



# Sustainability Report

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2021

TIFFANY & CO.

# Introduction

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In line with our commitment to sustainability, this 2021 Sustainability Report has been designed to be read digitally, to encourage conservation of paper. Please only print if necessary.

## Sustainability at Tiffany & Co.

At Tiffany & Co., sustainability means looking ahead, planning for and safeguarding tomorrow—for our products, people and the planet.

This report reflects Tiffany & Co.'s dedicated sustainability efforts across our three pillars, as well as a commitment to continue to improve our sustainable business practices as we move into tomorrow. **We have set specific, measurable sustainability goals to reach by 2025 and this 2021 report details progress made to date.**

Our passion for sustaining the beauty of our environment can be felt through our conservation efforts, our sourcing of recycled materials and our ongoing advocacy for

responsible mining practices. As we actively create and foster a culture that embraces diversity, we're strengthened by the new perspectives and experiences that comprise our growing team.

**We invite you to learn more about our long-standing commitment to sustainable practices in the pages that follow.**

## A Message from Our CEO



At Tiffany & Co., 2021 was a year about coming together to succeed. As the world embraced the new normal following the global upheaval of 2020, industries and communities united to rebuild something better—and Tiffany & Co. was no exception. We rallied through various challenges to bring about an unprecedented year of growth, both in terms of our business and the pursuit of our 2025 Sustainability Goals. As one of the oldest jewelry companies, it is our responsibility to take the lead at the vanguard of sustainable luxury.

This 2021 Sustainability Report chronicles our ongoing efforts to pursue meaningful, measurable change under our three pillars of Product, People and Planet.

We honor the 185-year heritage of Tiffany & Co. by balancing tradition with modernity, adapting to the tone of a new generation. That adaptation is driven by relentless pursuit of innovation in design, craftsmanship and the world's finest gemstones. Sustainability is both our heritage and our future. We have improved and advanced our sustainability efforts for decades, infusing it throughout our design philosophy. Now as a proud Maison of the LVMH Moët Hennessy Louis Vuitton group, Tiffany & Co. brings its sustainability leadership experience to an even greater scale, providing greater reach and a more lasting impact.

Tiffany & Co. is accelerating efforts to combat climate change. We have set a long-term target to achieve net-zero greenhouse gas emissions across all our business operations by 2040. From constructing and retrofitting more sustainable buildings to increasing our investment in renewable electricity sourcing, our commitment is clear—and our achievements speak for themselves. Our success is a testament that it is possible to mitigate climate change while doing global business and respecting the needs of communities around the world.

Tiffany & Co. values and embraces diversity, equity and inclusion. In 2021, we proudly featured strong women throughout our campaigns, including Beyoncé, Tracee Ellis Ross, Eileen Gu and ROSÉ. These partnerships not only connect Tiffany & Co. to a new generation, but they also contribute to our efforts to achieve advertising that is representative of our workforce and client base.

We continued our conservation efforts with a USD \$6.5 million donation from the historic auction of a Patek Philippe Ref. 5711 Nautilus watch featuring a Tiffany Blue® dial, with all the proceeds going to The Nature Conservancy to accelerate conservation efforts in five key regions facing the dual crises of climate change and biodiversity loss.

For over 20 years, The Tiffany & Co. Foundation has been actively engaged in philanthropy and preservation efforts that seek to benefit landscapes, critical habitats and the communities in which we operate. We are proud of the continued efforts of The Tiffany & Co. Foundation and their impact, supporting responsible mining and coral conservation, with over USD \$98 million in grantmaking over the past two decades.

As I look back on 2021, I do so with a sense of pride and accomplishment. Tiffany & Co. embraced the challenges while delivering meaningful outcomes. As we continue to lead our industry by example through the sustainability efforts outlined in this report, we call upon our partners, our clients and global communities to join us on a journey towards a more sustainable and equitable future.

**ANTHONY LEDRU**

President and Chief Executive Officer

**TIFFANY & CO.**



## Organizational Profile

**Tiffany & Co. is a global luxury jeweler synonymous with elegance, innovative design, fine craftsmanship and creative excellence.**

Based in New York and with more than 300 retail stores worldwide and a workforce of more than 14,000 employees, Tiffany & Co. and its subsidiaries design, manufacture and market jewelry, watches and luxury accessories. A global fleet of over 3,000 skilled artisans cut Tiffany & Co. diamonds and craft jewelry in the Company's own workshops, realizing the brand's commitment to superlative quality. With the closing of the merger between Tiffany & Co. and LVMH on January 7, 2021, Tiffany & Co. became a wholly owned indirect subsidiary of LVMH and is no longer a publicly traded company.

Tiffany & Co. brings a new level of transparency to its diamond supply chain through its vertical integration model, which helps uphold standards of craftsmanship, safe and healthy working environments, community economic development and supply-chain traceability.

The brand is unique among global luxury jewelers in owning and operating its own diamond polishing workshops around the world, with such facilities in Belgium, Mauritius, Botswana, Thailand, Vietnam and Cambodia, as well as a Tiffany & Co. gemological laboratory in New York and five jewelry manufacturing workshops in North America. Through this vertically integrated model, Tiffany & Co. can ensure its own high standards are met.

Tiffany & Co. has a long-standing commitment to conducting its business responsibly; sustaining the natural environment; prioritizing diversity, equity and inclusion and positively impacting the communities in which it operates.

# Our Strategic Sustainability Approach

For over two decades, Tiffany & Co. has been a leader in sustainable luxury.

Our approach to sustainability is guided by our desire to create industry and societal change. Beyond integrating responsible business practices throughout our core business, we endeavor to advance these changes through transparency, advocacy, engagement and philanthropy. We have used the power of our voice to advance the conversation on important issues, including responsible mining practices, driving both industry and societal change.

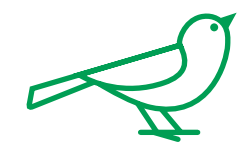
In 2020, Tiffany & Co. shared our [2025 Sustainability Goals](#), putting a roadmap in place to guide us and inspire our industry to drive positive change. We continue to operate our business in a responsible way by strengthening our environmental, social and governance efforts to foster long-term benefits for our Company, our clients, our employees, our business partners and broader society.



## Sustainability Materiality

Approximately every five years, we undertake a sustainability materiality analysis to refine our strategic approach towards operating our business in an environmentally and socially responsible way. We undertook our third materiality analysis in 2018, during which we engaged with more than 600 internal and external stakeholders. The results of this analysis guide the Company’s sustainability work across our pillars of Product, People and Planet in an effort to create the greatest positive change.

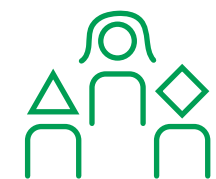
### The results of our 2018 materiality analysis indicated the following focus areas:



