



# SUSTAINABILITY REPORT

2017 SUMMARY

TIFFANY & Co.







Sustainability lies at the heart of the Tiffany & Co. brand—it's both our legacy and our future. We have long considered how our business affects society and the environment, and are committed to doing what we can to sustain the natural world and our global communities. We are proud to present highlights of our efforts in 2017, from our approach to vertical integration and ethical sourcing—through which we maintain environmental and social integrity in sourcing, processing and crafting jewelry—to the steps we are taking to nurture the talent, diversity and inclusion of our people, to the significant strides we are making toward achieving our net-zero emissions goal by 2050.

You can learn more about our efforts in  
the full 2017 Sustainability Report at [Tiffany.com/Sustainability](https://www.tiffany.com/sustainability).

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*“There is no greater luxury than being able to gift future generations with unspoiled natural wonders and wide-open opportunity. This is the true power of a great business, and this is the legacy Tiffany is building.”*

ALESSANDRO BOGLIOLO  
CHIEF EXECUTIVE OFFICER, TIFFANY & CO.





## 2017 HIGHLIGHTS

Received a “Strong” ranking for responsible sourcing of diamonds and gold from Human Rights Watch—the only jeweler to earn this designation.



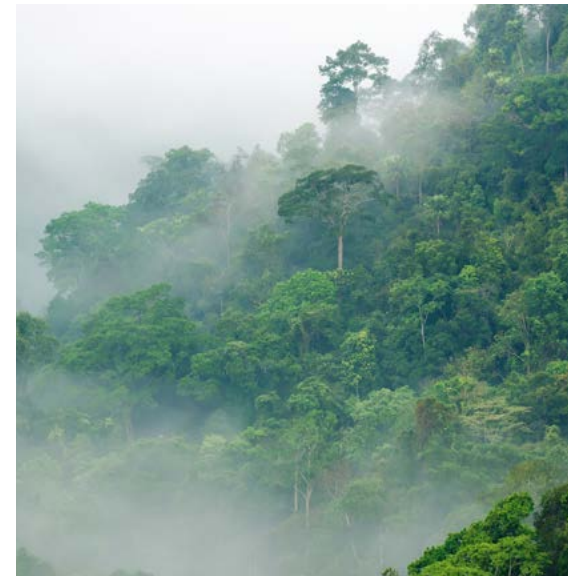
Launched a new career development program, “Grow with Tiffany,” available to all employees globally.

Raised our voice across our social media channels with a call to protect important U.S. National Monuments on land and at sea.



Placed an ad in *The New York Times* calling for the U.S. to remain in the Paris Agreement on climate change.

Sourced the majority of our rough diamonds from Botswana, Canada, Namibia, Russia and South Africa.



Invested in Carbon Offsets from Chyulu Hills, a critical forest ecosystem in Kenya.



Signed the United Nations Women’s Empowerment Principles, reaffirming our commitment to women’s rights, human rights, and diversity and inclusion.

Recognized as one of the “Best Places to Work for LGBTQ Equality” by the Human Rights Campaign Foundation.

Trained employees and suppliers on our Sustainable Wood and Paper Sourcing Guidance.

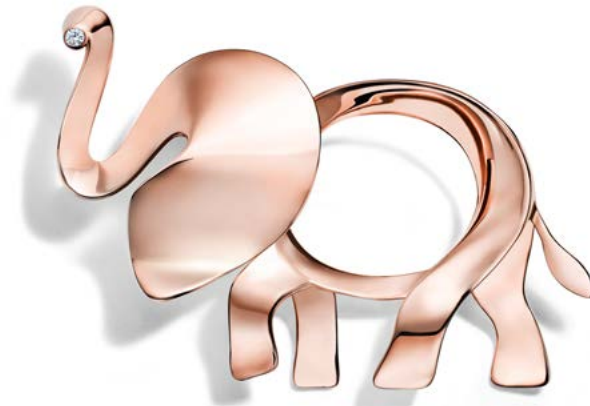


## 2017 BY THE NUMBERS

**98%** of raw precious metals procured by our internal manufacturing facilities were traced directly to a mine or recycler.

