is called for in the [Paris Agreement](#).

As part of our commitment to SBTi's Net-Zero Standard, Tiffany & Co. is joining the [United Nations Race to Zero campaign](#) and [SBTi's Business Ambition for 1.5° C](#).

Tiffany & Co. believes investing in climate requires investing in nature. We recognize that to effectively

address climate change, our net-zero goal must be supported by a commitment to biodiversity. Having drawn inspiration from the natural world since our inception, protecting biodiversity is especially important to Tiffany & Co. To complement these efforts, for over two decades, The Tiffany & Co. Foundation has engaged in philanthropic work that seeks to preserve landscapes, seascapes and the communities that rely on them.

Tiffany & Co. aims to continue providing transparency across our sustainability efforts as a part of the [GRI Content Index](#).

Achieving Net-zero Emissions

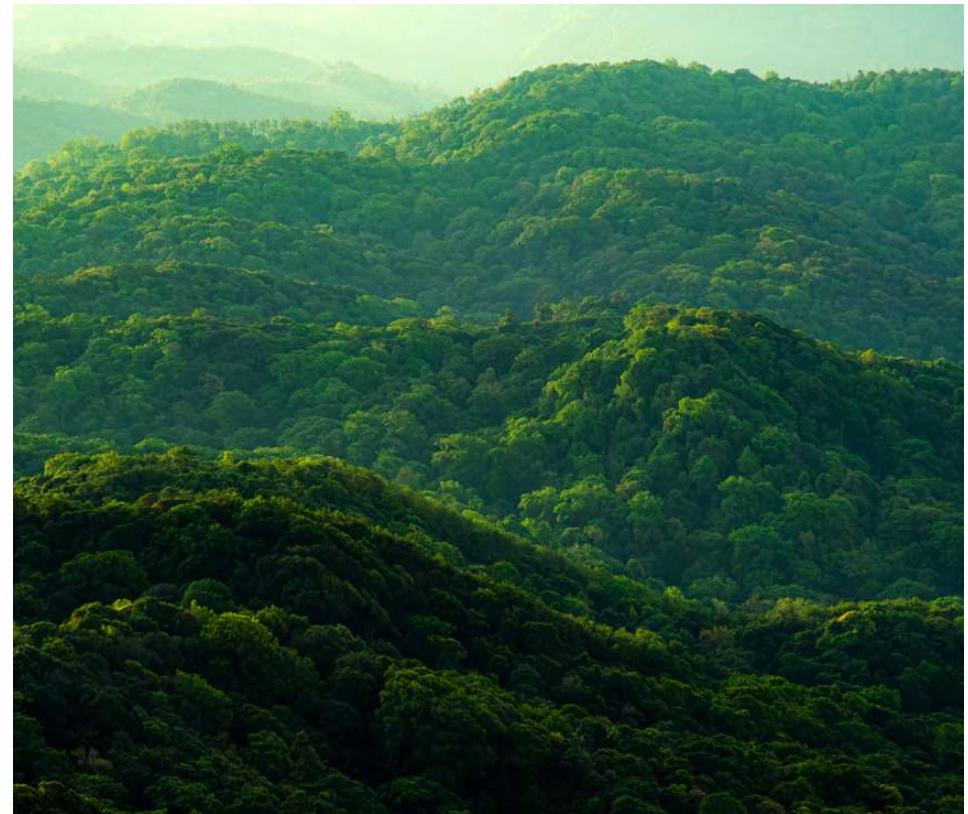
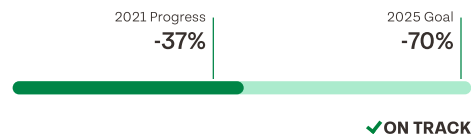
We remain committed to avoiding greenhouse gas emissions by using renewable electricity wherever possible throughout our business.

Tiffany & Co. has a long history of investing in a low-carbon future. We have been reducing emissions from our direct operations (Scope 1 and 2) and investing in carbon offsets equivalent to our remaining operational emissions since 2017. We have accomplished this through a variety of measures, with a focus on reducing our electricity use and associated emissions through operational efficiency initiatives. These initiatives directly impact how we operate our manufacturing operations, diamond cutting and polishing workshops, retail stores, offices and distribution facilities, enabling us to reduce emissions connected to our core business through high-impact facility improvements. Beyond electricity efficiency in our operations, we remain committed to avoiding GHG emissions by using renewable electricity wherever possible throughout our business.

We have already made significant progress on our existing goals to reduce Scope 1 and 2 emissions. In 2020,

we set a goal to achieve a 70% reduction in total Scope 1 and Scope 2 GHG emissions by 2025 compared to 2018 levels. This target was set after we surpassed our previous goal to reduce absolute emissions by 15% from 2013 levels by 2020, regardless of how our business grew.

In 2021, we reduced Scope 1 and 2 GHG emissions by **37%** and are on track towards our 2025 goal through a combination of energy-efficiency initiatives and renewable energy sourcing. As part of our commitment to SBTi, we are currently developing even more ambitious targets for our Scope 1 and 2 emissions.