Biodiversity and Ecosystems



Human Rights and Fair Labor Practices in Our Supply Chain



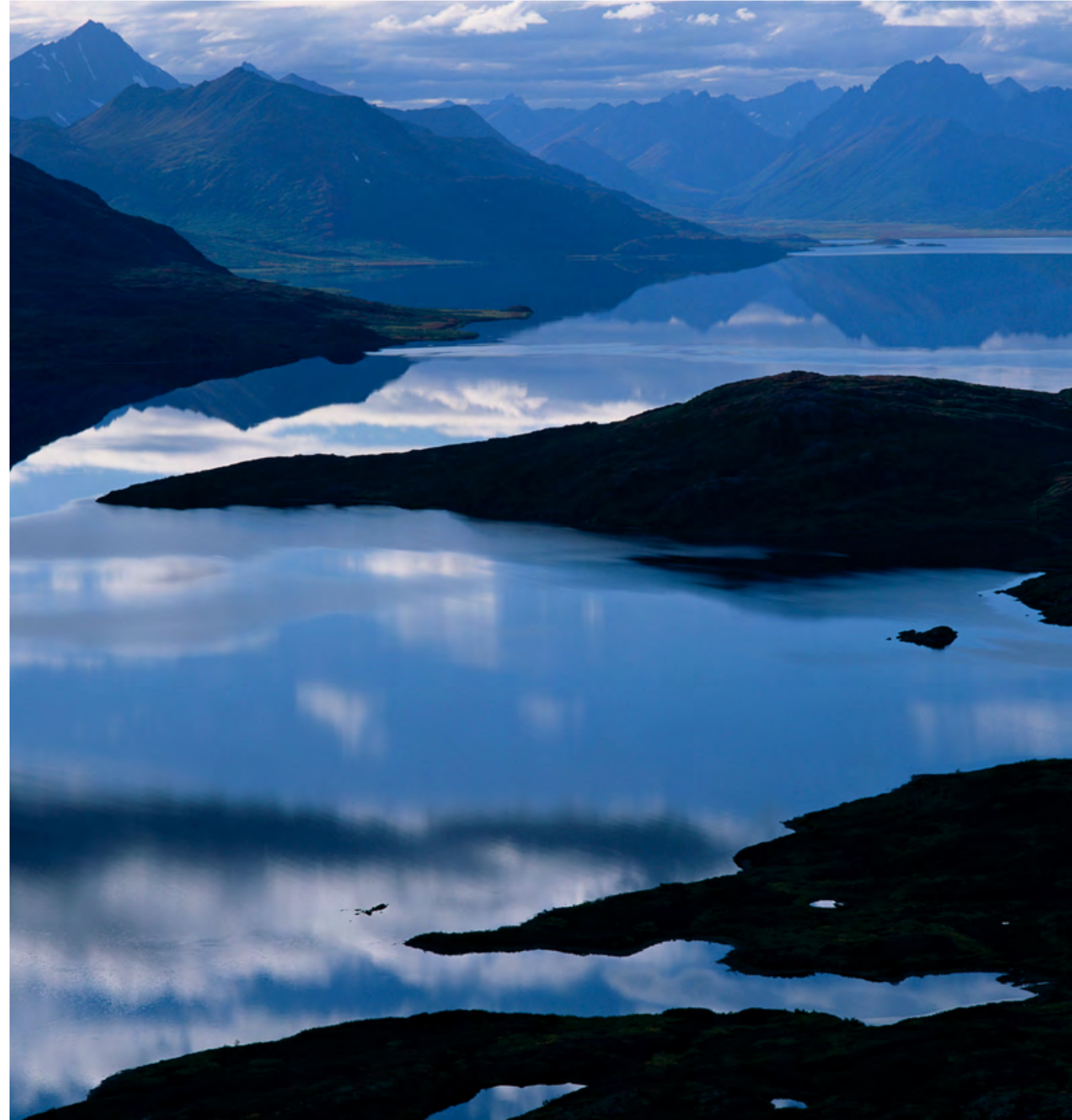
Diversity, Equity and Inclusion



Traceability



Transparency



### Other key topics included:



Energy and Climate



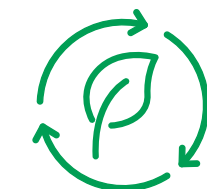
Recruitment, Development and Retention



Philanthropy



Living Wages and Local Hiring in Our Operations



Environmental Topics in Our Supply Chain†

Our materiality analysis informed the focus areas of the 2025 Sustainability Goals and has helped Tiffany & Co. embed sustainability throughout our business by prioritizing what is most relevant and impactful.

†Land management, waste and recycling and water stewardship



## The Importance of Governance

Over the past decade, we have integrated sustainability throughout our Company through a strong system of accountability. From 2009 through 2020, this system included oversight from the Corporate Social Responsibility Committee of the Company's Board of Directors.

Members of the Company's senior management play an active role in Tiffany & Co.'s sustainability across economic, environmental and social areas, by driving forward progress towards our goals in their respective teams. Each 2025 Sustainability Goal is further supported by a broader team of individuals that contribute to progress in their relevant business area.

As part of our ongoing efforts to embed sustainability throughout the business in 2020, we began including sustainability as a formal element of our performance management processes for all managers and above. Managers integrate sustainability into their performance goals for the year, and progress is considered during the end-of-year evaluation process.

Through years of commitment to ethics, we continue to establish governance structures with this at the center. The Tiffany & Co. Ethics and Compliance Committee is responsible for overseeing Tiffany & Co.'s ethics and compliance programs, ensuring compliance with the law and promoting the core ethical values of Tiffany & Co. and its affiliates. The committee includes members of senior management, business leaders and key corporate groups.

The Tiffany & Co. Internal Audit Department provides objective assurance and control advisory services to evaluate the effectiveness of our risk-management, control and governance processes. We provide a global AlertLine and other reporting mechanisms for employees, suppliers and all of our other stakeholders to help ensure adherence with applicable laws in support of our ethics and compliance objectives. We provide annual training programs for all employees so that employees at every level of our Company are trained to conduct themselves and their work in line with our high expectations. We have published and distributed internal policies on ethical conduct, political contributions and lobbying, among other items.

## Stakeholder Engagement and Dialogue

We take a strategic approach to engaging our stakeholders and are committed to working with a variety of organizations, including those that challenge us.

We hold our stakeholders—including our employees, nongovernmental organizations (NGOs), industry members, supply chain partners and clients—in high regard and seek diverse viewpoints to help evolve our practices and identify opportunities for improvement across the jewelry sector. Over the years, we have developed strong relationships with many organizations whose insights improve our understanding of the

environmental and labor issues affecting the industry. We take a strategic approach to engaging our stakeholders and are committed to working with a variety of organizations, including those that challenge us. We believe this benefits our Company's operations and positively influences the jewelry industry and our partners along the supply chain.





## Philanthropic Approach

At Tiffany & Co., our approach to philanthropic giving consists of four elements: The Tiffany & Co. Foundation, Tiffany & Co. Corporate Giving, cause marketing and Tiffany Cares. Together, these philanthropic areas allow Tiffany & Co. to support progress on issues that matter to our business and our stakeholders, such as the arts; environmental conservation; and diversity, equity and inclusion. In 2021, Tiffany & Co.'s corporate contributions totaled approximately USD \$6.1 million.

Tiffany & Co. further amplified our commitments to people and the planet by mobilizing future donations. In 2021, Tiffany & Co. raised USD \$6.5 million benefitting [The Nature Conservancy](#) toward the preservation of critical ecosystems. Tiffany & Co. looks forward to reporting the environmental impact resulting from this donation in 2022.

In 2021, we also saw the successful launch of the About Love Scholarship Program, an element of the Tiffany & Co. About Love campaign starring Beyoncé and JAY-Z in partnership with BeyGOOD and the Shawn Carter Foundation. [Tiffany & Co. pledged USD \\$2 million](#) in scholarship funding for students in the arts and creative fields at five Historically Black Colleges and Universities (HBCUs).

## The Tiffany & Co. Foundation

The Foundation has awarded over USD \$98 million in grants, with an average of USD \$6 million in annual grantmaking over the past several years.

The Tiffany & Co. Foundation was established in 2000 to focus the Company's philanthropic endeavors. With a mission to preserve the world's most treasured seascapes and landscapes, the Foundation's grantmaking today focuses on two program areas: [Responsible Mining](#) and [Coral Conservation](#). Since its inception, the Foundation has awarded over USD \$98 million in grants, with an average of USD \$6 million in recent annual grantmaking.

The Foundation promotes responsible mining through remediation and land preservation, and coral and marine conservation through key research and targeted

educational outreach. To date, the Foundation has helped to create and expand almost 11 million km<sup>2</sup> of [Marine Protected Areas \(MPAs\)](#) across all five of the world's oceans and has helped to protect 10 million acres of ecologically and culturally significant land in the United States.

As the Foundation enters its third decade, it remains committed to empowering communities and protecting nature's abundance for current generations and those to come.



# Tiffany & Co.'s 2025 Sustainability Goals

Based on Tiffany & Co.'s sustainability priorities for the coming years, the 2025 Sustainability Goals were defined through a robust and inclusive process with input from employees and other stakeholders from across the world. Tiffany and Co.'s 2025 Sustainability Goals contribute to LVMH's [Initiatives for the Environment LIFE 360](#) sustainability targets and align to international frameworks that aim to standardize how companies report on sustainability progress.

