

TIFFANY & Co.

Fiscal Year 2020

Alignment to Sustainability
Reporting Frameworks

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Aligning to Reporting Frameworks

At Tiffany & Co.⁺⁺, we are committed to regular and transparent reporting on sustainability progress, which allows our stakeholders to access information about our performance. We report⁺ in alignment to three international frameworks that have standardized formats that help companies report on their progress and opportunities. Since their launch in 2015, we have reported on our contributions to the 17 United Nations Global Goals (also known as the Sustainable Development Goals). For 11 years, since our first year of reporting, Tiffany & Co. has reported in accordance with the Global Reporting Initiative (GRI) and published its Communication on Progress for the United Nations Global Compact (UNGC).

For more information on our sustainability commitments and progress over the last 20 years, visit **[Tiffany.com/Sustainability](https://www.tiffany.com/sustainability)**.

Please consider the environment before printing this document.

⁺ Tiffany & Co. is reporting on Fiscal Year 2020 (February 1, 2020–January 31, 2021) unless otherwise specified.

⁺⁺ For the purposes of our reporting, the terms “Tiffany & Co.,” “Tiffany,” the “Company,” the “Brand” and “we,” “us” and “our” are used interchangeably and mean Tiffany & Co. and its subsidiaries. The terms may be used to refer to the activities and operations of one or more of Tiffany & Co.’s subsidiaries.

For reference, the following links are mentioned throughout the document with page sections on *Tiffany.com/Sustainability* in italics.

Links on Tiffany.com/Sustainability

- [Sustainability Approach](#)
- [Philanthropy](#)
- [FY2020 Sustainability Performance and Metrics Document](#)
- [Tiffany & Co. 2025 Sustainability Goals](#)
- [FY2020 Tiffany & Co. Sustainability Goals Progress](#)

Product Section

- [Product](#)
- [Our Responsible Mining Philosophy](#)
- [Responsibly Sourced Materials](#)
- [A Legacy of Craftsmanship](#)

People Section

- [People](#)
- [Diversity and Inclusion](#)
- [Employee Engagement](#)
- [Our Approach to Human Rights](#)

Planet Section

- [Planet](#)
- [Achieving Net-zero Emissions](#)
- [Environmental Impact](#)
- [Taking Care of the Planet](#)

Other Referenced Links Include:

- [Journey of a Tiffany Diamond](#)
- [The Tiffany & Co. Foundation](#)
- [Tiffany & Co. Supplier Code of Conduct](#)
- [Tiffany & Co. Supplier Code of Conduct Guidance](#)
- [Tiffany Careers](#)
- [California Transparency in Supply Chains Act/](#)
- [U.K. Modern Slavery Act](#)
- [Tiffany & Co. 2020 Annual Political Spending Disclosure](#)
- [Tiffany & Co. Principles Governing Corporate Political Spending](#)
- [Tiffany & Co. Business Conduct Policy](#)
- [Tiffany & Co. Responsible Purchasing Policy](#)

How We Support the UN Sustainable Development Goals

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

Our business aligns most closely with the six goals described on the following pages. We hope to drive progress on this shared global agenda through our work and collaboration from within our industry, and with other businesses, civil society and government.





Gender Equality & Reduced Inequalities

Diversity of Our Workforce

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

Senior Management Gender Ratio

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

Women’s Empowerment

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

Living Wage

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

Supporting Parents & Caregivers

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

Training & Development

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

Local Hiring

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

Economic Beneficiation

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

Unconscious Bias Training

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

Employee Resource Groups

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

*See the Report of Independent Accountants



Responsible Consumption & Production

Integrity

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

Social & Environmental Standards

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

Transparency in Diamond Sourcing

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

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

IRMA Standard for Responsible Mining

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

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

Preserving Resources & Circularity

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

Advocacy

We use our voice in an effort to improve standards for the mining industry and advocate for the protection of human rights and Earth's precious natural resources.



Climate Action

Net-zero Emissions

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

Energy Efficiency

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

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

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

*See the Report of Independent Accountants

Advocacy

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

Renewable Electricity

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

Carbon Offsets

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





Life Below Water & Life on Land

Marine Conservation

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

Creating Protected Areas

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

Research & Innovation

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

Land Preservation

We consider it our responsibility to help preserve the natural beauty that inspires so many of our jewelry designs. We advocate for the protection of special places from mining. For example, in 2019, our Chief Sustainability Officer reiterated our opposition to the proposed Pebble Mine in Bristol Bay, Alaska in testimony before the U.S. Congress. She also outlined why Tiffany & Co. believes it is important that rigorous environmental review of any mining projects occur, with proper consultation of local stakeholders, especially with respect to projects that threaten to disrupt pristine landscapes such as Bristol Bay.

Sourcing Raw Materials

We are thoughtful about which raw materials we use—and which we don't—and we carefully consider how these materials are procured and crafted.

Restoring Habitats with Salmon Gold

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

Protecting Wildlife

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

Reversing Deforestation

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

United Nations Global Compact

Communication on Progress 2020

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



Principle	Global Compact Principles	Communication on Progress
HUMAN RIGHTS		
1	Businesses should support and respect the protection of internationally proclaimed human rights.	Tiffany & Co. adheres to key policies and procedures in order to help safeguard human rights within and throughout our supply chain. For information on our policies, please see the GRI Content Index and page 4 of this document for links to our key policies. Within the Company, we prioritize diversity and inclusion by welcoming the unique identities, expressions, ideas, abilities and cultures from our employees around the world. The Company’s Social & Environmental Accountability Program evaluates suppliers to better protect human rights in our supply chain. In conjunction with our 2025 Sustainability Goals, the Company is in the process of developing its Tiffany & Co. Sustainable Material Guidance—further communicating our sourcing expectations, including social and environmental considerations (e.g., human rights and biodiversity), for all key materials across products, packaging and store interiors. Beyond these spheres of influence, Tiffany & Co. is committed to protecting human rights throughout the industry and seeks to advance high standards in responsible mining and advocating for the protection of human rights. For more information, please see Tiffany.com/Sustainability, the “Tiffany & Co. Supplier Code of Conduct,” “Tiffany & Co. Supplier Code of Conduct Guidance,” “Tiffany & Co. 2025 Sustainability Goals” and “Tiffany & Co. Responsible Purchasing Policy.”
2	Businesses should make sure they are not complicit in human rights abuses.	
LABOR STANDARDS		
3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Tiffany & Co. recognizes and respects the importance of labor standards to protect workers worldwide. Tiffany & Co. provides guidance to employees and the Human Resources function of its organization to enhance compliance with applicable employment laws and regulations to foster a positive and ethical work environment. For more information, please see the GRI Content Index, Tiffany.com/Sustainability and page 4 of this document for links to our key policies. Through its Social & Environmental Accountability Program, Tiffany & Co. upholds standards in social and environmental responsibility by working with a key subset of suppliers to help them improve their human rights, labor and environmental performance. Suppliers are expected to adhere to the Tiffany & Co. Supplier Code of Conduct, which addresses freedom of association and collective bargaining, forced labor, child labor, harassment or abuse, disciplinary practices and discrimination, among other practices. The Company’s 2025 Sustainability Goals reinforce these expectations and target improving the performance of all key Company suppliers by 2025, including labor standard adherence. Tiffany & Co.’s forthcoming Sustainable Material Guidance will include our sourcing expectations across products, packaging and store interiors, taking labor standards into account for all key materials. Additionally, Tiffany & Co. supports the strengthening of industry-wide labor standards beyond our immediate operations. For more information, please see Tiffany.com/Sustainability, the “Tiffany & Co. Supplier Code of Conduct,” “Tiffany & Co. Supplier Code of Conduct Guidance,” “Tiffany & Co. 2025 Sustainability Goals” and “Tiffany & Co. Responsible Purchasing Policy.”
4	Businesses should uphold the elimination of all forms of forced and compulsory labor.	
5	Businesses should uphold the effective abolition of child labor.	
6	Businesses should uphold the elimination of discrimination in respect of employment and occupation.	

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 conservation. 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 brand and advocates for policies around the world to help tackle the climate crisis. The Company also actively participates in industry-wide collaborative efforts to protect against environmental damage across the supply chain, raises awareness of risks associated with mining in ecologically sensitive areas and directly sources raw precious metals from mines we know and recycled sources. These efforts are strengthened by The Tiffany & Co. Foundation’s support of scientific research, conservation and multi-stakeholder collaboration to promote environmentally responsible standards in mining operations. In addition to addressing the impacts of mining, we regularly look to reduce our environmental footprint in other ways—from using recycled and FSC®-certified paper to reducing our greenhouse gas emissions. For more information, please see Tiffany.com/Sustainability, the “Tiffany & Co. 2025 Sustainability Goals” and “Tiffany & Co. Responsible Purchasing Policy.”
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 & Corruption training. Within our supply chain, the Tiffany & Co. Supplier Code of Conduct outlines expectations for ethical conduct and legal compliance. The Company’s 2025 Sustainability Goals reinforce these expectations and target improving supplier performance of all key suppliers by 2025. For more information, please see Tiffany.com/Sustainability, the GRI Content Index, the “Tiffany & Co. Supplier Code of Conduct,” “Tiffany & Co. Supplier Code of Conduct Guidance,” “Tiffany & Co. Responsible Purchasing Policy” and “Tiffany & Co. Business Conduct Policy.”

Global Reporting Initiative (GRI) Content Index: Introduction

Tiffany & Co. reports on the sustainability aspects of our business that we deem most material[◊] to our business and stakeholders.

Unless otherwise specified, the sustainability reporting and disclosure set forth on Tiffany.com/Sustainability covers Tiffany & Co. and its subsidiary operations; figures are rounded to the nearest whole number; and data is reported based on the Fiscal Year (February 1, 2020–January 31, 2021). Data was collected from all Tiffany & Co. global locations and activities, including retail stores, offices, manufacturing, distribution and warehouse locations. Data used in the calculation of metrics is obtained from direct measurements, third-party documentation and contractual terms or industry- and geographic-specific estimates. Full methodology and definition guidance are maintained in metric controls documents, inventory management protocols and our sustainability data management system.