Achieving Net-zero Emissions

We are on track towards another important 2025 goal to reduce the electricity intensity per square footage across our retail stores by 10% compared to 2018 levels.

At Tiffany & Co., we believe that a net-zero emissions future is not only possible—it is an urgent priority. That is why we are doubling down on our commitment to fight climate change and set robust targets in line with the latest climate science. In 2022, Tiffany & Co. has committed to setting near- and long-term company-wide emission

reductions in line with the SBTi Net-Zero Standard. We are currently developing a near-term science-based target to limit warming to 1.5° C and have committed to a long-term science-based target to achieve net-zero greenhouse gas emissions across Scope 1, 2 and 3 by 2040.

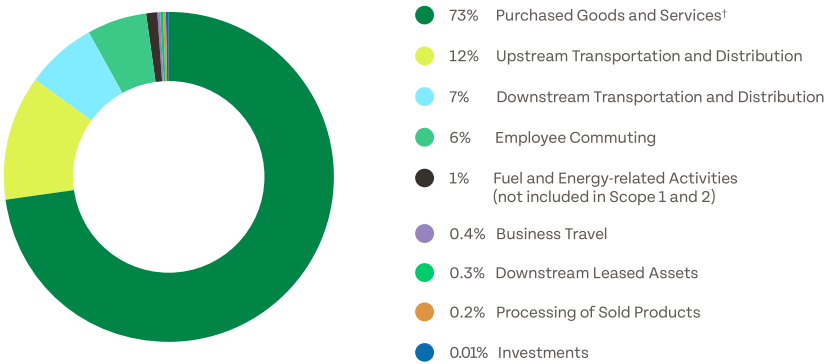
With approximately 95% of our carbon footprint in Scope 3 emissions, reaching our net-zero goal will require the engagement and decarbonization of our entire value chain. Guided by climate science and industry best practices,

we will focus on a variety of levers spanning our entire enterprise—from the raw materials we source to the manufacturing and transportation of our products, the operation of our retail stores and offices, and our employee travel. While we will prioritize deep and rapid emissions reductions within our value chain, we also believe nature-based solutions will play an important role in achieving our goals, and we will continue to build on our long history of protecting natural ecosystems to realize carbon reduction, biodiversity protection and community empowerment.

Tiffany & Co. approaches these targets with company-wide coordination in mind. We are engaging internal stakeholders and external partners in building a detailed roadmap with key performance indicators that will make a lasting difference to the future of our planet.

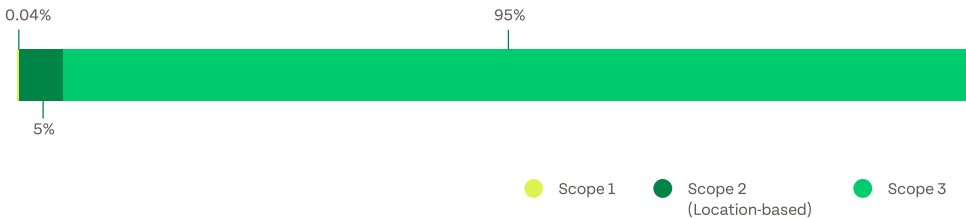
Beyond these ongoing efforts, we also continue to use our voice to advocate for responsible climate action throughout our supply chain and our industry as a whole.

Scope 3 Emissions by Category



†Both capital goods and waste generation in operation are included in the purchased goods and service category.

Scope 1, 2 and 3 Emissions





Prioritizing 100% Renewable Electricity

Prioritizing the use and generation of renewable electricity is a key, measurable component of our ongoing efforts to achieve net-zero emissions.

Tiffany & Co. continues to increase renewable electricity generation and purchases each year and is **actively working towards our goal of procuring 100% of our global electricity from renewable sources by 2030. We are on track to achieve this target. In 2021, 89%* of our global electricity use came from clean, renewable sources** including energy generated by solar panels at Tiffany & Co. locations and purchased renewable electricity credits.

2021 Progress	2025 Goal
89%*	100%

✓ ON TRACK

In 2022, we are adding over 250 additional solar panels to our facility in the Dominican Republic, expected to increase the on-site solar generation to 37% of the facility's electricity consumption. In Cambodia, we expect to complete a significant expansion in May 2022 that will more than double solar generation at the site and power approximately one-third of the building's energy needs.

As we evaluate opportunities to expand our renewable energy portfolio, we continue to seek options to install more on-site solar around the world. In addition to on-site solar at our operational facilities, Tiffany & Co. purchases renewable electricity credits equivalent to 100% of our electricity use in more than 25 countries where we operate, including the United States, Canada, China and much of Europe.

An important element of Tiffany & Co.'s commitment to renewable electricity is expanding our use of solar power. Starting with our first installation in 2006, Tiffany & Co. has now installed on-site solar at five locations globally: in the Dominican Republic, Cambodia, Rhode Island and two office and distribution facilities in New Jersey.