These frameworks include the [Global Reporting Initiative \(GRI\)](#), the UN Global Sustainable Development Goals (SDGs) and the United Nations Global Compact (UNGC).

**Tiffany & Co.'s 2025 Sustainability Goals represent a bold roadmap for the years ahead**, demonstrating our care for the planet and inspiring our industry to a brighter tomorrow. They span three key pillars:



## Product

- Traceability
- Material Sourcing and Craftsmanship
- Design and Innovation



## People

- Diversity, Equity and Inclusion
- Growth and Engagement
- Pay, Benefits and Well-being

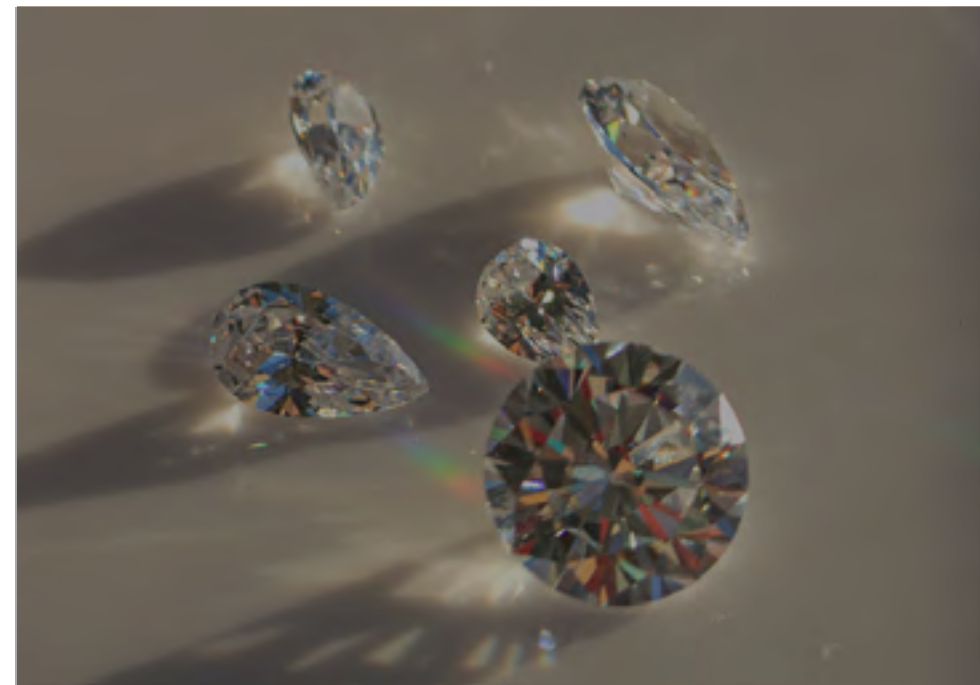


## Planet

- Net-zero Emissions
- Sustainable Buildings
- Packaging and Circularity

## Product: Goals to Achieve by 2025

We strive to ensure that every step in the journey of our products contributes to the well-being of people and the planet.



### Traceability

Achieve 100% traceability of individually registered diamonds<sup>†</sup> and precious metals used in Tiffany & Co. jewelry



### Material Sourcing and Craftsmanship

All key materials sourced responsibly according to our next-generation Sustainable Material Guidance



### Design and Innovation

Further integrate sustainability into our design processes and identify innovations that continue to make our products and manufacturing processes sustainable



<sup>†</sup>Newly sourced, 0.18 carats and above.

## People: Goals to Achieve by 2025

We prioritize diversity, cultivate inclusive environments and foster growth to positively impact our employees, clients and communities.



### Diversity, Equity and Inclusion

Be an employer of choice, recognized as the most inclusive luxury brand with a diverse and highly engaged workforce empowered by an inclusive and innovative workplace culture



### Growth and Engagement

Create a diverse, high-performing and highly engaged workforce that embraces ongoing growth and development opportunities by 2023, which is empowered by an inclusive and innovative workplace culture



### Pay, Benefits and Well-being

Continue to analyze our benefits, compensation programs and policies, and evolve them—as necessary—to meet the fast-changing needs of our workforce around the world; and assess how we can further strengthen our commitment to providing a living wage to employees globally



## Planet: Goals to Achieve by 2025

We are committed to protecting the natural world by taking bold action on climate change and conservation.



### Net-zero Emissions

New Goal: Achieve net-zero greenhouse gas (GHG) emissions across Scope 1, 2 and 3 by 2040



### Sustainable Buildings

At least 30% of our floor area by square feet will be Leadership in Energy and Environmental Design (LEED) Silver certified or above, in line with Tiffany & Co. Sustainable Building Fundamentals and Guidelines



### Packaging and Circularity

Continue to identify leading sustainable packaging solutions, including those highlighted by the Tiffany & Co. Sustainable Packaging Guidelines, reduce waste and explore circular economy opportunities



## Looking to the Future: Expanding Our Goals

The progress we've made towards our 2025 Sustainability Goals has encouraged us to continue pressing forward for positive change.

In 2022, Tiffany & Co. is announcing new goals in support of Product and Planet. In 2021 Tiffany & Co. achieved historic levels of precious metals traceability: over 99% of all gold, silver and platinum used in our jewelry was traced to a known mine or a known recycled source. The remaining less than 1% was traced to Responsible Jewellery Council (RJC)-certified refiners. Building on that success, **we are now moving toward sourcing 100% of gold, silver and platinum from recycled sources.** This sourcing strategy enables Tiffany & Co. to drive additional progress towards reducing climate impacts, specifically in reducing greenhouse gas emissions.

**As impacts of climate change accelerate, Tiffany & Co. is accelerating its commitment to the planet by pledging to achieve net-zero greenhouse gas emissions across Scope 1, 2 and 3 by 2040 in line with the Net-Zero Standard set by the Science Based Targets initiative.** This commitment builds on two of our previous Planet goals: to reduce total global Scope 1 and Scope 2 GHG emissions by 70% from 2018 to 2025; and, starting in 2021, to implement a strategy to reduce Scope 3 GHG emissions.



# Product

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We strive to ensure that every step in the journey of our products contributes to the well-being of people and the planet.

Truly fine craftsmanship involves embedding social and environmental integrity at every step of our sourcing and crafting process. Tiffany & Co.'s vertical integration model helps us uphold our standards of craftsmanship, safe and healthy working environments, community economic development and supply chain traceability. This same model gives us a strong chain of custody over raw materials, direct oversight of our manufacturing and a platform to help improve global standards and conditions.

We believe that the beauty and well-being of the natural world should be reflected in the beauty of our products. We are proud of every step our products take in their craftsmanship journeys, and we have seen how responsible sourcing can uplift and enrich communities.



# Product: Goals to Achieve<sup>†</sup>

## Material Sourcing and Craftsmanship

**All key product, product packaging and store interior suppliers and vendors are to continuously improve performance according to Tiffany & Co.’s responsible sourcing requirements by 2025**

100% of key product, product packaging and store interior suppliers that are directly engaged by Tiffany & Co. or its affiliates achieve high-performance ratings through supplier engagement and management by 2025.

🎯 **TARGET SET**

Key product, product packaging and store interior vendors that are directly engaged by Tiffany & Co. or its affiliates have a Tiffany & Co.-approved responsible sourcing program in place by the end of 2022.

🎯 **TARGET SET**

Share the craftsmanship journey for individually registered diamonds, such as cutting and polishing and jewelry manufacturing workshop location, with our clients by 2021.

★ **ACHIEVED**

→ In October 2020, Tiffany & Co. launched the Diamond Craft Journey, becoming the first global luxury jeweler to disclose the countries where its newly sourced, individually registered diamonds (0.18 carats and larger) are crafted. The Journey shares with our clients where each such diamond was cut, polished, graded and set—a pioneering achievement in diamond traceability and transparency.

**All key materials will be sourced responsibly according to our Sustainable Material Guidance by 2025**

Roll out our next-generation Sustainable Material Guidance, including human rights and biodiversity considerations, for all key materials for products, product packaging and store interiors by 2021.