A summary of the data and information collected, including definitions, scope, units of measure, reporting period, calculation methodology and select information sources, can be found in the “FY2020 Sustainability Performance and Metrics Document.” In accordance with the Global Reporting Initiative (GRI) Standards, we describe our approach for identifying and responding to our most material social and environmental issues identified throughout Tiffany.com/Sustainability.

◊ For the purpose of our sustainability reporting and disclosures throughout Tiffany.com/Sustainability, “materiality” is defined as that which is most important to the Company and reflects what we believe to be our most significant environmental and social impacts, as well as that which we believe most substantively influences the assessments and decisions of our stakeholders.

Following our most recent sustainability materiality analysis, the results indicated the following topics as focus areas:

- Biodiversity & Ecosystems
- Diversity & Inclusion
- Human Rights & Labor Practices in Our Supply Chain
- Traceability
- Transparency

Other Key Topics Include:

- Energy & Climate
- Environmental Topics in Our Supply Chain (including land management, waste & recycling, and water stewardship)
- Living Wage & Local Hiring in Our Own Operations
- Philanthropy
- Recruitment, Development & Retention

Impact Boundaries

All impact boundaries are global and apply to Tiffany & Co. and its subsidiaries unless otherwise stated throughout Tiffany.com/Sustainability. In an effort to present a more holistic view of our potential impacts, we include certain supply chain and downstream value chain information throughout the GRI Content Index, specifying in each such case that which applies to our own operations, and that which applies to external third parties. Please see additional information on the Company’s economic, environmental and social impact boundaries to the right. Specific information about the boundaries of key metrics can be found in the “FY2020 Sustainability Performance and Metrics Document.”

Economic Impact Boundaries

Our economic impacts can be measured across Tiffany & Co. global operations, including all of our subsidiaries and the communities in which we work. Indirectly, we have impacts in our supply chain, including impacts through our direct suppliers and original raw material sources around the world.

Environmental Impact Boundaries

Our environmental impacts can be measured across all Tiffany & Co. global facilities and the facilities operated by our subsidiaries. Indirectly, we have impacts in our supply chain, including impacts through our direct suppliers and original raw material sources around the world. We focus on the traceability of raw materials used in our products in order to help evaluate our environmental impacts throughout the supply chain.

Social Impact Boundaries

Our social impacts can be measured internally across Tiffany & Co. global operations, including all subsidiaries, as well as externally in the communities in which we operate. Tiffany & Co. employees include all regular, seasonal, temporary and part-time employees, except where otherwise stated. Indirectly, we have impacts in our supply chain, including impacts through our direct suppliers and original raw material sources around the world. We focus on the traceability of raw materials used in our products in order to help ensure they are sourced ethically throughout our supply chain.

Global Reporting Initiative (GRI) Content Index

Tiffany & Co. reporting and disclosures have been prepared in accordance with the GRI Standards: Core option.

Indicator	Description	Response
GRI 102: GENERAL DISCLOSURES		
ORGANIZATIONAL PROFILE		
102-1	Name of the organization	Tiffany & Co.
102-2	Activities, brands, products, and services	<p>Tiffany & Co.'s principal product category is jewelry and also sells watches, home and accessories products and fragrances. The Company transacts business with certain clients and business partners through the following channels: retail, internet, catalogue, business-to-business (products drawn from the retail product line and items specially developed for the business market) and wholesale distribution (merchandise sold to independent distributors for resale).</p> <p>For more information on Tiffany & Co.'s activities, products and services, please see the organizational profile on page 3 of the "FY2020 Sustainability Performance and Metrics Document" on Tiffany.com/Sustainability.</p>
102-3	Location of headquarters	New York, New York, U.S.A.
102-4	Location of operations	For more information, please see the organizational profile on page 3 and pages 5–6 of "FY2020 Sustainability Performance and Metrics Document" on Tiffany.com/Sustainability .
102-5	Ownership and legal form	On October 28, 2020, Tiffany & Co., a Delaware corporation (the "Company"), entered into that certain Amended and Restated Agreement and Plan of Merger (the "Merger Agreement"), by and among the Company, LVMH Moët Hennessy-Louis Vuitton SE, a <i>societas Europaea</i> (European company) organized under the laws of France ("LVMH"), Breakfast Holdings Acquisition Corp., a Delaware corporation and a wholly owned indirect subsidiary of LVMH ("Holding") and Breakfast Acquisition Corp., a Delaware corporation and a wholly owned direct subsidiary of Holding ("Merger Sub"). Pursuant to the Merger Agreement, on January 7, 2021, Merger Sub merged with and into the Company, with the Company continuing as the surviving company in such merger and a wholly owned indirect subsidiary of LVMH.
102-6	Markets served	<p>Tiffany & Co. operates over 300 retail locations in over 30 countries, including the U.S., Canada, Latin America, Asia-Pacific, Japan, Europe and Emerging Markets.</p> <p>The Company transacts business with certain clients and business partners through the following channels: retail, Internet, catalogue, business-to-business (products drawn from the retail product line and items specially developed for the business market) and wholesale distribution (merchandise sold to independent distributors for resale).</p>
102-7	Scale of the organization	For more information, please see the organizational profile on page 3 of "FY2020 Sustainability Performance and Metrics Document" on Tiffany.com/Sustainability .

Indicator	Description	Response
102-8	Information on employees and other workers	<p>Tiffany & Co. has approximately 13,000 global employees.</p> <p>For information on employees by gender and ethnicity, please see pages 8–9 of “FY2020 Sustainability Performance and Metrics Document” on Tiffany.com/Sustainability and pages 21 and 24 for how we define employees for these metrics.</p>
102-9	Supply chain	<p>Tiffany & Co. manufactures jewelry in New York, Rhode Island and Kentucky, polishes and performs certain assembly work on jewelry in the Dominican Republic and crafts silver hollowware in Rhode Island. In total, these internal manufacturing facilities produce approximately 60% of the jewelry sold by Tiffany & Co. To supply these internal manufacturing facilities, we process, cut and polish rough diamonds at our facilities outside the U.S. and source precious metals, rough diamonds, polished diamonds and other gemstones, as well as certain fabricated components, from third parties.</p> <p>For more information on select supply chain information, as it relates to our Social and Environmental Accountability Program, please see page 12 of the “FY2020 Sustainability Performance and Metrics Document” on Tiffany.com/Sustainability. For more information on our diamond supply chain, please see Journey of a Tiffany Diamond.</p>
102-10	Significant changes to the organization and its supply chain	<p>On October 28, 2020, Tiffany & Co., a Delaware corporation (the “Company”), entered into that certain Amended and Restated Agreement and Plan of Merger (the “Merger Agreement”), by and among the Company, LVMH Moët Hennessy-Louis Vuitton SE, a <i>societas Europaea</i> (European company) organized under the laws of France (“LVMH”), Breakfast Holdings Acquisition Corp., a Delaware corporation and a wholly owned indirect subsidiary of LVMH (“Holding”) and Breakfast Acquisition Corp., a Delaware corporation and a wholly owned direct subsidiary of Holding (“Merger Sub”). Pursuant to the Merger Agreement, on January 7, 2021, Merger Sub merged with and into the Company, with the Company continuing as the surviving company in such merger and a wholly owned indirect subsidiary of LVMH.</p>
102-11	Precautionary principle or approach	<p>Tiffany & Co. takes the precautionary approach to environmental challenges, aiming to identify potential environmental impacts early on by incorporating certain environmental or other sustainability criteria into ongoing risk analysis, supplier screening, product design and development, and the Company’s quality assurance process.</p>
102-12	External initiatives	<p>Tiffany & Co. has integrated, and is working to improve, many external, third-party initiatives that relate to the economic, environmental and social impacts of Tiffany & Co. Information on these initiatives can be found throughout Tiffany.com/Sustainability.</p>

Indicator	Description	Response
102-13	Membership of associations	<p>Selected memberships are referenced throughout Tiffany.com/Sustainability. The Company monitors its memberships to avoid association with groups that oppose important climate change efforts; for more information on our work in this area, please see <i>Taking Bold Action: Climate Policy and Advocacy</i> of Planet on Tiffany.com/Sustainability.</p> <p>The “Tiffany & Co. 2020 Annual Political Spending Disclosure” can be found on Tiffany.com/Sustainability.</p>
STRATEGY		
102-14	Statement from senior decision-maker	<p>Please find our CEO Message on Tiffany.com/Sustainability.</p>
102-15	Key impacts, risks, and opportunities	<p>The Company conducts periodic sustainability materiality analyses informing the Company of areas of risk, highest impact and opportunities with respect to its sustainability efforts. Our latest materiality analysis in 2018 confirmed focus areas to guide the development and implementation of our 2025 Sustainability Goals.</p> <p>Additional information on our latest sustainability materiality analysis can be found in the <i>Sustainability Materiality & Our Priorities</i> segment of Sustainability Approach on Tiffany.com/Sustainability. A description of key sustainability impacts, risks and opportunities can be found within the description of impact boundaries in the introduction to this GRI Content Index, as well as throughout Tiffany.com/Sustainability. For information on key sustainability goals, please see “Tiffany & Co. 2025 Sustainability Goals” and “FY2020 Tiffany & Co. Sustainability Goals Progress.”</p>
ETHICS AND INTEGRITY		
102-16	Values, principles, standards, and norms of behavior	<p>Please see the Tiffany Careers website for Tiffany & Co.’s cultural values and page 2 of this document for links to our key policies, which include information regarding values, principles, standards and norms of behavior. Employees review the Tiffany & Co. Business Conduct Policy when they are hired and receive training as part of an annual review of the policy. Except where prohibited by local law, employees must commit to report any exceptions or violations of which they are aware. Also, we have established additional policies, procedures and training programs to help ensure that employees are operating in an ethical fashion; this includes annual Anti-Money Laundering training, as well as Anti-Bribery & Corruption training. Tiffany & Co. officers and other key members of management also complete an annual Officer’s Questionnaire to identify, among other matters, potential conflicts of interest.</p> <p>The Tiffany & Co. Supplier Code of Conduct has helped Tiffany uphold our basic expectations across our supplier base. For more information regarding our standards of ethics and integrity (including in our supply chains), please see the “Tiffany & Co. Business Conduct Policy,” <i>Committed to Excellence: Our Supplier Code of Conduct</i> segment of A Legacy of Craftsmanship on Tiffany.com/Sustainability, as well as “Tiffany & Co. Supplier Code of Conduct” and “Tiffany & Co. Supplier Code of Conduct Guidance.”</p>