*See the Independent Accountants' Review Report, beginning on page 101.

Investing in Nature-based Solutions

Nature-based solutions are an integral part of Tiffany & Co.'s strategy to protect biodiversity, empower communities and reduce greenhouse gas emissions.

Beginning in 2017, we invested in an initiative to conserve and restore 4,000 square kilometers of critical ecosystems in Kenya's Chyulu Hills. Located between Amboseli and Tsavo National Parks, the Chyulu Hills are home to more than 140,000 Indigenous people who make their living through agriculture and livestock farming. The land also provides a critical habitat for endangered elephants and lions. By supporting Chyulu Hills Conservation Trust, our funds go beyond protecting the habitat. We also help uplift the community in a number of important ways, including supporting education systems, water infrastructure, improved access to local health services and ranger training to protect the region.

The Chyulu Hills Conservation Trust REDD+ project helps protect critical areas from deforestation and forest degradation, while helping Indigenous ecosystems to continue to thrive. REDD+ is a United Nations-envisioned climate change mitigation strategy to reduce CO₂ emissions and deliver significant benefits to local landowners and forest communities.

As Tiffany & Co. expands our investment in nature-based solutions over the coming years, we will continue to prioritize projects that protect and restore natural ecosystems, reduce carbon emissions and empower local communities.



4,000 km²

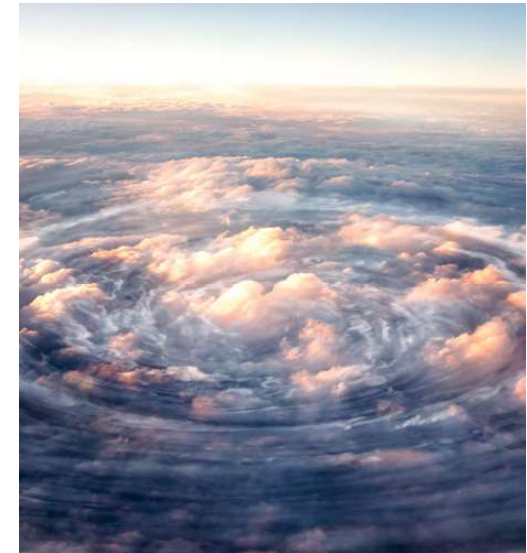
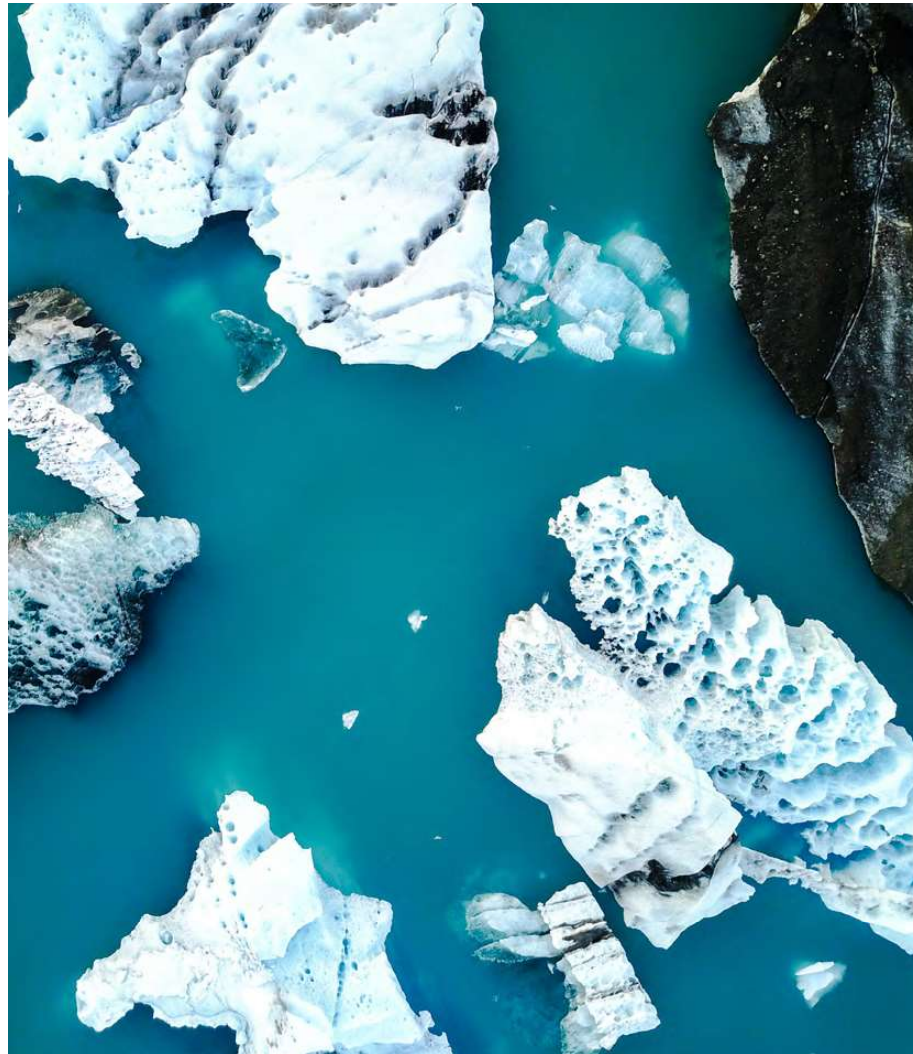
of Kenya's critical forest ecosystem, Chyulu Hills, benefited from our investment