Approximately **60%** of our jewelry was made at Tiffany & Co. manufacturing facilities.

**84%** of our global electricity came from clean, renewable energy.



**>\$1 million** raised in a few months from the Tiffany Save the Wild collection in support of the Elephant Crisis Fund—surpassing our minimum commitment a year ahead of schedule.

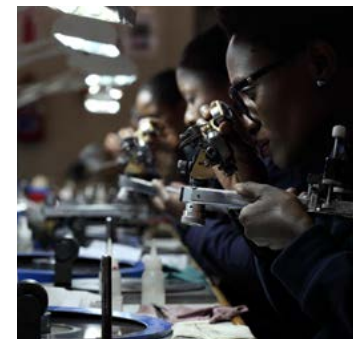
**100%** perfect score on the Human Rights Campaign Foundation's 2018 Corporate Equality Index report.

**99%** of paper used in catalogues was sustainably sourced to support responsible forestry.



**>20** of our existing stores converted to LED lighting, which will reduce energy use by approximately 20% year after year.

**98%** of our international manufacturing workforce hired from local communities.



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

**>\$13 million** contributed to charitable purposes.



**100%** of rough diamonds sourced either directly from a known mine or from a supplier with a limited number of known mines.

**>\$40 million** contributed to Botswana's local economy by purchasing and processing goods and services, including rough diamonds.





# RESPONSIBLE MINING

We are committed to reducing environmental impacts, respecting human rights and contributing to the well-being of local communities where we operate. We work closely with our supply chains and leaders from industry, civil society and government to improve and help set rigorous global mining standards and raise awareness about the importance of responsible sourcing.



## A MODEL OF RESPONSIBLE SOURCING

Jewelry supply chains can be both complex and opaque, making it difficult to trace the origin of diamonds, gemstones and precious metals. By understanding the path of raw materials used in our products, we can gain a more holistic picture of our supply chain's environmental and social impacts. We have implemented a strategy that gives us a strong chain-of-custody over raw materials, direct oversight of our manufacturing and a platform to help improve global standards and conditions.

### RAW METALS

The majority of raw silver, gold and platinum used in our facilities comes from two principal sources: in-ground, large-scale deposits of metals in the United States, and metals from recycled sources.



### RUSSIA

### ROUGH DIAMONDS

We source the majority of our rough diamonds from known mines in Botswana, Canada, Namibia, Russia and South Africa. Tiffany goes above and beyond the Kimberley Process to source our diamonds with even greater respect for the environment and human rights.

NAMIBIA  
BOTSWANA  
SOUTH AFRICA



### MANUFACTURING

We manufacture approximately 60% of our jewelry at our own state-of-the-art facilities which meet high standards for safety, cleanliness and a productive, welcoming environment. For the balance, we work closely with our suppliers to help ensure that they follow the exacting standards that we are proud to uphold.

### CUTTING & POLISHING

We cut and polish diamonds at our own workshops—an approach that underscores our commitment to the integrity of our supply chain and creates positive change for local communities. In addition, polished diamonds are acquired from reputable suppliers that adhere to our stringent standards.



A photograph of a vast, misty forest landscape. In the foreground, there are dense evergreen trees. The middle ground shows rolling hills covered in a thick forest, with a layer of white mist or fog settling between the ridges. The background features more distant, hazy mountain peaks under a clear blue sky. The overall scene is serene and emphasizes the natural environment.

# ETHICAL SOURCING

We strive to hold our suppliers to the same strong standards to which we hold ourselves, applying ethical principles throughout our supply chain to meet our goals—like sourcing wood and paper from responsibly managed forests for our Blue Boxes and bags. Bringing much of our supply chain under our control helps us maintain safe and healthy working environments, directly supports sustainable livelihoods and improves traceability.