Indicator	Description	Response
102-17	Mechanisms for advice and concerns about ethics	<p>The Tiffany & Co. Business Conduct Policy sets forth expectations of our employees, including compliance with all applicable laws and regulations. All employees review the policy when they are hired and receive training as part of an annual review of the policy. We provide the means to report ethical and other concerns via a third-party service provider. Reports may be submitted anonymously, subject to local law. Reporting mechanisms are available globally. Reports are evaluated and, if warranted, issues are investigated and remediated. For further details, please see the “Tiffany & Co. Business Conduct Policy” and <i>Importance of Governance</i> segment of Sustainability Approach on Tiffany.com/Sustainability for more information.</p> <p>The Tiffany & Co. Supplier Code of Conduct has helped Tiffany uphold our basic expectations across our supplier base. For more information regarding our standards of ethics and integrity in our supply chains, please see the <i>Committed to Excellence: Our Supplier Code of Conduct</i> segment of A Legacy of Craftsmanship on Tiffany.com/Sustainability and “Tiffany & Co. Supplier Code of Conduct.”</p>

GOVERNANCE		
102-18	Governance structure	As of January 7, 2021, Tiffany & Co. is a wholly owned indirect subsidiary of LVMH Moët Hennessy-Louis Vuitton SE. Tiffany & Co.’s Senior Management team is engaged in active management of the Company’s day-to-day governance matters.
102-19	Delegating authority	Tiffany & Co.’s Senior Management team is engaged in active management of the Company’s day-to-day governance matters.
102-20	Executive-level responsibility for economic, environmental, and social topics	Tiffany & Co.’s Chief Sustainability Officer sets our strategic sustainability agenda along with the CEO and Senior Management. Members of the Company’s Senior Management play an active role in Tiffany’s sustainability efforts across economic, environmental and social areas.
102-21	Consulting stakeholders on economic, environmental, and social topics	Information on Tiffany & Co. practices for stakeholder engagement can be found on Tiffany.com/Sustainability, including in the <i>Stakeholder Engagement and Dialogue</i> , <i>Sustainability Materiality & Our Priorities</i> and <i>Our 2025 Sustainability Goals</i> segments of Sustainability Approach .
102-22	Composition of the highest governance body and its committees	Tiffany & Co.’s Senior Management team is engaged in active management of the Company’s day-to-day governance matters.
102-23	Chair of the highest governance body	Tiffany & Co.’s Senior Management team, which is led by Tiffany’s President and CEO, is engaged in active management of the Company’s day-to-day governance matters.

Indicator	Description	Response
102-26	Role of highest governance body in setting purpose, values, and strategy	Over the past decade, we have integrated sustainability throughout our Company through a strong accountability system. Prior to 2021, this included oversight from the Corporate Social Responsibility (CSR) Committee of our Board of Directors and continues to include oversight from our Chief Sustainability Officer, who sets our strategic sustainability agenda along with the CEO and Senior Management.
102-33	Communicating critical concerns	We provide the means to report ethical and other concerns via a third-party service provider. Reports may be submitted anonymously, subject to local law. Reporting mechanisms are available globally. Reports are evaluated and, if warranted, issues are investigated and remediated. Please see the <i>Importance of Governance</i> segment of Sustainability Approach on Tiffany.com/Sustainability for more information.
102-34	Nature and total number of critical concerns	Not disclosed

STAKEHOLDER ENGAGEMENT		
102-40	List of stakeholder groups	Information on Tiffany & Co. stakeholders and our practices for stakeholder engagement can be found throughout Tiffany.com/Sustainability, including in <i>Stakeholder Engagement and Dialogue</i> segment of Sustainability Approach .
102-41	Collective bargaining agreements	Not disclosed
102-42	Identifying and selecting stakeholders	Information on Tiffany & Co. practices for stakeholder engagement can be found throughout Tiffany.com/Sustainability, including in the <i>Stakeholder Engagement and Dialogue</i> segment of Sustainability Approach .
102-43	Approach to stakeholder engagement	<p>Information on Tiffany & Co.’s approach to stakeholder engagement can be found throughout Tiffany.com/Sustainability, including in the <i>Stakeholder Engagement and Dialogue</i> segment of Sustainability Approach.</p> <p>Tiffany & Co. formally and informally engages with our various stakeholders, including in the preparation of our annual sustainability reporting documents and our sustainability website. We strive to maintain an ongoing dialogue throughout the year. We engage in more structured engagement processes through our periodic materiality analyses and our membership in sustainability-focused initiatives and working groups.</p>
102-44	Key topics and concerns raised	This information is reported throughout Tiffany.com/Sustainability, including in the <i>Stakeholder Engagement and Dialogue</i> segment of Sustainability Approach and in the introduction to this GRI Content Index.

Indicator	Description	Response
REPORTING PRACTICE		
102-45	Entities included in the consolidated financial statements	Our sustainability reporting and disclosures on Tiffany.com/Sustainability cover Tiffany & Co. and its subsidiary operations, unless otherwise specified.
102-46	Defining report content and topic boundaries	For information on topic Boundaries and other topics, please see the introduction to this GRI Content Index on page 14. Tiffany & Co. reports on certain supply chain and downstream value chain information, and notes where in the value chain they are relevant, throughout Tiffany.com/Sustainability, as a part of our topic disclosures.
102-47	List of material topics	Please see the <i>Sustainability Materiality & Our Priorities</i> segment of Sustainability Approach on Tiffany.com/Sustainability and the introduction to this GRI Content Index.
102-48	Restatements of information	Tiffany & Co. evaluates restatements each reporting cycle. At this time, we have no restatements for the 2019 or 2020 fiscal year.
102-49	Changes in reporting	Any explanation of significant changes from previous reporting periods is described in the discussion of that specific metric on Tiffany.com/Sustainability or with the discussion of that topic in this GRI Content Index.
102-50	Reporting period	Tiffany & Co. is reporting on Fiscal Year 2020 (February 1, 2020–January 31, 2021) unless otherwise specified.
102-51	Date of most recent report	Tiffany & Co. updates its sustainability reporting and disclosures annually. The Company updated our most recent previous sustainability reporting and disclosures on Fiscal Year 2019 in August 2020.
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	For questions regarding Tiffany’s sustainability reporting, please contact Sustainability@Tiffany.com .
102-54	Claims of reporting in accordance with the GRI Standards	The content on Tiffany.com/Sustainability was developed in accordance with the GRI Standards: Core option.
102-55	GRI content index	Pages 14–28 of our Alignment to Reporting Frameworks Document – FY20.
102-56	External assurance	Tiffany & Co. engaged KPMG LLP (KPMG) to provide limited assurance on select sustainability metrics and disclosures on the Tiffany.com/Sustainability website. A copy of their KPMG report and Tiffany & Co. Management Assertion can be found in the Report of Independent Accountants on pages 22–26 of “FY2020 Sustainability Performance and Metrics Document” on Tiffany.com/Sustainability.

Indicator	Description	Response
ECONOMIC		
GRI 201: ECONOMIC PERFORMANCE		
201	Management approach	<p>On October 28, 2020, Tiffany & Co., a Delaware corporation (the “Company”), entered into that certain Amended and Restated Agreement and Plan of Merger (the “Merger Agreement”), by and among the Company, LVMH Moët Hennessy-Louis Vuitton SE, a <i>societas Europaea</i> (European company) organized under the laws of France (“LVMH”), Breakfast Holdings Acquisition Corp., a Delaware corporation and a wholly owned indirect subsidiary of LVMH (“Holding”) and Breakfast Acquisition Corp., a Delaware corporation and a wholly owned direct subsidiary of Holding (“Merger Sub”). Pursuant to the Merger Agreement, on January 7, 2021, Merger Sub merged with and into the Company, with the Company continuing as the surviving company in such merger and a wholly owned indirect subsidiary of LVMH. As the Company is no longer publicly traded, it does not disclose its financial performance data.</p> <p>Information on Tiffany & Co’s corporate giving can be found in the following on Tiffany.com/ Sustainability: throughout Philanthropy, and <i>A Commitment to Environmental Philanthropy</i> and <i>Environmental Advocacy and Land Preservation</i> segments on Planet.</p> <p>Certain information regarding The Tiffany & Co. Foundation’s grantmaking can be found on The Tiffany & Co. Foundation website as well as the following on Tiffany.com/Sustainability: throughout Philanthropy and <i>A Commitment to Environmental Philanthropy</i> and <i>Environmental Advocacy and Land Preservation</i> segments of Planet.</p>
201-1	Direct economic value generated and distributed	<p>As the Company is no longer publicly traded, it does not disclose its financial performance data.</p> <p>For information on Tiffany & Co’s corporate giving in Fiscal Year 2020, please see the following on Tiffany.com/Sustainability:</p> <ul style="list-style-type: none">• Throughout Philanthropy• <i>A Commitment to Environmental Philanthropy</i> and <i>Environmental Advocacy and Land Preservation</i> segments of Planet• Pages 10 and 21 of “FY2020 Sustainability Performance and Metrics Document” <p>For information on the Tiffany & Co. Foundation’s grantmaking, please see The Tiffany & Co. Foundation, as well as the following on Tiffany.com/Sustainability:</p> <ul style="list-style-type: none">• Throughout Philanthropy• <i>A Commitment to Environmental Philanthropy</i> segment of Planet• <i>Supporting Abandoned Mine Reclamation</i> segment on Taking Care of the Planet• <i>Responsible Mining Philanthropy</i> segment of Our Responsible Mining Philosophy• <i>Our Stance on Coral and Ivory</i> of Responsibly Sourced Materials• Pages 10, 21 and 24 of “FY2020 Sustainability Performance and Metrics Document”
201-2	Financial implications and other risks and opportunities due to climate change	Please see the <i>Evaluating Climate Risk</i> segment of Achieving Net-zero Emissions on Tiffany.com/ Sustainability for additional information on climate risk.