Evaluating Climate Risk

In addition to reducing our greenhouse gas emissions, Tiffany & Co. is working to evaluate the risks climate change poses to our business. The effects of unmitigated climate change could lead to disruptions in our supply chain, manufacturing and distribution, material availability and more.

These evaluations contribute to our 2025 goal to identify key climate risks, analyze potential impacts, and incorporate preventative and responsive actions plans into relevant decision-making processes to improve our climate resilience.

We focus our risk assessments on key operational areas, including our physical assets, infrastructure, retail locations and our employees, as well as the potential supply chain impacts on the materials we need to conduct our business. Beginning in 2020 and continuing throughout 2021, we conducted an assessment of the physical climate risks to our facilities worldwide, including potential exposure to heat stress, flooding, hurricanes and cyclones, water stress and sea level rise in various climate scenarios. With thorough and thoughtful planning, we aim to increase our resilience and prepare for unpredictable climate changes that lie ahead.



Constructing and Retrofitting Sustainable Buildings

Tiffany & Co.'s efforts to construct and retrofit more sustainable buildings is an integral component of our goal to achieve net-zero emissions across our entire value chain by 2040.

Beginning in 2021, all key new construction, expansion, renovation and interior fit-outs are being designed for Leadership in Energy and Environmental Design (LEED) Silver certification or above. This is in line with our LEED Decision Tree, which addresses key criteria including leasing, square footage and renovation scope to determine the most impactful sites for pursuing LEED certification. As the most widely used green building rating system in the world, LEED provides a framework for healthy, efficient, carbon and cost-saving buildings. **Currently, 11% of our floor area (by square feet) is LEED Silver certified or above and we are on track to achieve our goal of having at least 30% of our floor area LEED Silver certified or above by 2025.**



We are driving progress on ambitious LEED targets through improvements and renovations to interior spaces around the globe. We took steps to convert the lighting in our retail stores and certain manufacturing and distribution facilities to more electricity-efficient LED lights, and we have installed electricity-efficient heating and cooling systems

wherever possible. To date, we have over 25 retail stores, offices and manufacturing locations with LEED Silver, Gold or Platinum certification, located in the United States, China and elsewhere.

In 2021, we piloted the LEED Volume program, which streamlines the process to certify multiple stores of a similar design standard. We completed the pilot in 2022, certifying our first LEED Volume store in Ningbo, China. We will focus on implementing the program globally to meet our goal of LEED certification for new construction, expansion, renovation and interior fit-outs. In 2021, we also continued exploring International Wellbeing Institute (IWBI) WELL certification in our physical locations. The WELL Building Standard offers a roadmap, grounded in medical research, for creating and certifying spaces that advance human health and well-being.

This is an integral milestone to our ultimate goal of having all retail, manufacturing, distribution, offices and other spaces in line with Tiffany & Co. Sustainable Building Fundamentals and Guidelines. These comprehensive guidelines include elements aligned to both LEED and WELL certifications and cover everything from materials used in building construction to efficient water and electricity use, ensuring our facilities are environmentally conscious and healthy for both the planet and our people.



More than 25 locations

with LEED Silver, Gold or Platinum Certification

Tiffany & Co. LEED-Certified Sites[†]

As of 2021, Tiffany & Co. has certified 28 sites, including retail stores, offices and manufacturing sites.



[†] Map not to scale.

Packaging and Circularity

Our 2025 Sustainability Goals include increased implementation of circular economy principles.



Tiffany & Co. has always believed in circular principles, as our jewelry is designed to be passed down from generation to generation, and conscious material use is core to how we operate. Our 2025 Sustainability Goals reflect this, including through increased implementation of circular economy principles to reduce materials use and key waste streams.

Tiffany & Co. embraces the circular principle of retaining maximum value, creating high-quality products intended for extended wear. They are inherently repairable, reusable and long-lasting. Tiffany & Co. completed 470,000 repairs on client-owned jewelry in 2021.

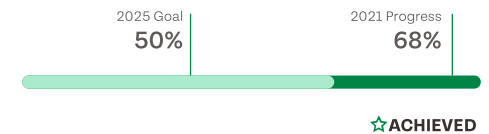
We reuse or recycle precious metals left over in the crafting process in future products. Further, we invest in high-quality raw materials, including sustainable and recycled raw materials, for both products and product packaging. Building on our increased recycled precious metals procurement in 2021, Tiffany & Co. will commit to using

100% recycled precious metals, starting in 2022. Moving to 100% of precious metals from recycled sources could significantly reduce the carbon emissions associated with our precious metal procurement by up to 90%[†] and advance our goal of achieving net-zero across all business operations by 2040.