✓ **IN PROGRESS**

→ In 2021, Tiffany & Co. completed drafting guidance across approximately 20 strategic materials. We temporarily paused rollout to ensure strategic alignment with LVMH Group initiatives.

Starting in 2022, source 100% of precious metals from known recycled sources.

✓ **ON TRACK**

→ In 2021, 47% of all precious metals sourced by Tiffany & Co. came from known recycled sources.

Continue to work with our colored gemstone suppliers and other partners to improve traceability and engage in three key sourcing regions to improve social and environmental impacts by 2025.

✓ **ON TRACK**

## Traceability

**Achieve 100% traceability of individually registered diamonds and precious metals used in Tiffany & Co. jewelry by 2025**

Achieve 100% traceability of individually registered diamonds to mine of origin, or supplier’s approved mines, by 2025.

✓ **ON TRACK**

→ In 2021, approximately 97% of the individually registered diamonds that Tiffany & Co. procured were traceable to mine of origin or supplier’s approved mines.

Achieve 100% traceability of all gold, silver and platinum that we use for our jewelry to mine or recycler by 2021.

✓ **IN PROGRESS**

→ In 2021, over 99% of all gold, silver and platinum metal sourced for jewelry was traced to a known mine or a known recycled source. The remaining less than 1% was traced to Responsible Jewellery Council (RJC)-certified refiners. In 2022, as our precious metals strategy shifts to procuring 100% of recycled material, we expect that we will achieve 100% traceability to a known recycled source.

## Design and Innovation

**Tiffany & Co. is working to further integrate sustainability into our design processes and identify innovations that continue to make our products and manufacturing processes sustainable**

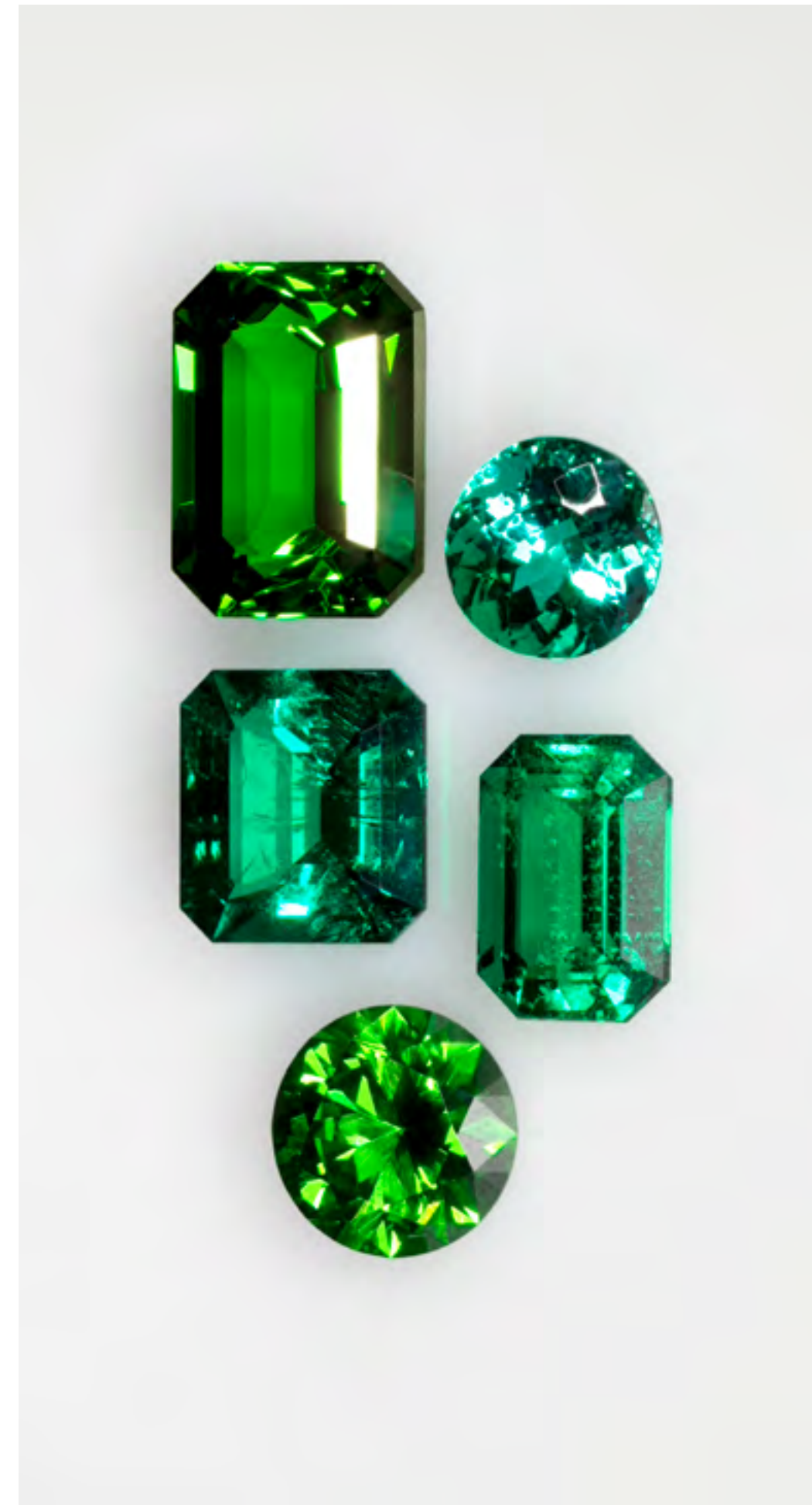
✓ **ON TRACK**

<sup>†</sup>ACHIEVED: Goals we have accomplished | ON TRACK: Goals we are progressing by the stated timeline  
IN PROGRESS: Goals we are progressing by an adjusted timeline | TARGET SET: Goals where progress is not yet documented

# Our Responsible Mining Philosophy

Tiffany & Co. is committed to improving mining standards around the world, respecting the environment and supporting mining communities.

Tiffany & Co. has made the strategic decision to procure 100% of precious metals from known recycled sources, while still maintaining our legacy of promoting responsible mining and extraction of diamonds, colored gemstones, pearls and other key materials. As we have for over two decades, we will continue to engage with industry leaders to evolve best practices in responsible sourcing.



## At Tiffany & Co., we believe that responsible mining should encompass a mine's full life cycle.

Although we do not own or operate any mines, we advocate for environmentally responsible and ethical mining practices around the world. We remain committed to the individuals and communities who rely on mining for their livelihoods and the well-being of their local economies. We see the potential for lasting change in bettering communities and habitats affected by the mining sector.

At Tiffany & Co., we believe that responsible mining should encompass a mine's full life cycle, from the exploration phase before the mine is built to mine development and operations to responsible mine closure.

We continue to advocate for good governance in the mining industry, striving for the highest levels of integrity, transparency and respect for the human rights of people impacted by mining. That respect includes seeking the

Free, Prior and Informed Consent (FPIC) of Indigenous peoples when operating mining projects that affect their lands, traditional livelihoods or cultural heritage (as defined by the [UN Declaration on the Rights of Indigenous Peoples](#)).

Much of our recent efforts to advance progress in the mining industry are focused on protecting ecosystems potentially affected by mining. To complement the Company's efforts, in 2021, The Tiffany & Co. Foundation supported a number of organizations around the world who work to [reclaim abandoned mining sites](#), mitigate the impact of mining on biodiversity and advocate for more ethical and sustainable practices.

Our ongoing efforts also address the social impact of the mining sector, with the aim of upholding human rights and protecting the well-being of people affected by the mining industry. We believe that the mining sector can contribute positive social and economic value by engaging with all stakeholders, especially vulnerable communities, and enabling safe, dignified work.

Learn more about our [Responsible Mining Philosophy](#).