# TIFFANY & CO. DIAMOND AND JEWELRY MANUFACTURING







# ENERGY AND CLIMATE CHANGE

We are active in the global movement to combat climate change, and we have made significant strides toward achieving our goal of net-zero emissions by 2050. While this goal is long term, we continue to use our voice to advocate for responsible climate action and are implementing a three-pronged strategy to reduce, avoid and offset our carbon emissions.



## CASE STUDY

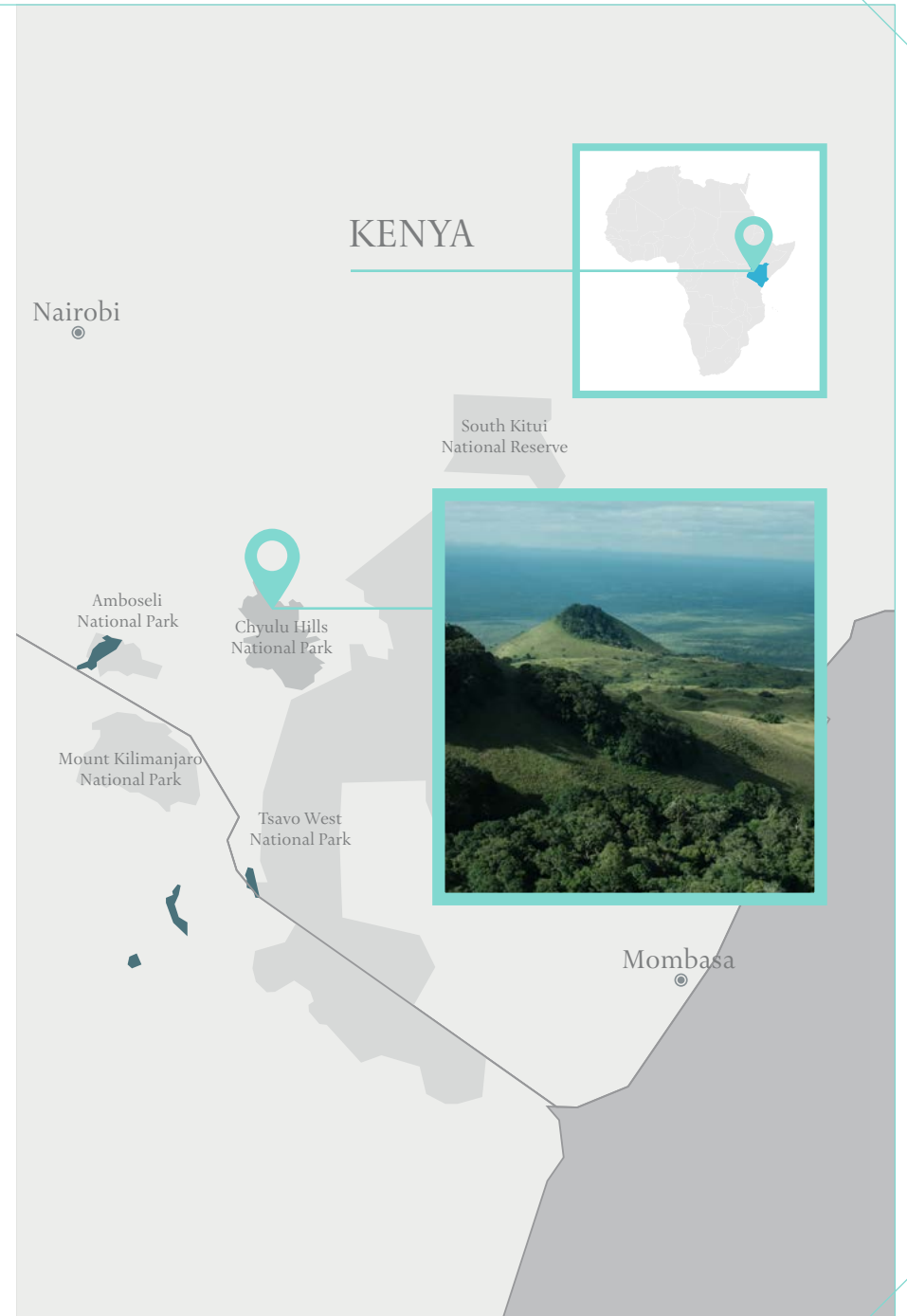
# Conserving Kenya's Chyulu Hills to Combat Climate Change and Promote Sustainable Development