Tiffany & Co. packaging is designed with longevity in mind, and clients often tell us they keep their Tiffany Blue Boxes long after purchase. Our signature blue bags are made with recycled content and are inherently recyclable. Tiffany & Co. is in the process of transitioning our plastic bubble wrap to sustainable alternatives, a significant step towards our goal to eliminate all single-use plastic by 2025.

In 2021, Tiffany & Co.'s iconic packaging of Blue Boxes and bags was made of 68% recycled content, achieving the packaging portion of our goal to use at least 50% of recycled content. Our consumer-facing corrugated cardboard was made of 100% recycled content in 2021,

achieving our goal to use at least 80% recycled content for corrugated cardboard by 2021.



Tiffany & Co.'s client-facing collateral was made of less than 1% recycled content in 2021. We have additional work to do to incorporate recycled content into Tiffany & Co.'s collateral in 2022 and beyond. We remain committed to sustainably sourcing 100% of our Blue Boxes, blue bags, marketing collateral and catalogues.

[†]Emission reduction calculation based on 2021 gold, silver and platinum procurement volumes. Calculation assumes 2022 procurement will be consistent with the 2021 volumes.

Wood and Paper Sourcing

We work to ensure our wood and paper are procured from sustainable sources.

To help stop deforestation, we work to ensure our wood and paper-based packaging, marketing collateral and catalogues are procured from sustainable sources to help protect biodiversity, water quality and the rights of local communities.

In 2004, Tiffany & Co. first began prioritizing wood and paper with environmental certifications from trusted external organizations, such as the Forest Stewardship Council® (FSC®).

In the years that followed, we sought to build on this work and create a more comprehensive set of sourcing guidelines, aligned to best practice. In 2017, we partnered with the Rainforest Alliance to develop

the Tiffany & Co. Sustainable Wood and Paper Sourcing Guidance, which uses “Best” and “Better” categories to help us measure our performance.

In 2021, **100%* of our catalogues and marketing collateral and 100%* of our Blue Boxes and bags were sustainably sourced.** Our Tiffany Blue Boxes and bags are also made with at least 50% recycled content. In addition, all of our corrugated cardboard was made with 100% recycled content.

Looking ahead, Tiffany & Co. is working to offer clients opportunities to reduce their environmental footprint through reduced packaging and smart shipping options.



*See the Independent Accountants' Review Report, beginning on page 101.

Sustainable Wood and Paper Sourcing: How we measure our performance

BEST

Forest Stewardship Council®-certified
The gold standard in responsible forest management and chain of custody. Independent, third-party certification assures protection of biodiversity, water quality and the rights of local communities.

 **100% Verified Recycled Content**

BETTER

Fiber from controlled sources
Supplier's content is third-party assessed to meet controlled wood standards as defined by FSC®, such as legal harvest and protection of high-conservation-value forests.

PEFC-Certified and GFR “Low Risk”
Product is certified to regional Programme for the Endorsement of Forest Certification (PEFC) standard assuring legality and chain of custody, and the Global Forest Registry (GFR) deems country of origin as “Low Risk” for conversion and high conservation values.


Content Originally Certified
Product was manufactured using content originally certified (per FSC® standards), but was not provided to Tiffany & Co. as certified by its direct supplier.

Reclaimed, Recycled or Repurposed
Reclaimed or repurposed wood and uncertified recycled paper. Excludes wood species protected by CITES or listed as Near Threatened or Threatened on the IUCN Red List.

 **100% Sustainably Sourced**
Catalogues and Collateral

 **100% Sustainably Sourced**
Consumer Packaging

Known and Legal

 GFR “Low Risk” for Legality
GFR deems country of origin as “low risk” for legality (e.g., United States)

 Verified Legal
Third-party verification assures legality (e.g., PEFC)



Protecting Biodiversity

Tiffany & Co. remains steadfast in our commitment to protect the world's beauty, nurture its people and conduct our business with care. Beyond striving to halt the detrimental effects of climate change and habitat loss, we endeavor to improve global conditions that allow the lush biodiversity of our planet to thrive into tomorrow. Several of Tiffany & Co.'s sustainability goals and initiatives support our biodiversity strategy. Through these actions, Tiffany & Co. aims to encourage habitat and species preservation and reduce land and water pollution.

Tiffany & Co. is building a comprehensive biodiversity strategy in line with the Science Based Targets for Nature framework and aligned with the following guiding principles:



Avoid and reduce
negative impacts
on biodiversity



Restore and regenerate
ecosystems within
our value chain



Transform and drive
system-wide change
beyond our value chain

Tiffany & Co.'s biodiversity strategy will build upon our commitment to achieve net-zero emissions by 2040 across our entire value chain, in line with the Science Based Targets initiative. We believe investing in nature is investing in climate. Nature-based solutions to reduce greenhouse gas emissions, protect biodiversity and empower communities are central to Tiffany & Co.'s net-zero goal.