## The Initiative for Responsible Mining Assurance



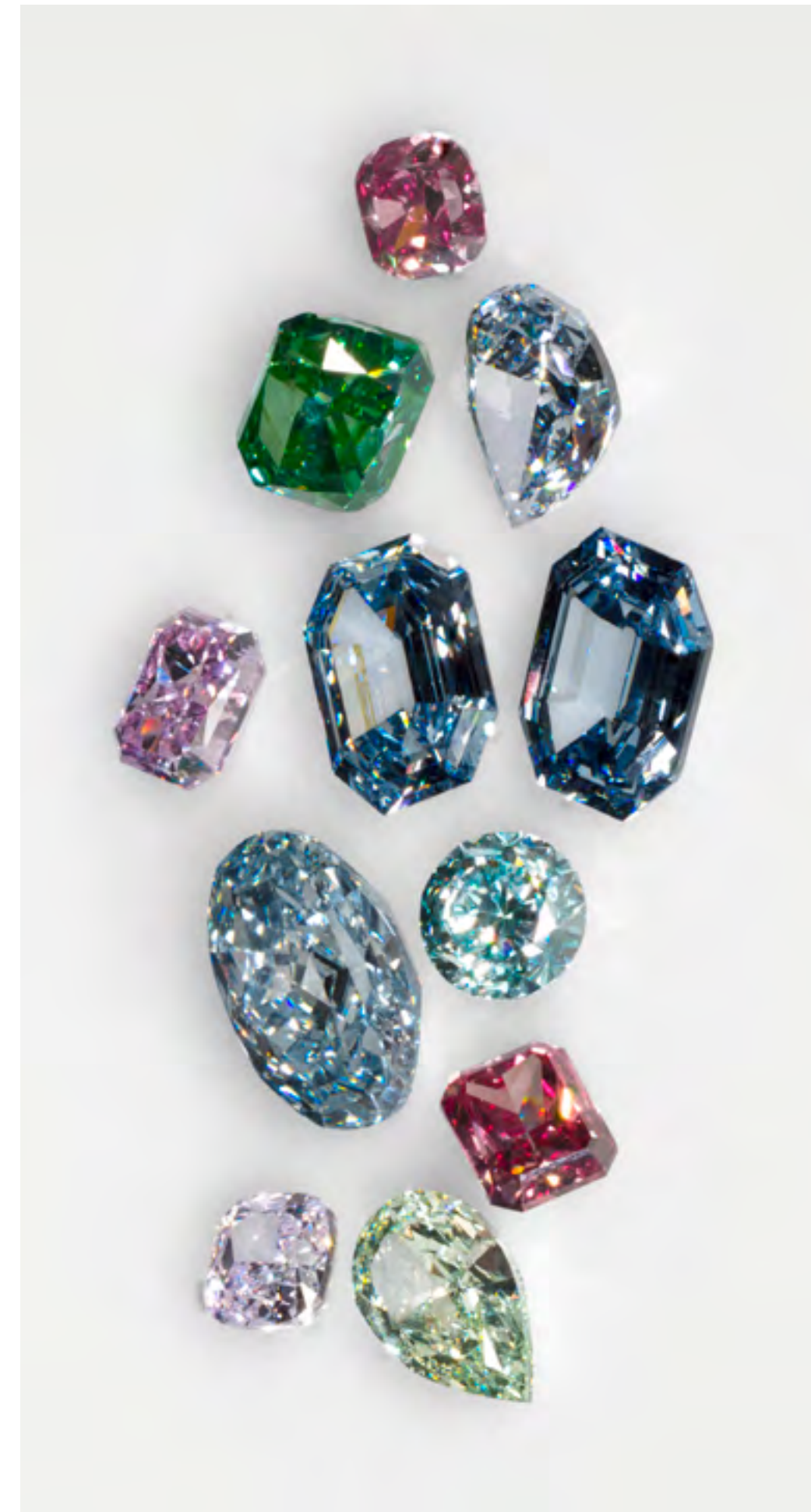
Tiffany & Co. is proud to be a founding member of the Initiative for Responsible Mining Assurance (IRMA) and continues to actively participate in the organization's governance and advancement. IRMA offers independent third-party verification and certification against a comprehensive standard for all mined materials, covering the full range of issues related to the impacts of industrial-scale mines.

As a founding member of IRMA, Tiffany & Co. has engaged in a pioneering multi-stakeholder process with fellow purchasers of mined materials, mining companies, nongovernmental organizations (NGOs), labor unions and

mining-affected communities to help create the [Standards for Responsible Mining](#).

By integrating perspectives from each of these groups, IRMA's standards represent a robust, practicable and comprehensive set of requirements for responsible mining, which incorporate environmental, social, ethical and transparency considerations. We believe that when a mine is IRMA-certified, it signifies that best-in-class practices occur at the site.

An important aspect of IRMA's independent certification is



transparency. By making all audit results publicly available, IRMA provides credible information to purchasers interested in responsibly sourcing mined materials while meeting civil society's desire for transparency about whether a mine is taking steps to reduce potential harm and make continuous improvement.

In 2020, IRMA began its first independent third-party audits against the Standard for Responsible Mining, and since that time, we have been pleased to see increased uptake and demand for IRMA certification around the world.

IRMA's Standards for Responsible Mining can strengthen mining industry practices as a whole and connect purchasers of mined materials with mining suppliers who are committed to building responsible mining value chains. To support the adoption of these standards, we are encouraging our suppliers of mined raw materials to work towards being independently audited through IRMA and/or to begin using IRMA-assessed mines as they are available. We believe this is a critical step to ensure the mining sector's practices evolve and improve.



## Responsible Jewellery Council

Tiffany & Co. is a founding member of the Responsible Jewellery Council (RJC), which seeks to promote responsible and transparent practices throughout the diamond, precious metal and colored gemstone jewelry supply chains. In 2021, as a certified RJC Member, we continued to operate in conformity with the RJC Code of Practices, which addresses human rights, labor rights, environmental impact, mining practices and product disclosure.

More information about our purchasing practices can be found in the [Tiffany & Co. Responsible Purchasing Policy – Worldwide](#).

## Responsible Mining Philanthropy

For over two decades, The Tiffany & Co. Foundation has provided over USD \$21 million in grants to promote responsible mining practices, remediate lands impacted by mining and preserve culturally or environmentally significant lands. The Foundation's support for responsible mining programs is a vital component of Tiffany & Co.'s strategic sustainability efforts, helping us advance the responsible mining sector beyond our Company's direct supply chain.

The Foundation has provided grants to support the establishment of standards and credible certification systems that will contribute to a fair and viable future for small-scale and artisanal miners (ASMs) and their communities. In sub-Saharan Africa, the Foundation has advanced responsible practices in the ASM sector through grants to organizations such as the Diamond Development Initiative (now a program of RESOLVE), which The Tiffany & Co. Foundation supported in creating

the Maendeleo Development Standards, the first responsible mining standards for the artisanal diamond industry, and the [International Institute for Environment and Development](#), in building collaborative action among large-scale and small-scale miners and governments.

The Foundation has supported the remediation of land in places such as the American West that have been severely affected by the historic mining industry, by

supporting organizations such as [Trout Unlimited](#) and the [Conservation Lands Foundation](#).

The Tiffany & Co. Foundation further supported restoration of land and waterways through two additional initiatives. First, the Foundation grant to the Clark Fork Coalition restores and protects vital watersheds from the impact of mining in the Clark River basin in western Montana. The Foundation grant to RESOLVE's Peace Diamond Restoration Initiative rehabilitates, restores and repurposes land degraded by artisanal and small-scale diamond mining in Sierra Leone.




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## USD \$21 million

in grants from The Tiffany & Co. Foundation to promote responsible mining practices, remediate lands and preserve culturally or environmentally significant lands

# Responsibly Sourced Materials

Tiffany & Co. is committed to responsibly sourcing the materials used in our products, from the paper used in our iconic Blue Boxes and bags to the gemstones used in our jewelry. We have long since ceased the use of coral and ivory in our products and we continue to uphold strict policies and guidelines for the sourcing of all our precious metals, diamonds, colored gemstones and leather.



## Our Sourcing Policies and Guidance

When it comes to crafting our products, Tiffany & Co. holds both our internal manufacturing facilities and our contracted manufacturing partners to high social and environmental standards. We are committed to advancing the health and safety of our workplace. We prioritize the protection of human rights and respect for the environment.

