

Gender Pay Gap Information

Tiffany & Co. Limited

Since 1837, the masterpieces of Tiffany & Co. have defined style and celebrated the world's great love stories.

Tiffany & Co. is recognized and respected for successfully designing, manufacturing and marketing the finest jewelry, timepieces and accessories, and cannot do so without its valued employees whom share a number of attributes that are required for success within the organization. This is echoed within the heart of the Company's mission statement which makes a commitment to every employee to create an environment that recognizes and rewards creativity, initiative and dedication whilst respecting diversity, dignity and the shared values of community and family.

The data provided for within this report has been prepared by Tiffany & Co. Limited in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2016, and is based on data as at 5 April 2022.

An Overview of the Tiffany & Co. Limited's Workforce:

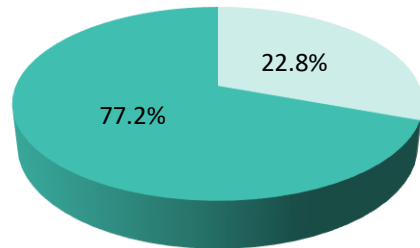
Percentage of male vs. female employees:

Male: 26.2%
Female: 73.8%

Percentage of male vs. female client advisors:

Male: 22.8%
Female: 77.2%

Percentage of male vs. female employees



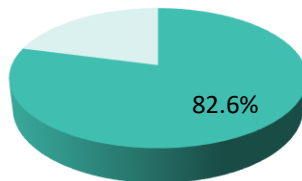
Reporting Data:

Below we set out the detail we are required to provide in relation to our gender pay gap, our bonus pay gap, the proportion of male and female employees who received a bonus in the same 12-month period, and the proportion of men and women in each of the four pay bands (quartiles) based on our overall pay range.

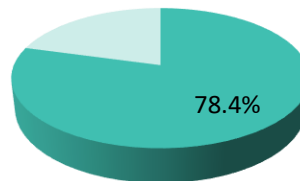
	GENDER PAY GAP	BONUS PAY GAP
MEAN	15.7%	23.7%
MEDIAN	7.3%	16.9%

Proportion of male and female employees who received a bonus in the same 12-month period:

Proportion of male employees who received a bonus



Proportion of female employees who received a bonus



Proportion of men and women in each of the quartile pay bands, based on overall pay range:

PAY QUANTILES	1ST QUANTILE (UQ)		2ND QUANTILE (UMQ)		3RD QUANTILE (LMQ)		4TH QUANTILE (LQ)	
	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE
	73.8%	26.2%	63.3%	36.4%	72.7%	27.3%	72.7%	27.3%

Accompanying Detail:

In addition to the figures detailed above, we have outlined some important accompanying details to help better articulate the climate of gender pay awareness within the Tiffany & Co. UK market, as well as efforts made within the business to ensure the on-going focus and prioritization of equal pay for similar work.

As detailed within this document, Tiffany has a median pay gap of 7.3%. Compared to the Annual Survey of Hours and Earnings (ASHE) the gender pay gap among full-time employees in April 2022 was 8.3%, we are pleased that we have sustained our position which is below the National Gap. It continues to be important to highlight that the median, rather than the mean, is used by the Office of National Statistics, as it is thought to be the best representation of the difference between the genders, as it is not distorted by a small number of high earners.

Tiffany continues to promote several initiatives with the intention of having a positive impact on the female workforce, as well as the overall well-being and flexibility of all employees. Since 2018, the Company has continued to offer enhanced amounts of paid maternity and parental leave, which it believes to have a positive and sustained impact on working mothers, providing greater financial assistance to those on leave and facilitating their continued tenure and career progression by supporting their time outside of the business.

Tiffany continues to provide flexible working options benefitting all employees. We remain strongly committed to supporting a healthy work-life balance with the aim of providing a nurturing environment that fosters both individual and career growth and development, whilst allowing individuals to meet personal commitments.

The published gender pay gap information detailed above is accurate.

Samia Benisty
Vice President, Human Resources – EMEA

For and on behalf of Tiffany & Co. Limited