At Tiffany & Co., we celebrate a legacy of business practices that have supported biodiversity, from **protecting vulnerable natural resources to rebuilding ecosystems to transforming supply chains.**

Additionally, The Tiffany & Co. Foundation supports organizations that remediate abandoned historical mining sites to clean up polluted landscapes and waterways, as well as organizations dedicated to ongoing marine and coral reef preservation. These efforts have resulted in the protection of 10 million acres of U.S. land, as well as Marine Protected Areas (MPAs) covering almost 11 million square kilometers of ocean.





Time Is of the Essence

In December 2021, Tiffany & Co. mobilized a significant USD \$6.5 million donation to support [The Nature Conservancy \(TNC\)](#). We are proud that TNC will deploy these resources to help conservation efforts in five key regions facing imminent threats to their biodiversity. Tiffany & Co. believes that in these communities and around the world, time is of the essence. The areas that will be supported include:

- Papua New Guinea's tropical rainforest and nearby marine areas, which make up nearly 10% of the earth's terrestrial biodiversity.
- Borneo's 54 million acres of intact rainforests and wildlife, including the endangered orangutan.
- The Caribbean's vibrant coral reefs and critically important marine life.
- Belize's Maya Forest, a global biodiversity hotspot, home to jaguars, howler monkeys and hundreds of bird species.
- Alaska's Tongass National Forest, part of the largest remaining coastal temperate rainforest on Earth.

The Bristol Bay Protection Pledge

Alaska's Bristol Bay, a beautiful landscape renowned for its economic, cultural and ecological value, is under threat.

The proposed Pebble Mine planned for Bristol Bay would siphon as much as 35 billion gallons of fresh water out of the headwaters of the bay every year. This would wipe out a critical salmon habitat and would likely facilitate the development of a much larger mining district, further endangering the world's largest wild sockeye salmon fishery.

In 2008, Tiffany & Co. signed the Bristol Bay Protection Pledge in opposition to the proposed Pebble Mine in Bristol Bay, Alaska—and we were one of the first jewelers to commit to our values in writing. In 2019, Tiffany & Co. leadership testified before the U.S. Congress and reiterated Tiffany & Co.'s long-standing opposition to the proposed Pebble Mine in an effort to preserve this precious ecosystem.

In September of 2021, the U.S. Environmental Protection Agency announced its intent for a “voluntary remand with vacatur” of the 2019 decision by the Trump administration to withdraw all proposed protections from Bristol Bay—meaning that the decision to withdraw protections will be overruled. This is an important step towards safeguarding Bristol Bay for the near future, as this remand would reinstate the 2014 Proposed Determination under section 404(c) of the Clean Water Act that would stop the Pebble Mine.



Supporting Abandoned Mine Reclamation

Although more than 150 years have passed since the U.S. gold rush, chemicals that leaked into the earth and water systems from an estimated 500,000 abandoned hard rock mines still threaten sensitive watersheds, ecosystems and native species. As a jeweler that sources precious metals primarily in the United States, we are concerned about the toxic legacy of mining in the American West and are working to address these impacts. Both Tiffany & Co. and The Tiffany & Co. Foundation continue to support programs for abandoned mine reclamation.

Beginning in 2003, The Tiffany & Co. Foundation's Responsible Mining program has awarded more than USD \$6.5 million to support nonprofit organizations that empower local communities and remediate land and watersheds affected by historic mining in the United States.

Since 2005, The Tiffany & Co. Foundation has supported Trout Unlimited's Abandoned Hard Rock Mine Restoration Program across the American West. The organization's model, which combines on-the-ground rehabilitation and community engagement, proves that it is possible to recover endangered and at-risk species, restoring entire ecosystems to their previous vibrancy. The Tiffany & Co. Foundation believes strongly not only in the value of replenishing the biodiversity of these beautiful ecosystems, but also in Trout Unlimited's

community-driven approach to education and collaboration, ensuring the long-term protection of the areas they help reclaim.

To further our support for abandoned mine reclamation outside the United States, The Tiffany & Co. Foundation was the founding supporter of [RESOLVE's Peace Diamonds Restoration Initiative](#). This program rehabilitates land degraded by artisanal and small-scale diamond mining in developing economy countries and addresses problems associated with abandoned, water-filled pits and depleted soil resulting from former artisanal diamond mining. The initiative has launched in Africa, starting in Sierra Leone, which emerged from a history of armed conflict in which diamonds played a role.

In addition to our support in Africa, The Tiffany & Co. Foundation's global mine reclamation efforts include support for Pure Earth, an organization that conducts community-led reforestation in the Peruvian Amazon rainforest degraded by artisanal gold mining in Madre de Dios, one of the most biodiverse regions in the world. The Tiffany & Co. Foundation has provided a grant to Pure Earth to support remediation initiatives and training of mining communities in more sustainable mercury-free gold mining practices.