All third-party suppliers must abide by Tiffany & Co's [Supplier Code of Conduct](#) and those who manufacture certain products are required to participate in a rigorous Social and Environmental Accountability (SEA) program. Beyond these policies, we take a collaborative approach to developing and implementing sustainability programs in partnership with suppliers. We understand that to achieve our goal of responsibly sourcing all key materials according to our Sustainable Material Guidance by 2025, we need to continue engaging critical partners in our supply chain.

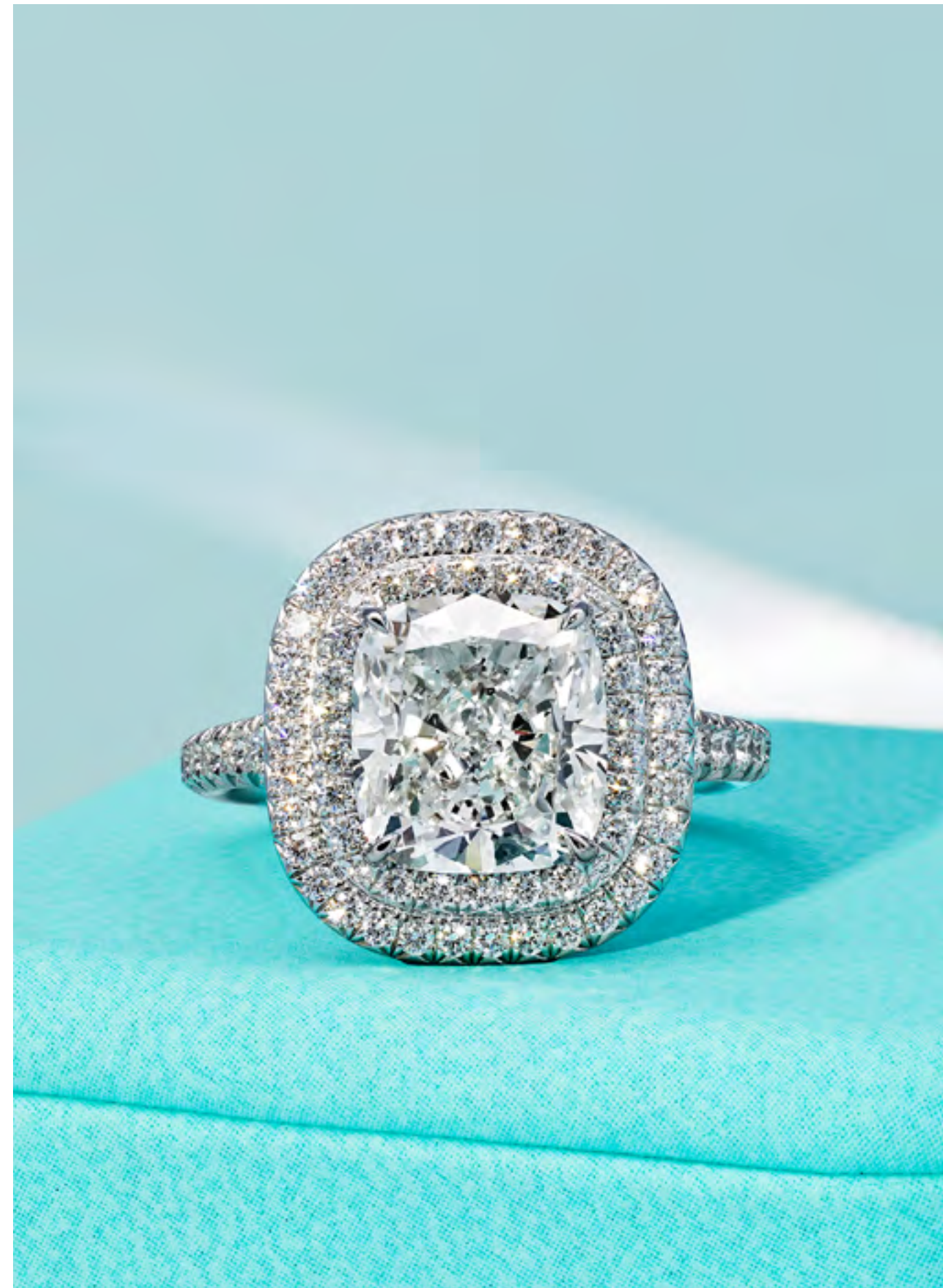


## Sourcing Our Diamonds

# Tiffany & Co. diamonds are sourced with care and consideration.

We believe the diamond sector can contribute positive value to the communities it operates within, from the moment the diamonds are unearthed as rough stones throughout their journey to polished gemstones.

We maintain rigorous standards when it comes to diamond traceability, mitigating the potential impact of our raw materials on the environment and the communities that mine and source them. As part of our Diamond Craft Journey, we work to ensure responsible practices every step of the way. In 2020, we became the first global luxury jeweler to disclose the countries where our newly sourced, individually registered diamonds of 0.18 carats and larger are crafted.



### Step One: Responsible Sourcing

Many Tiffany & Co. diamonds began their journey as rough stones, mined in countries such as Australia, Botswana, Canada, Namibia and South Africa<sup>†</sup>. These regions or countries of origin are also referred to as the “provenance” of a diamond. All of our rough diamonds are sourced either directly from a known mine or from a supplier with a limited number of known mines.

### Step Two: Preparation

At Tiffany & Co., our standards are so high that we only accept 0.04% of the world’s gem-grade diamonds. If a diamond does not meet our rigorous quality standards, it is rejected and sold back to the market where it may end up with our competitors. We send the small number of rough diamonds we do accept to our workshop in Antwerp, Belgium, the headquarters of Tiffany & Co.’s diamond operation. Here, our experts record the origin of the stone and sort for size, color, clarity and fluorescence. They also play a critical role in planning how each diamond they receive is cut and polished, maximizing the value of each rough diamond.

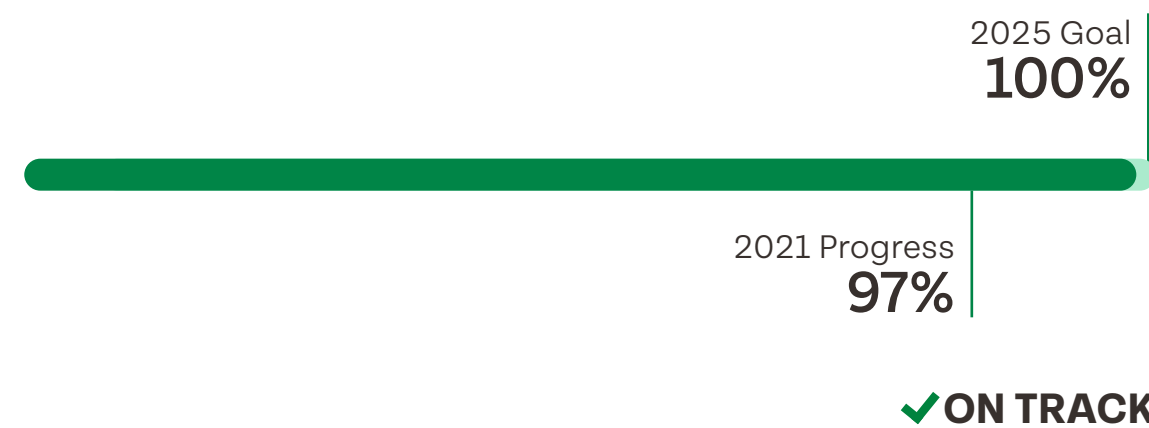
### Step Three: Cutting and Polishing

Next, our rough diamonds travel to Tiffany & Co. workshops in Belgium, Botswana, Cambodia, Mauritius and Vietnam. Here, more than 2,300 of the world’s most talented artisans cut and polish diamonds with incredible accuracy and artistry, bringing out the beauty of each stone. We are proud to hire locally, invest in communities and provide a living wage for employees in developing countries.

<sup>†</sup>As of March 21, 2022, we have paused the sourcing of all rough diamonds from Russia, as well as serialized diamonds of Russian origin, regardless of where they are cut and polished.