Indicator	Description	Response
GRI 202: MARKET PRESENCE		
202	Management approach	<p>Tiffany & Co. is focused on positively impacting the communities in which we operate, including through local development.</p> <p>For information on local hiring, see the following on Tiffany.com/Sustainability: <i>Economic Beneficiation and Local Development</i> segment of Our Approach to Human Rights.</p> <p>For information on Tiffany’s living wage program, see the following on Tiffany.com/Sustainability: <i>Living Wage</i> segments of Our Approach to Human Rights and of People.</p>
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	<p>A discussion of Tiffany & Co. living wage practices at our manufacturing locations in developing countries can be found in the following on Tiffany.com/Sustainability:</p> <ul style="list-style-type: none">• <i>Crafting with Integrity</i> segment of Product• <i>The Importance of Vertical Integration</i> segment of A Legacy of Craftsmanship• <i>Living Wage</i> segments of People and of Our Approach to Human Rights• <i>Protecting Human Rights</i> segment of Our Approach to Human Rights
202-2	Proportion of senior management hired from the local community	<p>A discussion of Tiffany & Co. local hiring practices at our manufacturing locations in developing countries can be found in links noted for 202-1, as well as the following on Tiffany.com/Sustainability: <i>Respecting Human Rights</i> segment of People and <i>Economic Beneficiation and Local Development</i> segment of Our Approach to Human Rights and pages 7, 21 and 24 of “FY2020 Sustainability Performance and Metrics Document.”</p>
GRI 203: INDIRECT ECONOMIC IMPACTS		
203	Management approach	<p>For information on local development and creation of indirect economic impacts, please see the following on Tiffany.com/Sustainability: <i>Economic Beneficiation and Local Development</i> segment of Our Approach to Human Rights, as well as <i>Living Wage</i> segments of Our Approach to Human Rights and People.</p>
203-2	Significant indirect economic impacts	<p>For information on our indirect economic impact through job creation, local hiring and endeavoring to pay a living wage in our workshops in developing countries and local hiring, please see the following on Tiffany.com/Sustainability:</p> <ul style="list-style-type: none">• <i>Crafting with Integrity</i> segment of Product• <i>Living Wage</i> and <i>Respecting Human Rights</i> section of People• <i>Protecting Human Rights</i> and <i>Living Wage</i> and <i>Economic Beneficiation and Local Development</i> segments of Our Approach to Human Rights <p>For further information on Tiffany’s beneficiation work, please see pages 11 and 23 of “FY2020 Sustainability Performance and Metrics Document.”</p>

Indicator	Description	Response
GRI 204: PROCUREMENT PRACTICES		
204	Management approach	<p>Tiffany is committed to responsibly sourcing all materials used in its products, from the paper used in our iconic Blue Boxes and blue bags to the gemstones used in our jewelry. We believe that fine craftsmanship means embedding social and environmental integrity at every step—from sourcing to processing to crafting our jewelry. Our vertical integration model helps us uphold our standards of craftsmanship, safe and healthy working environments, community economic development and supply chain traceability. We are committed to excellence as a company and hold our suppliers to the same high standards to which we hold our own business. The Tiffany & Co. Supplier Code of Conduct has helped Tiffany uphold our basic expectations across our supplier base. Our Social & Environmental Accountability Program enables us to uphold our standards in social and environmental responsibility by working with a key subset of our suppliers to help them improve their human rights, labor and environmental performance. This key subset includes suppliers that provide us with our finished goods, components, leather goods, polished diamonds, colored gemstones and packaging materials, as well as service providers that repair and perform new sale alterations on Tiffany & Co. merchandise.</p>
204-1	Proportion of spending on local suppliers	<p>For select information on locations of suppliers, please see page 12 of “FY2020 Sustainability Performance and Metrics Document.”</p>
GRI 205: ANTI-CORRUPTION		
205	Management approach	<p>At Tiffany & Co., the Global Compliance and Privacy Team within Tiffany’s Legal Department evaluates the Company’s key compliance and reputational risks.</p> <p>For information on our risk assessment governance, please see the <i>Importance of Governance</i> segment of Sustainability Approach on Tiffany.com/Sustainability.</p> <p>The Company’s key compliance and risk management principles are also communicated to our broader workforce through the “Tiffany & Co. Business Conduct Policy.”</p>
205-1	Operations assessed for risks related to corruption	<p>The Global Compliance and Privacy Team within Tiffany’s Legal Department evaluates the Company’s key compliance and reputational risks. For more information on our risk assessment governance, please see the <i>Importance of Governance</i> segment of Sustainability Approach on Tiffany.com/Sustainability.</p>

Indicator	Description	Response
205-2	Communication and training about anticorruption policies and procedures	<p>All employees are required to annually take the Tiffany & Co. Business Conduct training course and to review the Tiffany & Co. Business Conduct Policy. Certain employees in all regions, including regional management, are required to undergo Anti-Money Laundering training. In addition, employees whose responsibilities may involve interactions with government officials are required to annually undergo Anti-Bribery & Corruption training.</p> <p>For more information, please see the “Tiffany & Co. Business Conduct Policy,” <i>Committed to Excellence: Our Supplier Code of Conduct</i> segment of A Legacy of Craftsmanship on Tiffany.com/Sustainability, as well as the “Tiffany & Co. Supplier Code of Conduct” and “Tiffany & Co. Supplier Code of Conduct Guidance.”</p>

GRI 206: ANTI-COMPETITIVE BEHAVIOR

206	Management approach	At Tiffany & Co., the Company’s Legal Department advises on compliance with applicable anti-competition laws.
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	None

Indicator	Description	Response
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GRI 301: MATERIALS

301	Management approach	<p>For information on Tiffany’s traceability practices, please see the following on Tiffany.com/Sustainability: <i>Why Traceability Is Key</i> segment on A Legacy of Craftsmanship, pages 11, 19–20 and 23 of “Tiffany & Co. FY2020 Sustainability Performance and Metrics Document,” page 4 of “Tiffany & Co. 2025 Sustainability Goals” and page 4 of “Tiffany & Co. Sustainability Goals Progress – FY20.”</p> <p>For information on our commitment to circularity, see the <i>Circular Economy Opportunities</i> segment of Environmental Impact on Tiffany.com/Sustainability. Examples of where we use recycled materials include precious metals, and our iconic Blue Boxes and blue bags for packaging.</p> <p>Management approach by key material:</p> <p>DIAMONDS: <i>Diamonds and Advancing Responsible Mining</i> segment of Product, page 4 of “Tiffany & Co. 2025 Sustainability Goals,” pages 4 and 6 of “FY2020 Tiffany & Co. Sustainability Goals Progress” and pages 11, 19 and 23 of “FY2020 Sustainability Performance and Metrics Document” on Tiffany.com/Sustainability. Additionally, please see A Journey of a Tiffany Diamond website.</p> <p>PRECIOUS METALS: <i>Precious Metals</i> and <i>Environmental Advocacy</i> segments of Product, page 4 of “Tiffany & Co. 2025 Sustainability Goals,” pages 4–5 of “FY2020 Tiffany & Co. Sustainability Goals Progress” and pages 11, 20 and 23 of “FY2020 Sustainability Performance and Metrics Document” on Tiffany.com/Sustainability.</p> <p>COLORED GEMSTONES AND PEARLS: <i>Colored Gemstones</i> segment of Product, <i>Our Pearl Sourcing Practices</i> segment of “Responsibly Sourced Material,” page 4 of “Tiffany & Co. 2025 Sustainability Goals” and page 5 of “FY2020 Tiffany & Co. Sustainability Goals Progress” on Tiffany.com/Sustainability.</p> <p>WOOD AND PAPER: <i>Wood and Paper Sourcing</i> segment of Environmental Impact, <i>Tiffany’s Iconic Packaging</i> segments of both Planet and Responsibly Sourced Materials, pages 11, 20 and 24 of “FY2020 Sustainability Performance and Metrics Document,” page 6 of “Tiffany & Co. 2025 Sustainability Goals” and page 18 of “Tiffany & Co. Sustainability Goals Progress – FY20” on Tiffany.com/Sustainability.</p> <p>LEATHER: <i>Our Leather Sourcing</i> segment of Responsibly Sourced Materials and pages 11 and 20 of “FY2020 Sustainability Performance and Metrics Document” on Tiffany.com/Sustainability.</p> <p>Additional key materials will be covered by the forthcoming Tiffany & Co. Sustainable Material Guidance.</p>
301-1	Materials used by weight or volume	Reason for omission: Tiffany & Co. does not disclose the exact quantity of materials that we use, as we find this information to be proprietary.
301-2	Recycled input materials used	<p>Tiffany & Co. tracks and reports the percentage of recycled input for select materials, including recycled precious metals for our jewelry and recycled content for our Blue Boxes and blue bags.</p> <p>For information on the percentage of recycled metals in our jewelry products and percentage of recycled content in our Blue Boxes and blue bags for Fiscal Year 2020, please see the following on Tiffany.com/Sustainability:</p> <ul style="list-style-type: none">•Page 6 of “Tiffany & Co. 2025 Sustainability Goals”•Page 18 of “FY2020 Tiffany & Co. Sustainability Goals Progress”•Pages 11 and 20 of “FY2020 Sustainability Performance and Metrics Document”