USD \$6.5 million

awarded to nonprofit organizations that remediate land and watersheds since 2003



USD \$5 million

awarded to Trout Unlimited since 2005

Supporting Abandoned Mine Reclamation

Both Tiffany & Co. and The Tiffany & Co. Foundation continue to support programs for abandoned mine reclamation.

Outside of these important efforts by The Tiffany & Co. Foundation, Tiffany & Co. also supports the reclamation of abandoned mines through our purchasing and strategic partnerships.

In 2018, Tiffany & Co. provided seed funding for the [Salmon Gold](#) pilot project, a partnership with RESOLVE that produces gold using responsible mining techniques while restoring critical animal habitats. Salmon Gold is a voluntary partnership to re-mine historical placer gold mine sites and restore fish habitats using sustainable techniques in Alaska, the Yukon Territory and British Columbia.

Tiffany & Co. has continued to support Salmon Gold in their efforts to bring together communities, miners, conservationists, manufacturing and retail companies and government agencies in a combined mission to convert gold mines to modern, responsible operations while restoring stream habitats using modern techniques. In 2021, Salmon Gold was included in the gold we use to craft our products.





Supporting National Conservation Lands

To preserve the United States' natural beauty, The Tiffany & Co. Foundation has supported the Conservation Lands Foundation (CLF) since 2011 with USD \$3.5 million in grants. These funds expand protected areas classified as National Conservation Lands, raise the profile of the National Conservation Lands and preserve areas of ecological and cultural value for future generations. These lands are publicly owned, cultural and natural heritage sites across the western United States, and many are home to archeological sites integral to American history as well as living landscapes sacred to Indigenous Americans.

With the support of The Tiffany & Co. Foundation, and through partnerships with local communities and grassroots organizations across the country, the Conservation Lands Foundation has successfully protected 10 million acres (more than 15,000 square miles) of land across the United States. By protecting these magnificent areas of enormous ecological and cultural value from threats such as irresponsible mining, these efforts will allow millions of people to appreciate the natural and historic beauty of these sites for generations to come.

USD \$3.5 million

awarded to Conservation Lands Foundation since 2011

Protecting Our Wildlife

Tiffany & Co. designs and creations have always drawn inspiration from the natural world. Our enduring belief and passion for protecting the Earth and its wild species is reflected in both our collections and our philanthropy.

Wildlife Conservation Network

From 2017–2021, Tiffany & Co. donated 100% of profits from the Tiffany Save the Wild collection to the Wildlife Conservation Network (WCN), which provided critical funds for more than 450 on-the-ground conservation projects to protect elephants, lions and rhinos. WCN provides funds for the most trusted, effective programs in the field and has supported a total of 175 grantees in dozens of countries to protect these endangered and threatened species.

At the close of the program in 2021, Tiffany & Co. reached over USD \$10 million in total donations to the WCN through the Tiffany Save the Wild collection. Funds raised have been allocated wherever the need is greatest for each of these endangered and threatened species—from anti-poaching efforts to ivory and horn demand reduction initiatives—across their respective WCN wildlife funds including the Elephant Crisis Fund, Lion Recovery Fund and Rhino Recovery Fund.





Marine Protected Areas

As of 2021, The Tiffany & Co. Foundation has awarded more than USD \$36 million to grantees that support coral and marine conservation. One of the Foundation's key strategies is to support the creation of Marine Protected Areas (MPAs). To date, the Foundation's grantees have helped to protect almost 11 million square kilometers of ocean, which further advances the global movement to protect 30% of the world's oceans by 2030.

In 2021, The Tiffany & Co. Foundation furthered its support for MPAs with a five-year commitment of USD \$5 million to support Oceans 5 and protect the world's five oceans by establishing MPAs. The organization has already helped to support the establishment or expansion of three of the world's largest MPAs, including the Papahānaumokuākea Marine National Monument off Hawaii, the Ross Sea MPA in Antarctica and the Cook Islands MPA in the South Pacific.

The Tiffany & Co. Foundation was also an early supporter of Blue Nature Alliance, an ocean conservation initiative created to catalyze the protection and conservation of 18 million square kilometers of the ocean (seven million square miles)—an area twice the size of the continental United States. **In 2021, The Tiffany & Co. Foundation committed an additional USD \$1 million to Conservation International in support of Blue Nature Alliance** to help double the world's Marine Protected Areas by 2025.

USD \$5 million

commitment to support Oceans 5

Marine Protected Areas[†]

With the support from The Tiffany & Co. Foundation, leading ocean conservation organizations have helped to create and expand almost 11 million km² of Marine Protected Areas across the world’s five oceans.