## Sourcing Our Diamonds

As a pioneer in responsible sourcing, Tiffany & Co. is working to extend traceability to a mine or a supplier's approved set of mines for the small percentage where we currently only identify the region or country of origin. In working towards our 2025 goal of 100% traceability of individually registered diamonds†, **approximately 97% of the individually registered diamonds (rough and polished) Tiffany & Co. procured in 2021 were traceable to the mine of origin or a supplier's approved mines.**



Since 1999, Tiffany & Co. has been investing in vertical integration and prioritizing its supply chain transparency. Beginning in 2018, we helped usher in a new era of transparency for our clients with the introduction of our Diamond Source Warranty Protocol. This protocol enables us to provide provenance information for individually registered diamonds, alongside the stone's other specifications. Further, the protocol goes beyond the Kimberley Process and the Diamond World Council System of Warranties to help prevent the sourcing of diamonds from areas that do not meet our social and environmental standards.

†0.18 carats and above.



In cases where provenance is unknown—such as heritage stones that predate this policy—Tiffany & Co. will provide confirmation that the diamond was sourced with industry-leading practices.



## The Kimberley Process

**We believe our efforts to ensure traceability and ethical sourcing of our diamonds enhance our clients' ability to cherish our products.**

The Kimberley Process, established in 2003, has helped eliminate the flow of “conflict diamonds” sold by rebel movements to finance wars against legitimate governments. Tiffany & Co. supports the mission and efforts of the Kimberley Process, and we have taken it upon ourselves to go beyond the requirements of the Kimberley Process, expanding the definition of “conflict free” to better protect human rights, stem environmental threats and stop exploitative labor practices.

## Precious Metals Sourcing

For many years, we have focused on the traceability of our precious metals and have been transparent about our sourcing practices in our sustainability reporting.

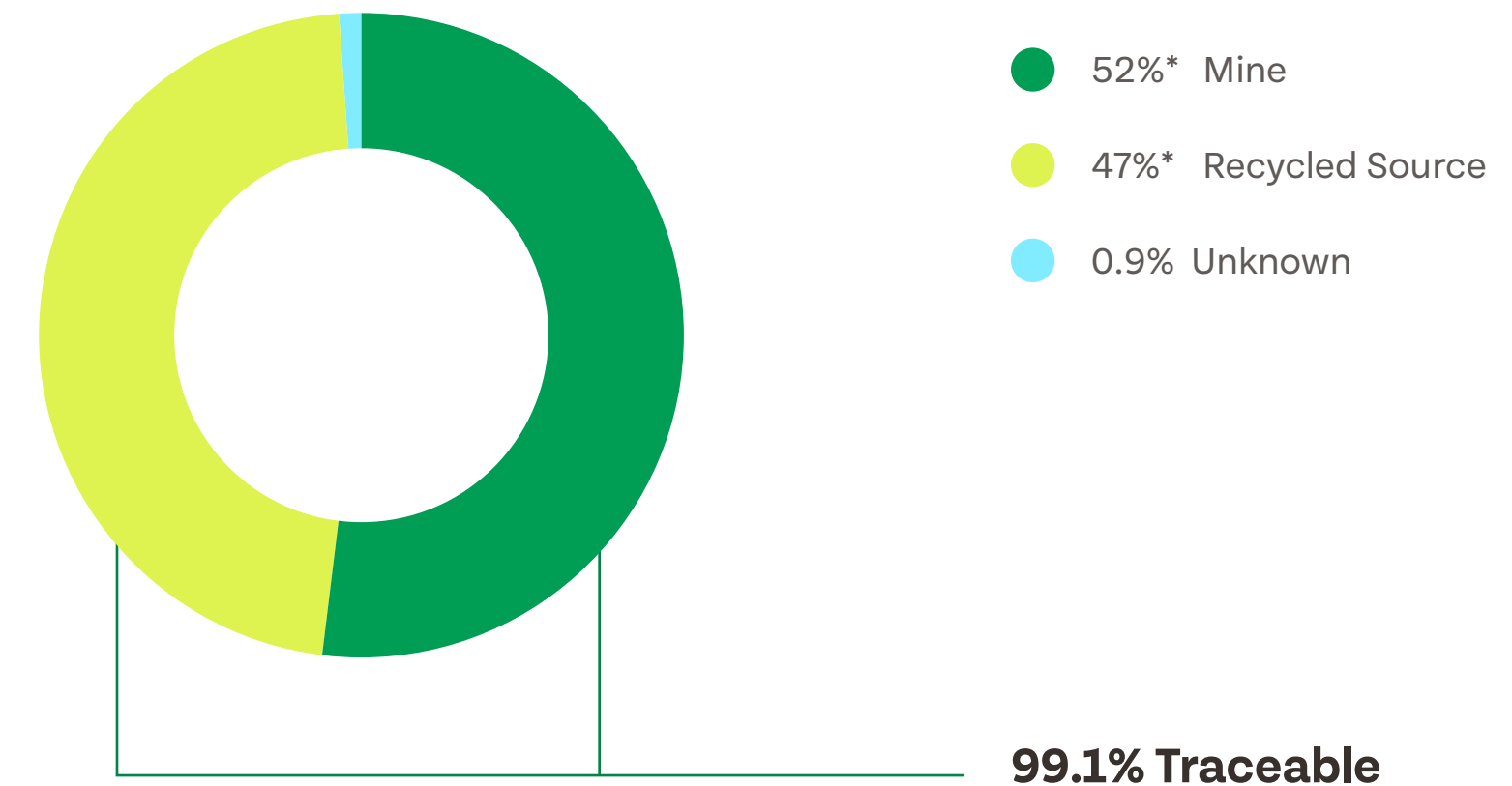
Since 2005, we have applied industry-leading practices such as Earthworks' No Dirty Gold campaign's Golden Rules criteria for more socially and environmentally responsible gold sourcing.

In 2021, Tiffany & Co. achieved over 99% traceability of all gold, silver and platinum used in our jewelry, traced to either a known mine or recycled source. The remaining less than 1% was traced to Responsible Jewellery Council-certified refiners. This achievement is our new benchmark for our precious metals sourcing moving forward and is in line with our goals for 2025.

Building on our 2021 success, Tiffany & Co. is now moving toward sourcing 100% of gold, silver and platinum from recycled sources. This sourcing strategy enables Tiffany & Co. to drive additional progress towards reducing climate impacts, specifically greenhouse gas emissions. Sourcing from recycled metals could reduce carbon emissions associated with our precious metal procurement by up to 90%<sup>†</sup> and moves us closer to achieving net-zero.

We will continue to advance responsible practices in the industrial mining industry through the sourcing of our diamonds and gemstones.

Traceability of All Precious Metals



<sup>†</sup>Emission reduction calculation based on 2021 gold, silver and platinum procurement volumes. Calculation assumes 2022 procurement volumes will be consistent with 2021 volumes.  
\*See the Independent Accountants' Review Report, beginning on page 101.



## Addressing Conflict Minerals

**We continue to manage the risks of conflict minerals entering our supply chain.**

While our company-wide conflict minerals compliance process covers gold, tantalum, tin and tungsten—the minerals identified by Section 1502 of Dodd-Frank as “conflict minerals”—**we believe that, as a jeweler, our largest opportunity is to address the impact of gold sourcing.** While Tiffany & Co. is no longer a publicly traded company required to follow Section 1502 of Dodd-Frank, we continue to manage the risks of conflict minerals entering our supply chain.

## Sourcing of Colored Gemstones

In communities around the world, the mining and trading of colored gemstones is a cultural tradition and way of life. The appreciation of the natural beauty of colored gemstones is passed down, generation by generation, as is the skillful practice of their sourcing. Approximately 80% of the world's colored gemstones come from small-scale artisanal mines spanning more than 40 countries. The industry is highly complex and fragmented, making it difficult to trace a colored gemstone's origins.

We use strict protocols for sourcing the approximately 60 varieties of colored gemstones featured in our jewelry, and we are helping set industry standards that account for the realities of the supply chain while seeking to increase transparency and traceability. For instance, we have made the decision not to source rubies from Myanmar or lapis lazuli from Afghanistan, due to concerns around ongoing human rights violations and a lack of transparency. In 2021, we created a **Colored Gemstone and Pearl Source Warranty Protocol** that guides our work with suppliers so that we can continue to advance traceability and improve social and environmental impacts.