Indicator	Description	Response
GRI 302: ENERGY		
302	Management approach	<p>For more information, please see the following on Tiffany.com/Sustainability:</p> <ul style="list-style-type: none">• <i>Our Journey Towards Net-zero Emissions</i> and <i>Generating Solar Energy</i> segments of Planet• <i>A More Energy Efficient Tiffany</i> and <i>Prioritizing Renewable Energy</i> segments of Achieving Net-zero Emissions• Page 6 of “Tiffany & Co. 2025 Sustainability Goals”• Pages 15–16 of “FY2020 Tiffany & Co. Sustainability Goals Progress”• Pages 16–18, 20–21 and 24–26 of “FY2020 Sustainability Performance and Metrics Document”
302-1	Energy consumption within the organization	<p>Information on our energy consumption within the organization, including electricity, steam, heating and cooling can be found on page 18 in the “FY2020 Sustainability Performance and Metrics Document” on Tiffany.com/Sustainability.</p> <p>For information on fuel types and other key definitions and methodologies, please see pages 18, 20–21 and 24–26 in the “FY2020 Sustainability Performance and Metrics Document.”</p>
302-3	Energy intensity	For energy intensity figure, see page 18 of “FY2020 Sustainability Performance and Metrics Document” on Tiffany.com/Sustainability, and for information on fuel types and other key definitions and methodologies, please see pages 18, 20–21 and 24–26 of “FY2020 Sustainability Performance and Metrics Document.”
302-4	Reduction of energy consumption	Please see pages 16 and 18 of “FY2020 Sustainability Performance and Metrics Document” on Tiffany.com/Sustainability for reduction of energy consumption figure.
GRI 303: WATER AND EFFLUENTS		
303	Management approach	<p>Tiffany & Co. recognizes the importance that water impacts can have throughout our supply chain, in particular in mining operations. The Company does not own or operate any mines, and we do not focus our environmental reporting on water in our own operations at this time as we believe that Tiffany’s water impacts are relatively low.</p> <p>Tiffany continues to work through the Initiative for Responsible Mining Assurance (IRMA) to support broader industry change and help mitigate the environmental impacts of mining, including through improved water management.</p> <p>For additional information on Tiffany’s participation in IRMA, please see <i>The Initiative for Responsible Mining Assurance</i> segment of Our Responsible Mining Philosophy on Tiffany.com/Sustainability.</p>

Indicator	Description	Response
303-2	Management of water discharge-related impacts	<p>All Tiffany-controlled locations must comply with Tiffany’s internal global standards for Ground & Surface Water Protection which details requirements for controls, information monitoring and performance expectations.</p> <p>Tiffany & Co. requires that all Tiffany-controlled locations and suppliers meet or exceed all environmental laws and regulations, including water standards.</p> <p>Through Tiffany’s Supplier Code of Conduct Guidance document, the Company outlines guidance for suppliers to assess and control potential discharge impacts. Suppliers are expected to implement and regularly review documented controls to mitigate identified environmental risks, including maintaining a system to identify, monitor and record data for water usage and discharge. If supplier discharge impacts are not properly assessed and controlled, the supplier would be required to take remedial action.</p> <p>For information on the Company’s expectations for suppliers in these areas, please see the “Tiffany & Co. Supplier Code of Conduct” and “Tiffany & Co. Supplier Code of Conduct Guidance.”</p>
GRI 304: BIODIVERSITY		
304	Management approach	<p>Tiffany & Co. has always had a powerful relationship with nature, which both inspires our designs and serves as the source of the precious materials that give life and form to our iconic collections. Our approach to biodiversity spans product design and development, sourcing practices, supplier relationships and our advocacy efforts.</p> <p>We are intentional in sourcing our materials (as well as those raw materials we choose not to source), including aligning our expectations to third-party standards and industry best practices through Tiffany & Co’s Sustainable Material Guidance to mitigate negative impacts like deforestation. For more information, please see the Product segment on Tiffany.com/Sustainability.</p> <p>Through our Social & Environmental Accountability Program, Tiffany & Co. upholds standards in social and environmental responsibility by working with a key subset of suppliers to help them improve their human rights, labor and environmental performance, which includes biodiversity considerations. For more information on how we work with our suppliers in these areas, please see the <i>Turning Results into Action: Working with Our Suppliers</i> segment of A Legacy of Craftsmanship on Tiffany.com/Sustainability.</p> <p>The Tiffany & Co. Foundation’s grantmaking is strategically aligned to complement Tiffany & Co.’s sustainability efforts. With a mission to preserve the world’s most treasured seascapes and landscapes, the Foundation’s grantmaking focuses on two main program areas: Responsible Mining and Coral Conservation. Since 2000, the Foundation has awarded over USD \$90 million in grants to nonprofit organizations working around the world to advance issues on a local and global scale. For more information, see The Tiffany & Co. Foundation website, and Our Philanthropy Approach on Tiffany.com/Sustainability.</p>

Indicator	Description	Response
304-2	Significant impacts of activities, products, and services on biodiversity	<p>Tiffany & Co. works to protect biodiversity through the following approaches:</p> <p>INCORPORATING BIODIVERSITY CONSIDERATIONS INTO OUR MATERIAL SOURCING PRACTICES: <i>Sourcing Other Materials</i> segment of Product and <i>Our Stance on Coral and Ivory</i> segment of Responsibly Sourced Materials; <i>Tiffany’s Iconic Packaging</i> segment of Planet; <i>Wood and Paper Sourcing</i> and <i>Circular Economy Opportunities</i> segments of Environmental Impact; <i>Restoring Habitats in Alaska</i> segment of Taking Care of the Planet.</p> <p>NATURE-BASED SOLUTIONS: As part of our climate strategy, we purchase our carbon offsets through the Chyulu Hills Conservation Trust project, which in part conserves critical habitat for elephants and lions. For more information, please see the Carbon Offsets segment of Achieving Net-zero Emissions on Tiffany.com/Sustainability.</p> <p>INDUSTRY STANDARDS INCLUDING BIODIVERSITY: <i>Precious Metals</i> and <i>Advancing Responsible Mining</i> segments of Product; <i>Responsible Mining Principles</i> and <i>The Initiative for Responsible Mining Assurance</i> and <i>The Kimberley Process</i> segments of Our Responsible Mining Philosophy on Tiffany.com/Sustainability.</p> <p>ADVOCACY AND PHILANTHROPY: Since 2017, we have raised over \$10 million from the Tiffany Save the Wild collection to help protect elephants, rhinos and lions. 100% of profits benefit the Wildlife Conservation Network. For more information, see <i>Save the Wild</i> segment of Philanthropy, <i>A Commitment to Environmental Philanthropy</i> segment of Planet, <i>Tiffany Save the Wild</i> segment of Taking Care of the Planet and <i>Our Stance on Coral and Ivory</i> segment of Responsibly Sourced Materials.</p> <p>USING OUR VOICE: As a company, we feel it is our responsibility to use the power of the Tiffany brand to lead powerful conversations about climate change and biodiversity. We speak out and raise awareness during critical moments that directly affect the planet and our communities. For more information on our government engagement in this area, please see the following on Tiffany.com/Sustainability: the <i>Government Engagement</i> segment of Sustainability Approach, <i>Environmental Advocacy and Land Preservation</i> segment of Planet, <i>Protecting Bristol Bay</i> and <i>Protecting U.S. National Monuments</i> and <i>Minimizing Environmental Impact of Mining segments</i> of Taking Care of the Planet on Tiffany.com/Sustainability.</p> <p>The Tiffany & Co. Foundation seeks to preserve the world’s most treasured landscapes and seascapes. For more information, see The Tiffany & Co. Foundation website, and the following on Tiffany.com/Sustainability:</p> <p><i>A Powerful Legacy: The Tiffany & Co. Foundation, Coral Conservation, Responsible Mining</i> segments of Philanthropy; <i>A Commitment to Environmental Philanthropy</i> segment of Planet; <i>Supporting Abandoned Mine Reclamation, Supporting Oceans and Marine Conservation</i> and <i>Protecting U.S. National Monuments</i> segments of Taking Care of the Planet and <i>Advancing Responsible Mining</i> segment of Product.</p>

Indicator	Description	Response
304-3	Habitats protected or restored	<p>Tiffany & Co. has contributed to protecting key habitats in Alaska by providing seed funding for the Salmon Gold pilot to advance an innovative model that produces gold using responsible mining techniques and simultaneously restores critical habitats for salmon and other species at placer mine sites in Alaska. For more information on the program, please see the <i>Restoring Habitats in Alaska</i> segment of Taking Care of the Planet on Tiffany.com/Sustainability.</p> <p>Since 2017, Tiffany & Co. has also supported the protection of 4,000 km² of critical forest ecosystem through our investment in carbon offsets in the Chyulu Hills. For more information, please see the following on Tiffany.com/Sustainability: <i>Our Journey Towards Net-zero Emissions</i> segment of Planet and the <i>Carbon Offsets</i> segment of Achieving Net-zero Emissions on Tiffany.com/Sustainability.</p> <p>Tiffany & Co. has also protected habitats through its advocacy, including against the proposed Pebble Mine in Bristol Bay, Alaska and Yellowstone National Park. For more information, please see the links in 304-1.</p> <p>The Tiffany & Co. Foundation has also helped to protect key habitats through its strategic grantmaking over the last 20 years. To date, the Foundation has supported the creation of approximately 10 million km² of marine protected areas across the world’s five oceans. For more information, please see the <i>Coral Conservation</i> segment of Philanthropy and the <i>Supporting Oceans and Marine Conservation</i> segment of Taking Care of the Planet on Tiffany.com/Sustainability.</p> <p>Over the past 15 years, the Foundation has also supported habitat protection through its Responsible Mining program with support for Conservation Lands Foundation, which has helped permanently protect nearly nine million acres of ecologically and culturally significant land in the United States. The Foundation’s support of Trout Unlimited has also helped to restore approximately 210 miles of streams in the American West. For more information on this program, please see the <i>Responsible Mining</i> segment of Philanthropy on Tiffany.com/Sustainability.</p> <p>In addition, through its Urban Parks Program, in 2011, The Tiffany & Co. Foundation’s support for the Trust for Public Land helped to permanently protect 138 acres of land (Cahuenga Peak) in Los Angeles, CA that has since become part of Griffith Park.</p>