Located between Amboseli and Tsavo National Parks, the Chyulu Hills are home to a lush cloud forest that rises above the savannah grassland and acacia woodlands. Here, more than 140,000 indigenous people, including the Maasai and Kamba, make their living through agriculture and livestock farming. The land also provides a critical habitat for some of Africa's iconic species, including endangered elephants and lions.

Tiffany & Co. is the first major corporate investor to support the Chyulu Hills Conservation Trust project, which works to conserve and restore a massive expanse of nearly 4,000 square kilometers. By investing in this project, we receive credits to offset our carbon emissions and support our climate goals.

We selected this REDD+ project (Reducing Emissions from Deforestation and Forest Degradation) for the multiple benefits it delivers, beyond just climate change mitigation. Funds are used in many ways, from helping local farmers learn about sustainable agriculture to supporting local entrepreneurs with the launch of their businesses to helping families give their children a quality education and access important health services. It also puts conservation in the hands of local communities, empowering the people of Chyulu Hills to help protect endangered species and sustain the health of their watershed.

We were inspired by the collaborative approach of the Chyulu Hills Conservation Trust, a coalition of community members, government agencies and local NGO partners including the Maasai Wilderness Conservation Trust (MWCT). Supporters of this project include actor Edward Norton, who is President of the U.S. Board of MWCT and UN Goodwill Ambassador for Biodiversity, along with the Leonardo DiCaprio Foundation and Conservation International—key partners in Tiffany's wildlife conservation efforts. Conservation International also serves as a technical advisor for the project and helps to market and sell the carbon offsets.







# OUR EMPLOYEES

Our greatest assets are our employees: the individuals who give life and form to our creations. At Tiffany & Co., it is our privilege to encourage and reward diversity, quality, imagination and collaboration. We do this by actively seeking employee feedback, offering training and development opportunities at all levels, and supporting the health and well-being of our workforce worldwide.



# TIFFANY AND THE UNITED NATIONS WOMEN'S EMPOWERMENT PRINCIPLES

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

## OUR COMMITMENT

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

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



## OUR PROGRESS

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

Our policy includes:



Enhanced maternity and parental leave



Leave to care for family members who are ill



A flexible workplace policy

## WOMEN'S EMPOWERMENT PRINCIPLES



Establish high-level corporate leadership for gender equality.



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



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



Promote education, training and professional development for women.



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



Promote equality through community initiatives and advocacy.



Measure and publicly report on progress to achieve gender equality.



Two jeweled lizards are positioned on a dark blue background. The lizard on the left is purple with a yellow-orange stripe along its back and sides. The lizard on the right is orange with a blue stripe along its back and sides. Both lizards are covered in small, sparkling gemstones and have white, five-toed feet. The text "CHARITABLE GIVING" is centered between them in a white, serif font.

# CHARITABLE GIVING

At Tiffany & Co., we are proud of our history of celebrating and protecting the treasured landscapes and seascapes whose beauty, grace and nobility inspire us. By partnering with powerful philanthropic organizations and civic institutions in the cities and communities in which we operate, we are able to make a lasting impact.



## TIFFANY & CO. CHARITABLE GIVING

Tiffany & Co. has a long legacy of giving back because we know our company is more successful when the communities where we operate thrive.



### CORPORATE GIVING

Addresses community needs by making charitable contributions where Tiffany & Co. has a presence.



### TIFFANY CARES

Supports the causes our employees are most passionate about by matching employee donations and volunteer hours in the U.S. and Canada.



### THE TIFFANY & CO. FOUNDATION

Seeks to preserve the world's most treasured landscapes and seascapes by supporting programs focused on responsible mining as well as coral and marine conservation.