> 1,000,000 km²

1

Papahānaumokuākea Marine National Monument

2

Pacific Remote Islands Marine National Monument

3

Ross Sea Marine Protected Area

500,000-1,000,000 km²

4

Pitcairn Islands Marine Reserve

5

Palau National Marine Sanctuary

6

Easter Island Marine Protected Area

7

Tristan Da Cunha Marine Protection Zone

< 500,000 km²

●

More than 30 additional MPAs of various sizes



[†] Map not to scale. Location of MPAs is approximate.

Coral Conservation

Coral reefs support 25% of marine life and are often called the nurseries of the oceans, making them critical to ocean health. These habitats are also vital to the well-being of billions of people around the world who rely on coral reefs and thriving ocean ecosystems for coastal protection and food security. However, due to the threat of climate change, coral reef ecosystems are diminishing at catastrophic rates.

Further, the extraction of live rock coral not only decimates the habitat for many species, but also exacerbates the effects of climate change, affecting surrounding communities and our planet as a whole.

In 2004, Tiffany & Co. made the decision to cease using coral in our jewelry—and both the Company and The Tiffany & Co. Foundation have advocated for others in our industry to do the same. The choice was a simple one given the profound threat to coral reefs around the world.

Fortunately, large-scale coral restoration can play a crucial role in reversing this global crisis through marine protection. The Tiffany & Co. Foundation has been committed to the preservation of corals and healthy marine ecosystems for over two decades. Through a holistic approach to coral conservation, The Tiffany & Co. Foundation directly supports organizations in local communities that depend upon the well-being of coral reefs for their continued livelihood.



Beyond supporting these organizations on the ground, The Tiffany & Co. Foundation strives to raise awareness about the importance of reefs and the necessity of their protection through a number of channels, including the funding of an original virtual reality documentary film, *Valen's Reef*.

In 2021, The Tiffany & Co. Foundation awarded USD \$4.3 million in grants towards coral conservation.

For detailed information on grants and ongoing support from The Tiffany & Co. Foundation, visit tiffanyandcofoundation.org.

USD \$4.3 million

granted in 2021 towards coral conservation

Protecting Our Planet

Our ongoing efforts to achieve net-zero emissions, conserve resources and protect biodiversity at a glance.



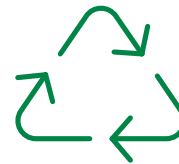
**Reducing Scope
3 GHG Emissions**



**Increased Renewable
Electricity Generation**



**LEED and
WELL-Certified Buildings**



**Commitment to 100%
Recycled Metals**



**Transitioning Plastic Bubble Wrap
to Sustainable Alternatives**



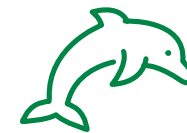
**Recycled Pulp
and Paper**



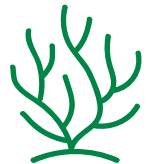
**USD \$6.5 Million Auction Supporting
The Nature Conservancy**



**Training of Mining Communities
in Mercury-free Practices**



**Marine
Protected Areas**



**Coral
Conservation**

Metric Description	Definition of Metric and Assessment Criteria	Metric Quantity (2021)
Foundation grantmaking	The U.S. dollar amount of grants that The Tiffany & Co. Foundation paid to United States nonprofit organizations during the period January 1, 2021 to December 31, 2021.	\$5,000,000
Greenhouse gas emissions	The quantity in metric tons of carbon dioxide equivalent greenhouse gas emissions during the period January 1, 2021 to December 31, 2021. See below for additional information on GHG emission factors and estimates.	Scope 1 – 2,686 tCO ₂ e Scope 2 (location-based) – 33,779 tCO ₂ e Scope 2 (market-based) – 6,486 tCO ₂ e Total (location-based) – 36,465 tCO ₂ e Total (market-based) – 9,171 tCO ₂ e
Greenhouse gas emissions per square foot	The quantity in pounds of carbon dioxide equivalent greenhouse gas emissions per square foot of operated space during the period January 1, 2021 to December 31, 2021. See below for additional information on GHG emission factors and estimates.	Total Scope 1 and Scope 2 (location-based) – 24.5 lbs CO ₂ e/sq ft Total Scope 1 and Scope 2 (market-based) – 6.2 lbs CO ₂ e/sq ft
Electricity from renewable sources	The amount of electricity that is generated and procured from renewable sources, expressed as a percentage of total global electricity in megawatt-hours (MWh) used during the period January 1, 2021 to December 31, 2021 as indicated by either (1) owned onsite system generation records, (2) unbundled environmental attribute certificates, (3) contracts with a renewable energy project that is not directly connected to Tiffany & Co. operations, or (4) contracts for specific utility products; and in all cases where Tiffany & Co. retains the exclusive claim to the environmental attributes through proof of generation, contractual ownership, or retirement of the environmental attribute certificates.	Renewable Electricity – 77,912 MWh Total Electricity – 87,593 MWh Percentage of Electricity from Renewable Sources – 89%

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.

Supplier Code of Conduct

TIFFANY & CO. SUPPLIER CODE OF CONDUCT

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](https://www.tiffany.com/sustainability). © 2019 Tiffany and Company. All rights reserved.