Indicator	Description	Response
GRI 305: EMISSIONS		
305	Management approach	<p>For Tiffany & Co.’s management approach to GHG emissions, including changes in Scope 1 and 2 emissions year over year, boundaries, goals, progress and key definitions, please see the following on Tiffany.com/Sustainability:</p> <ul style="list-style-type: none">• Pages 16–18, 20–21 and 24–26 of “FY2020 Sustainability Performance and Metrics Document”• Page 6 of “Tiffany & Co. 2025 Sustainability Goals”• Pages 15–16 of “FY2020 Tiffany & Co. Sustainability Goals Progress”• <i>Our Journey Towards Net-zero Emissions</i> segment of Planet <p>For Tiffany’s approach to assessing and addressing Scope 3 GHG emissions, please see <i>Introduction</i> and <i>Climate Impacts Beyond Our Own Operations</i> segments of Achieving Net-zero Emissions on Tiffany.com/Sustainability.</p>
305-1	Direct (Scope 1) GHG emissions	For Tiffany & Co.’s Scope 1 emissions, including Scope 1 and 2 emissions intensity by building area, please see pages 18 and 24–26 of “FY2020 Sustainability Performance and Metrics Document” on Tiffany.com/Sustainability.
305-2	Energy indirect (Scope 2) GHG emissions	For Tiffany & Co.’s Scope 2 emissions including Scope 1 and 2 emissions intensity by building area, please see pages 18 and 24–26 of “FY2020 Sustainability Performance and Metrics Document” on Tiffany.com/Sustainability.
305-3	Other indirect (Scope 3) GHG emission	<p>For Tiffany’s approach to assessing and addressing Scope 3 GHG emissions, please see the <i>Introduction</i> and <i>Climate Impacts Beyond Our Own Operations</i> segments of Achieving Net-zero Emissions on Tiffany.com/Sustainability.</p> <p>For Tiffany & Co.’s Scope 3 emissions please see pages 17 and 20 of “FY2020 Sustainability Performance and Metrics Document” on Tiffany.com/Sustainability.</p>
305-4	GHG emissions intensity	<p>For Tiffany & Co.’s GHG emissions intensity by building area, please see pages 18 and 24 of “FY2020 Sustainability Performance and Metrics Document” on Tiffany.com/Sustainability.</p> <p>For information on GHG emissions intensity, including Tiffany’s figures, goals and related definitions, please see the following on Tiffany.com/Sustainability:</p> <ul style="list-style-type: none">• <i>Our Journey Towards Net-zero Emissions</i> and <i>A More Energy-efficient Tiffany & Co.</i> segments of Planet• Pages 16, 18, 21 and 24–26 of “FY2020 Sustainability Performance and Metrics Document”• Page 6 of “Tiffany & Co. 2025 Sustainability Goals”• Page 15–16 of “FY2020 Tiffany & Co. Sustainability Goals Progress”

Indicator	Description	Response
305-5	Reduction of GHG emissions	<p>Please see pages 16 and 18 of “FY2020 Sustainability Performance and Metrics Document” on Tiffany.com/Sustainability for reductions in Tiffany & Co. GHG emissions. For more information on reducing GHG emissions, please see the following on Tiffany.com/Sustainability:</p> <ul style="list-style-type: none">• <i>Our Journey Towards Net-zero Emissions</i> segment of Planet• Throughout <i>Achieving Net-zero Emissions</i>• Page 6 of “Tiffany & Co. 2025 Sustainability Goals”• Pages 15–16 of “FY2020 Tiffany & Co. Sustainability Goals Progress”
GRI 306: WASTE		
306	Management approach	<p>Tiffany & Co. regulated waste management programs are designed to ensure that all operational waste streams are assessed and characterized to assure compliance with applicable waste regulations and acceptable handling practices.</p> <p>For non-regulated waste, please see the <i>Circular Economy Opportunities</i> segment of Environmental Impact on Tiffany.com/Sustainability.</p> <p>We prioritize responsible waste management as part of our Social and Environmental Accountability Program, including waste-related standards in the Supplier Code of Conduct. For more information, please see the “Tiffany & Co. Supplier Code of Conduct” and “Tiffany & Co. Supplier Code of Conduct Guidance.”</p>
306-2	Management of significant waste-related impacts	<p>Tiffany & Co. seeks to take advantage of circular economy opportunities as a mechanism to manage waste-related impacts. For information on management of significant waste related impacts more broadly please see the following on Tiffany.com/Sustainability:</p> <ul style="list-style-type: none">• Throughout Planet• Throughout Environmental Impact• Page 6 of “Tiffany & Co. 2025 Sustainability Goals”• Page 19 of “FY2020 Tiffany & Co. Sustainability Goals Progress” <p>Tiffany & Co. does not report on waste generation at this time but, as part of its 2025 Sustainability Goals, is striving to implement circular economy principles to reduce material use and key waste streams by 2025.</p>

Indicator	Description	Response
GRI 307: ENVIRONMENTAL COMPLIANCE		
307	Management approach	<p>Tiffany & Co.’s Occupational Safety & Environmental (OS&E) Management system establishes global performance expectations for OS&E matters related to all Company operations. This system outlines responsibilities and sets the expectation for each business unit to identify and control, to the extent necessary, OS&E aspects and issues specific to its operations. Programs and controls are developed and executed locally to assure regulatory compliance and manage relevant OS&E aspects.</p> <p>Please see the <i>Our Environmental Management Standards</i> segment of Environmental Impact on Tiffany.com/Sustainability for more information.</p>
307-1	Non-compliance with environmental laws and regulations	<p>Tiffany & Co. works to comply with applicable laws and regulations. Tiffany & Co. was not subject to any significant fines or significant non-monetary sanctions for non-compliance with environmental laws and regulations in 2020.</p>
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT		
308	Management approach	<p>The Tiffany & Co. Supplier Code of Conduct has helped Tiffany uphold our basic expectations across our supplier base. Our Social & Environmental Accountability Program enables us to uphold our standards in social and environmental responsibility by working with a key subset of our suppliers to help them improve their human rights, labor and environmental performance. This key subset includes suppliers that provide us with our finished goods, components, leather goods, polished diamonds, colored gemstones and packaging materials, as well as service providers that repair and perform new sale alterations on Tiffany & Co. merchandise. For more information on the Company’s management approach to supplier environmental assessment, please see the following on Tiffany.com/Sustainability:</p> <ul style="list-style-type: none">• <i>Our Social and Environmental Accountability Program</i> and <i>Turning Results into Action: Working with Our Suppliers</i> segments of A Legacy of Craftsmanship• Pages 12–15 of “FY2020 Sustainability Performance and Metrics Document”• “Tiffany & Co. Supplier Code of Conduct”• “Tiffany & Co. Supplier Code of Conduct Guidance”• “Tiffany & Co. Responsible Purchasing Policy”
308-1	New suppliers that were screened using environmental criteria	<p>For information on Tiffany & Co.’s protocol for screening new suppliers, please see the <i>Our Social and Environmental Accountability Program</i> segment of A Legacy of Craftsmanship on Tiffany.com/Sustainability.</p>
308-2	Negative environmental impacts in the supply chain and actions taken	<p>For information on the nature of findings in our most recently completed Social and Environmental Accountability audit cycle (2018–2019), see pages 12–15 and 24 of “FY2020 Sustainability Performance and Metrics Document” on Tiffany.com/Sustainability. Please also see the <i>Our Social and Environmental Accountability Program</i> and <i>Turning Results into Action: Working with Our Suppliers</i> segments of A Legacy of Craftsmanship on Tiffany.com/Sustainability for how we review, assess and address environmental and other areas through our Social and Environmental Accountability Program (SEA Program).</p>

Indicator	Description	Response
SOCIAL		
GRI 401: EMPLOYMENT		
401	Management approach	<p>Tiffany & Co. has employment policies in place regarding employee standards and compliance.</p> <p>Tiffany requires that our suppliers share our commitment to human rights, fair and safe labor practices, environmental protection and ethical business conduct. These requirements are communicated through the Supplier Code of 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.</p> <p>Through our Social & Environmental Accountability Program (SEA Program), we perform regular audits on a targeted subset of suppliers. For information on the Company’s expectations for suppliers in these areas, please see the “Tiffany & Co. Supplier Code of Conduct” and “Tiffany & Co. Supplier Code of Conduct Guidance.”</p>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>Tiffany & Co. provides the following benefits to full-time employees but not to part-time or temporary employees except where required by law:</p> <ul style="list-style-type: none">• <i>Life insurance</i>• <i>Health care</i>• <i>Disability coverage</i>• <i>Parental leave</i>• <i>Retirement benefits</i>
401-3	Parental leave	<p>For information on the Company’s parental leave programs, please see the pages in the People section on Tiffany.com/Sustainability and the Tiffany Careers website.</p>
403: OCCUPATIONAL HEALTH AND SAFETY		
403	Management approach	<p>Tiffany & Co.’s corporate Occupational Safety & Environmental (OS&E) management system establishes global performance expectations for OS&E matters related to all Company operations. This system outlines responsibilities and sets the expectation for each business unit to identify and control, to the extent necessary, OS&E aspects and issues specific to its operations. Programs and controls are developed and executed locally to assure regulatory compliance and manage relevant OS&E aspects.</p> <p>For more information on our management approach to health and safety, including our specific management approach for health and safety regarding COVID-19, please see the <i>Health and Safety</i> and <i>Our Response to COVID-19</i> segments of People on Tiffany.com/Sustainability.</p>
403-1	Occupational health and safety management system	<p>The Tiffany & Co. OS&E management system is designed to assure compliance with local regulatory requirements, identify and control risks and is scaled to align with operational needs. The management system framework is modeled after the ISO 14001 and 45001 Standards.</p> <p>Please see the <i>Health and Safety</i> and <i>Our Response to COVID-19</i> segments of People on Tiffany.com/Sustainability for more information.</p>

Indicator	Description	Response
4O3-2	Hazard identification, risk assessment, and incident investigation	<p>The Tiffany & Co. OS&E management system requires each Company operation to identify and evaluate potential employee safety impacts; conduct rigorous impact assessments; and control hazards by elimination, reduction, substitution, containment or other appropriate control mechanisms.</p> <p>Each Company operation works to verify the effectiveness of control mechanisms through a combination of physical testing, auditing and inspections; and taking steps to ensure employees understand hazards and potential impacts of their work activities. Safety related incidents, including work-related injuries, if any, are investigated with corrective action taken in an effort to prevent re-occurrence.</p>
4O3-5	Worker training on occupational health and safety	<p>Our occupational safety training programs are implemented at the operational level and designed to ensure that all Company personnel understand: how to perform their work safely; the potential safety impact of their work; how to control hazards and any applicable regulatory requirements associated with their work. Training is delivered in a variety of methods and includes a combination of generic and location/job specific content.</p>
4O3-6	Promotion of worker health	<p>Please see the <i>Our Response to COVID-19</i> segment of People on Tiffany.com/Sustainability for information on how we supported our workers through the COVID-19 pandemic.</p>
4O3-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>Tiffany & Co. communicates its values, including around Occupational Health and Safety, to third parties via its Supplier Code of Conduct and Supplier Code of Conduct Guidance. The Supplier Code of Conduct is translated in 15 languages and is available publicly through Tiffany.com/Sustainability. The Code of Conduct Guidance is available publicly through our website, as well. For more information, please see the “Tiffany & Co. Supplier Code of Conduct” and “Tiffany & Co. Supplier Code of Conduct Guidance,” as well as the <i>Committed to Excellence: Our Supplier Code of Conduct</i> segment of A Legacy of Craftsmanship on Tiffany.com/Sustainability.</p> <p>For information on how we review and help suppliers improve their performance (including in the area of health and safety) through auditing, re-auditing, training and more, please see the <i>Our Social and Environmental Accountability Program</i> and <i>Turning Results into Action: Working with Our Suppliers</i> segments of A Legacy of Craftsmanship on Tiffany.com/Sustainability.</p>
4O3-8	Workers covered by an occupational health and safety management system	<p>Our global OS&E management system applies to all worldwide retail, office, distribution and manufacturing locations we operate.</p>

Indicator	Description	Response
GRI 4O4: TRAINING AND EDUCATION		
4O4	Management approach	<p>Tiffany & Co. believes employee growth and development is a key component of our Company’s future success, focusing on programs for career development, alongside a structured annual employee evaluation process. For more information on Tiffany’s employee development and training programs, please see the <i>Promoting Growth and Development</i> segment of People on Tiffany.com/Sustainability.</p>
4O4-2	Programs for upgrading employee skills and transition assistance programs	<p>Please see the <i>Promoting Growth and Development</i> segment of People and the <i>Tiffany Academy</i> segment of Diversity and Inclusion on Tiffany.com/Sustainability, as well as the Tiffany Careers website for information on training and career development programs.</p> <p>For information on training craftspeople at our manufacturing facilities in developing countries to support local people and communities, please see the following on Tiffany.com/Sustainability:</p> <ul style="list-style-type: none">• <i>The Importance of Vertical Integration</i> segment of A Legacy of Craftsmanship• <i>Crafting with Integrity</i> segment of Product• <i>Protecting Human Rights</i> and <i>Economic Beneficiation and Local Development</i> segments of Our Approach to Human Rights
4O4-3	Percentage of employees receiving regular performance and career development reviews	<p>All Tiffany & Co. employees receive annual performance and career development reviews.</p>
GRI 4O5: DIVERSITY AND EQUAL OPPORTUNITY		
4O5	Management approach	<p>Our mission for Diversity and Inclusion is to fully leverage the power of our people to make Tiffany & Co. the most inclusive luxury brand. To achieve this mission, we are building our efforts around the three pillars of our Diversity and Inclusion strategy: talent, culture and brand. For more information see the following on Tiffany.com/Sustainability: throughout People and Diversity and Inclusion.</p>
4O5-1	Diversity of governance bodies and employees	<p>For diversity information on employees, including Senior Management, please see pages 7–9 of the “FY2020 Sustainability Performance and Metrics Document” on Tiffany.com/Sustainability and pages 21 and 24 for how we define employees for these metrics.</p>
4O5-2	Ratio of basic salary and remuneration of women to men	<p>We do not externally report the information specified in this global indicator at this time. However, we report gender pay gap data as required pursuant to applicable law in certain jurisdictions where we conduct business, such as Australia and the United Kingdom.</p>

Indicator	Description	Response
GRI 406: NON-DISCRIMINATION		
406	Management approach	<p>Pursuant to Tiffany & Co.’s Business Conduct Policy, discrimination or harassment based on age, race, religion, creed, color, national origin, alienage or citizenship status, sex, marital status, sexual orientation, gender identity, genetic information, disability or any other legally protected characteristic is prohibited. The Company’s commitment to anti-discrimination is further communicated to suppliers through the Company’s Supplier Code of Conduct and Supplier Code of Conduct Guidance.</p> <p>For information on expectations for suppliers, please see the “Tiffany & Co. Supplier Code of Conduct,” “Tiffany & Co. Supplier Code of Conduct Guidance” and the <i>Committed to Excellence: Our Supplier Code of Conduct</i> segment of A Legacy of Craftsmanship on Tiffany.com/Sustainability.</p>
406-1	Incidents of discrimination and corrective actions taken	<p>We provide the means to report ethical and other concerns via a third-party service provider. Reports may be submitted anonymously, subject to local law. Reporting mechanisms are available globally.” Reports are evaluated and, if warranted, issues are investigated and remediated.</p>
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING		
407	Management approach	<p>Tiffany & Co. recognizes that the protection of civic freedoms—including freedom of expression, assembly and association—and respect for the rule of law are important for both business and society more broadly.</p> <p>Through our Social & Environmental Accountability Program (SEA Program), we perform regular audits on a targeted subset of suppliers to review performance on topics such as human rights, labor and environmental performance, including areas such as freedom of association and collective bargaining, among others. For information on the Company’s expectations for suppliers in these areas, please see the “Tiffany & Co. Supplier Code of Conduct,” “Tiffany & Co. Supplier Code of Conduct Guidance” and the <i>Committed to Excellence: Our Supplier Code of Conduct</i> segment of A Legacy of Craftsmanship on Tiffany.com/Sustainability.</p>
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<p>Through our Social & Environmental Accountability Program (SEA Program), we perform regular audits on a targeted subset of suppliers. Tiffany & Co. requires all findings of our SEA Program to be addressed. In the rare instances where a zero tolerance issue is identified and not remediated, the supplier may be subject to prompt termination.</p> <p>For information on how we review and help suppliers improve in areas (including freedom of association and collective bargaining) through auditing, re-auditing, training and more, please see the <i>Turning Results into Action: Working with Our Suppliers</i> segment of A Legacy of Craftsmanship on Tiffany.com/Sustainability.</p>

Indicator	Description	Response
GRI 408: CHILD LABOR		
408	Management approach	<p>Tiffany & Co. has been vocal and proactive in doing its part to eliminate human rights issues in the jewelry industry, including child labor. Tiffany’s human rights policy, which aligns with the UN Guiding Principles on Business & Human Rights as well as other international human rights laws and standards, outlines the key areas of potential human rights impacts across our business and outlines the Company’s approach to stakeholder engagement and governance in respect thereof.</p> <p>For further information, please see Our Approach to Human Rights and “California Transparency in Supply Chains Act/U.K. Modern Slavery Act” on Tiffany.com/Sustainability.</p> <p>Through our Social & Environmental Accountability Program (SEA Program), we perform regular audits on a targeted subset of suppliers to review performance on topics such as human rights, labor and environmental performance, particularly focusing on a variety of areas including child labor, among others. For information on expectations for suppliers, please see the “Tiffany & Co. Supplier Code of Conduct,” “Tiffany & Co. Supplier Code of Conduct Guidance” and the <i>Committed to Excellence: Our Supplier Code of Conduct</i> segment of A Legacy of Craftsmanship on Tiffany.com/Sustainability.</p>
408-1	Operations and suppliers at significant risk for incidents of child labor	<p>Tiffany & Co. facilities are required to abide by our corporate standards and, accordingly, do not engage or participate in child labor.</p> <p>Through our Social & Environmental Accountability Program (SEA Program), we perform regular audits on a targeted subset of suppliers. Tiffany & Co. mandates that all findings of our SEA Program be properly addressed and zero-tolerance findings result in termination of supplier relationship.</p> <p>For information on how we review and help suppliers improve in areas (including child labor) through auditing, re-auditing, training and more, including our zero-tolerance in this category, please see the <i>Turning Results into Action: Working with Our Suppliers</i> segment of A Legacy of Craftsmanship on Tiffany.com/Sustainability.</p>

Indicator	Description	Response
GRI 409: FORCED OR COMPULSORY LABOR		
409	Management approach	<p>Tiffany & Co. has been vocal and proactive in doing its part to eliminate human rights issues in the jewelry industry, including forced and compulsory labor. Tiffany’s human rights policy, which aligns with the UN Guiding Principles on Business & Human Rights as well as other international human rights laws and standards, outlines the key areas of potential human rights impacts across our business and outlines the Company’s approach to stakeholder engagement and governance in respect thereof.</p> <p>For further information, please see Our Approach to Human Rights and “California Transparency in Supply Chains Act/U.K. Modern Slavery Act” on Tiffany.com/Sustainability.</p> <p>Through our Social & Environmental Accountability Program (SEA Program), we perform regular audits on a targeted subset of suppliers to review performance on topics such as human rights, labor and environmental performance, including a variety of areas such as forced or compulsory labor, among others. For information on expectations for suppliers, please see “Tiffany & Co. Supplier Code of Conduct,” “Tiffany & Co. Supplier Code of Conduct Guidance” and the <i>Committed to Excellence: Our Supplier Code of Conduct</i> segment of A Legacy of Craftsmanship on Tiffany.com/Sustainability.</p>
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<p>Through our Social & Environmental Accountability Program (SEA Program), we perform regular audits on a targeted subset of suppliers. Tiffany & Co. requires all findings of our SEA Program to be addressed. In the rare instances where a zero tolerance issue is identified and not remediated, the supplier may be subject to prompt termination.</p> <p>For information on how we review and help suppliers improve through auditing, re-auditing, training and more, including our zero-tolerance in this category, please see the <i>Turning Results into Action: Working with Our Suppliers</i> segment of A Legacy of Craftsmanship on Tiffany.com/Sustainability.</p>

Indicator	Description	Response
GRI 411: RIGHTS OF INDIGENOUS PEOPLES		
411	Management approach	<p>Tiffany & Co. has been vocal and proactive in doing its part to eliminate human rights issues in the jewelry industry, including child labor and violations against the rights of Indigenous peoples. Tiffany’s human rights policy, which aligns with the UN Guiding Principles on Business & Human Rights as well as other international human rights laws and standards, outlines the key areas of potential human rights impacts across our business and outlines the Company’s approach to stakeholder engagement and governance in respect thereof.</p> <p>Tiffany & Co. continues to work with suppliers and through its participation in the Initiative for Responsible Mining Assurance (IRMA) to support broader industry change and help mitigate the social impacts of mining. IRMA’s mining standards include robust expectations on Free, Prior, and Informed Consent (FPIC) and other mechanisms to mitigate violations involving rights of Indigenous peoples.</p> <p>Tiffany continues to use its voice to advocate for places that have value to the cultural traditions of Indigenous people. For information on these efforts, please see the following on Tiffany.com/Sustainability:</p> <ul style="list-style-type: none">• <i>Environmental Advocacy and Land Preservation</i> segment of Planet• <i>Protecting U.S. National Monuments</i> segment of Taking Care of the Planet• <i>Responsible Mining Principles</i> segment of Our Responsible Mining Philosophy• <i>Carbon Offsets</i> segment of Achieving Net-zero Emissions
411-1	Incidents of violations involving rights of Indigenous peoples	<p>Through our Social & Environmental Accountability Program (SEA Program), we perform regular audits on a targeted subset of suppliers. Tiffany & Co. requires all findings of our SEA Program to be addressed. In the rare instances where a zero tolerance issue is identified and not remediated, the supplier may be subject to prompt termination.</p>

Indicator	Description	Response
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GRI 412: HUMAN RIGHTS ASSESSMENT

412	Management approach	<p>Tiffany & Co. has been vocal and proactive in doing its part to eliminate human rights issues in the jewelry industry. Tiffany’s human rights policy, which aligns with the UN Guiding Principles on Business & Human Rights as well as other international human rights laws and standards, outlines the key areas of potential human rights impacts across our business and outlines the Company’s approach to stakeholder engagement and governance in respect thereof.</p> <p>Tiffany requires that our suppliers fully comply with all applicable laws, rules and regulations, as well as Tiffany’s requirements regarding human rights, fair and safe labor standards, environmental protection and ethical business conduct set forth in our Supplier Code of Conduct. 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. As stated in our Supplier Code of Conduct, our 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. For more information on Tiffany’s human rights policy, see the Protecting Human Rights segment of “Our Proactive Approach to Human Rights” on Tiffany.com/Sustainability.</p> <p>Additional information can be found in the following on Tiffany.com/Sustainability: throughout Product, Our Responsible Mining Philosophy, Responsibly Sourced Materials and A Legacy of Craftsmanship pages, as well as the <i>Respecting Human Rights</i> segment of <u>People</u>.</p>
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	<p>Through our Social & Environmental Accountability Program (SEA Program), we perform regular audits on a targeted subset of suppliers to review performance on topics such as human rights, labor and environmental performance, including a variety of areas such as forced or compulsory labor, among others.</p> <p>For information on expectations for suppliers, please see the “Tiffany & Co. Supplier Code of Conduct,” “Tiffany & Co. Supplier Code of Conduct Guidance” and the <i>Committed to Excellence: Our Supplier Code of Conduct</i> segment of <u>A Legacy of Craftsmanship</u> on Tiffany.com/Sustainability.</p>

GRI 413: LOCAL COMMUNITIES

413	Management approach	<p>Tiffany & Co.’s approach to how we interact with the communities where we operate can be found throughout Tiffany.com/Sustainability, including on <u>A Legacy of Craftsmanship</u>.</p>
413-1	Operations with local community engagement, impact assessments, and development programs	<p>Information on the impact of Tiffany & Co.’s operations on the community can be found in the following on Tiffany.com/Sustainability: throughout the <u>Product</u> and <u>People</u> pages, including on <u>Our Approach to Human Rights</u>.</p>
413-2	Operations with significant actual and potential negative impacts on local communities	<p>A discussion of how Tiffany & Co. interacts with the communities where we operate can be found throughout Tiffany.com/Sustainability, including on <u>A Legacy of Craftsmanship</u>.</p>

Indicator	Description	Response
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GRI 414: SUPPLIER SOCIAL ASSESSMENT

414	Management approach	<p>The Tiffany & Co. Supplier Code of Conduct has helped Tiffany uphold our basic expectations across our supplier base. Our Social & Environmental Accountability Program enables us to uphold our standards in social and environmental responsibility by working with a key subset of our suppliers to help them improve their human rights, labor and environmental performance. This key subset includes suppliers that provide us with our finished goods, components, leather goods, polished diamonds, colored gemstones and packaging materials, as well as service providers that repair and perform new sale alterations on Tiffany & Co. merchandise. For more information on Tiffany’s management approach to supplier environmental assessment, please see the following on Tiffany.com/Sustainability:</p> <ul style="list-style-type: none"> • <i>Our Social and Environmental Accountability Program</i> and <i>Turning Results into Action: Working with Our Suppliers</i> segments of <u>A Legacy of Craftsmanship</u> • Pages 12–15 and 20 of “FY2020 Sustainability Performance and Metrics Document” • “Tiffany & Co. Supplier Code of Conduct” • “Tiffany & Co. Supplier Code of Conduct Guidance” • “Tiffany & Co. Responsible Purchasing Policy”
414-1	New suppliers that were screened using social criteria	<p>For information on the Company’s protocol for screening new suppliers, please see the <i>Our Social and Environmental Accountability Program</i> segment of <u>A Legacy of Craftsmanship</u> on Tiffany.com/Sustainability.</p>
414-2	Negative social impacts in the supply chain and actions taken	<p>For information on certain findings set forth in our most recently completed Social and Environmental Accountability audit cycle (2018–2019), see pages 14–15 and 24 of “FY2020 Sustainability Performance and Metrics Document.” For additional information, please also see the following on Tiffany.com/Sustainability: <i>Our Social and Environmental Accountability Program</i> and <i>Turning Results into Action: Working with Our Suppliers</i> segments of <u>A Legacy of Craftsmanship</u> and pages 12–15 of “FY2020 Sustainability Performance and Metrics Document.”</p>

GRI 415: PUBLIC POLICY

415	Management approach	<p>Tiffany & Co. engages with the U.S. government, where appropriate, to encourage responsible, forward-thinking policy with a focus on responsible mining and climate change.</p> <p>In addition to direct engagement with policy makers on these issues, we speak out through op-eds and public position statements, including advertising placements. In addition, we periodically join with other business voices in statements supporting actions that we believe are in the best interest of our business, on issues ranging from climate change and biodiversity to equality and inclusion.</p> <p>For more information on our public policy work, please see the <i>Government Engagement of Sustainability Approach</i> segment on Tiffany.com/Sustainability.</p> <p>For Tiffany & Co.’s principles governing corporate political spending, please see the “Tiffany & Co. Principles Governing Corporate Political Spending.”</p>
415-1	Political contributions	<p>Please see the “Tiffany & Co. 2020 Annual Political Spending Disclosure.”</p>

Indicator	Description	Response
GRI 416: CUSTOMER HEALTH AND SAFETY		
416	Management approach	Tiffany & Co. places a high priority on product safety, with dedicated resources focused on evaluating and reviewing our merchandise to ensure it meets the Company’s applicable quality and product safety standards.
416-1	Assessment of the health and safety impacts of product and service categories	<p>Tiffany’s Quality Management department supports Tiffany & Co. in providing our customers with products of high quality and enduring value, all in compliance with applicable legal requirements. Their role includes:</p> <ul style="list-style-type: none">• establishing product manufacturing standards, including safety policy• performing technical testing and assaying• performing technical research• sharing technical information and manufacturing solutions with vendors and suppliers, as appropriate• reviewing new product samples for compliance to all standards• examining merchandise as necessary for conformance to aesthetic, functional and legal standards• qualifying new vendors and tracking vendor performance <p>In 2018, Tiffany opened the Jewelry Design and Innovation Workshop (JDIW) to further evaluate the impacts of new manufacturing processes and materials. The JDIW plays a key role in conducting quality assurance of new jewelry products.</p>
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Tiffany & Co. did not have any significant instances of non-compliance concerning the health and safety impacts of products and services during this reporting period.
GRI 417: MARKETING AND LABELING		
417	Management approach	<p>Tiffany & Co. places a high priority on product safety, with dedicated departments focused on evaluating and reviewing our merchandise to ensure it meets the Company’s quality and product safety standards.</p> <p>As a leader in diamond traceability, Tiffany & Co. is unique among global luxury jewelers in owning and operating its own diamond cutting and polishing workshops around the world. We require detailed provenance information (region or countries of origin) on all newly sourced, serialized diamonds (typically .18 carats and larger) and will not source any diamonds without provenance information (even if responsible sourcing is assured). In 2020, we became the first global luxury jeweler to disclose the countries where our newly sourced, serialized diamonds are crafted. The journey outlines several steps, including cutting and polishing, grading and setting—a pioneering achievement in diamond traceability and transparency.</p> <p>Tiffany’s Legal Department advises on labeling requirements as part of the product development process, and recommends appropriate disclosures and instructions to fulfill industry safety standards and regulatory obligations.</p>

Indicator	Description	Response
417-3	Incidents of non-compliance concerning marketing communication	Tiffany & Co. was not subject to any significant fines or significant non-monetary sanctions for non-compliances for marketing communications in 2020.
419-1	Non-compliance with laws and regulations in the social and economic area	Tiffany & Co. was not subject to any significant fines or significant non-monetary sanctions for non-compliance with laws and regulations in the social and economic area in 2020.
GRI 418: CUSTOMER PRIVACY		
418	Management approach	<p>At Tiffany & Co., the Global Compliance and Privacy Team within Tiffany’s Legal Department evaluates the Company’s key compliance and reputational risks, including those related to customer privacy.</p> <p>For information on our risk assessment governance, please see the <i>Importance of Governance</i> segment of Sustainability Approach on Tiffany.com/Sustainability.</p>
GRI 419: SOCIOECONOMIC COMPLIANCE		
419	Management approach	<p>At Tiffany & Co., the Global Compliance and Privacy Team within Tiffany’s Legal Department evaluates the Company’s key compliance and reputational risks. Key socioeconomic principles are also communicated to our workforce through the Tiffany & Co. Business Conduct Policy.</p> <p>For information on our risk assessment governance, please see the <i>Importance of Governance</i> segment of Sustainability Approach on Tiffany.com/Sustainability.</p>
419-1	Non-compliance with laws and regulations in the social and economic area	Tiffany & Co. was not subject to any significant fines or significant non-monetary sanctions for non-compliance with laws and regulations in the social and economic area in 2020.

TIFFANY & Co.

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