While the Tiffany & Co. Colored Gemstone and Pearl Source Warranty Protocol guides our work and sourcing, our efforts go beyond our supply chain as we advocate for and facilitate positive change across the industry. In 2015, we joined with others in the luxury jewelry industry and colored gemstone mining sector to form the Coloured Gemstone Working Group. In 2021, this group launched the Gemstones and Jewellery Community Platform, an online resource for stakeholders across the value chain to share knowledge, due-diligence tools, training materials and other resources in an effort to create a more transparent and sustainable industry. Through industry partnerships and philanthropy, Tiffany & Co. and The Tiffany & Co. Foundation also support a range of stakeholders, from miners and traders to cutters and polishers, to help the colored gemstone sector support sustainable livelihoods in the many places where people depend on it.

In line with our 2025 Sustainability Goals, we continue to advance our traceability efforts in the colored gemstone supply chain and have begun to build a roadmap to improve social and environmental impacts in three gemstone-sourcing countries.




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# About 80%

of the world's colored  
gemstones come from  
artisanal and small-  
scale mines



## Sourcing of Other Materials

Our commitment to ethical and sustainable material sourcing does not stop with diamonds, precious metals and gemstones. We are committed to prioritizing sustainable sourcing and recycled materials across our business, from our packaging to our interior spaces. We have set goals to reduce the environmental effects of Tiffany & Co. packaging by minimizing material use, prioritizing reuse and recycling, and selecting materials sustainably.

Though leather products are a relatively small part of our business, we are committed to tracing the leathers we source. **In 2021, Tiffany & Co. was able to trace 100% of our leathers to the tannery level for our Home & Accessories and Jewelry product categories.**

2025 Goal  
**100%**



★ **ACHIEVED**

We source natural and cultured freshwater and saltwater pearls produced by a variety of mollusk species around the world. We believe environmental and social stewardship is an important aspect of responsible pearl farming and, where possible, we choose to source directly from suppliers and pearl farmers that share our beliefs.

## Our Stance on Coral and Ivory

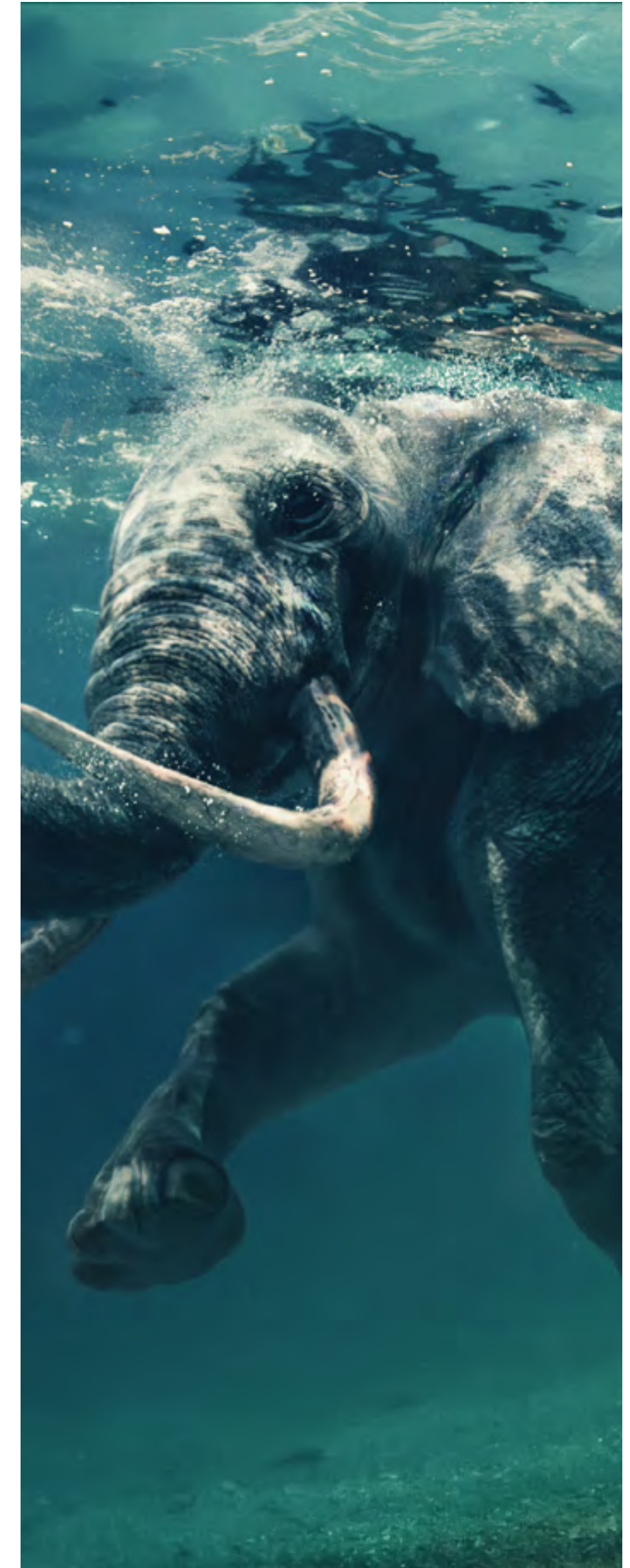
# We are determined to protect species such as coral and elephants, which are the cornerstones of healthy ecosystems.

We value biodiversity and consider the impacts of our materials sourcing on wild species and ecosystems. We are determined to protect species such as coral and elephants, which are the cornerstones of healthy ecosystems but have historically been threatened in part due to the jewelry industry's use of coral and ivory.

In 2004, we made the principled decision to stop using coral in our products. Since that time, we have advocated for further action, including testifying before Congress in 2008 on the importance of protecting coral. To complement the Company's efforts, The Tiffany & Co. Foundation actively supports and encourages ongoing protection for coral reefs by providing grants to dedicated organizations. In 2021, The Tiffany & Co. Foundation awarded over USD \$4.3 million in grants to organizations dedicated to promoting the preservation of precious corals and healthy marine ecosystems. Examples of this support include USD \$1.5 million to the Wildlife Conservation Society to scale the successes and impacts of Reefs for the Future, a program that takes a holistic approach to coral conservation to strengthen the management strategies of fisheries and ensure local

communities benefit from sustainable access to food and livelihoods without damaging coral reef ecosystems. Other grants awarded in 2021 included [Blue Nature Alliance](#), the [National Geographic Society](#) and [Oceans 5](#). By the end of 2021, The Tiffany & Co. Foundation had awarded over USD \$36 million to support ocean conservation.

We also take action to protect threatened wildlife. For example, we eliminated the use of ivory in our jewelry decades ago because poaching and habitat loss have put elephants at grave risk of extinction. We also use our voice to publicly advocate for the protection of elephants, rhinos and lions. The Tiffany & Co. Foundation's efforts in this area began in 2008 in supporting the protection of wildlife corridors in Botswana and neighboring parts of Zambia, Zimbabwe and Namibia. In 2017, we launched our [Tiffany Save the Wild collection](#), from which 100% of profits were donated to the Wildlife Conservation Network for the protection of these endangered species. We raised more than USD \$10 million through the collection.



## Our Legacy of Craftsmanship



At Tiffany & Co., we believe that fine craftsmanship means embedding social and environmental integrity at every step—from sourcing to processing to crafting our jewelry.

As such, we've crafted our supply chain and business partnerships with the same care and attention our designers put into each Tiffany® Setting engagement ring.

## The Importance of Our Vertical Integration

Our vertical integration model helps us uphold our standards of craftsmanship, safe and healthy working environments, community economic development and supply chain traceability.

In 2002, we established Laurelton Diamonds, Inc., a wholly owned subsidiary, to procure rough diamonds and source, cut, polish and supply finished stones. Today, we cut and polish diamonds at our own workshops in Botswana, Mauritius, Cambodia, Vietnam, Thailand and Belgium. We also manufacture approximately 60% of our jewelry at our state-of-the-art facilities in New York, Kentucky and Rhode Island, and polish and perform select assembly work on jewelry in the Dominican Republic.

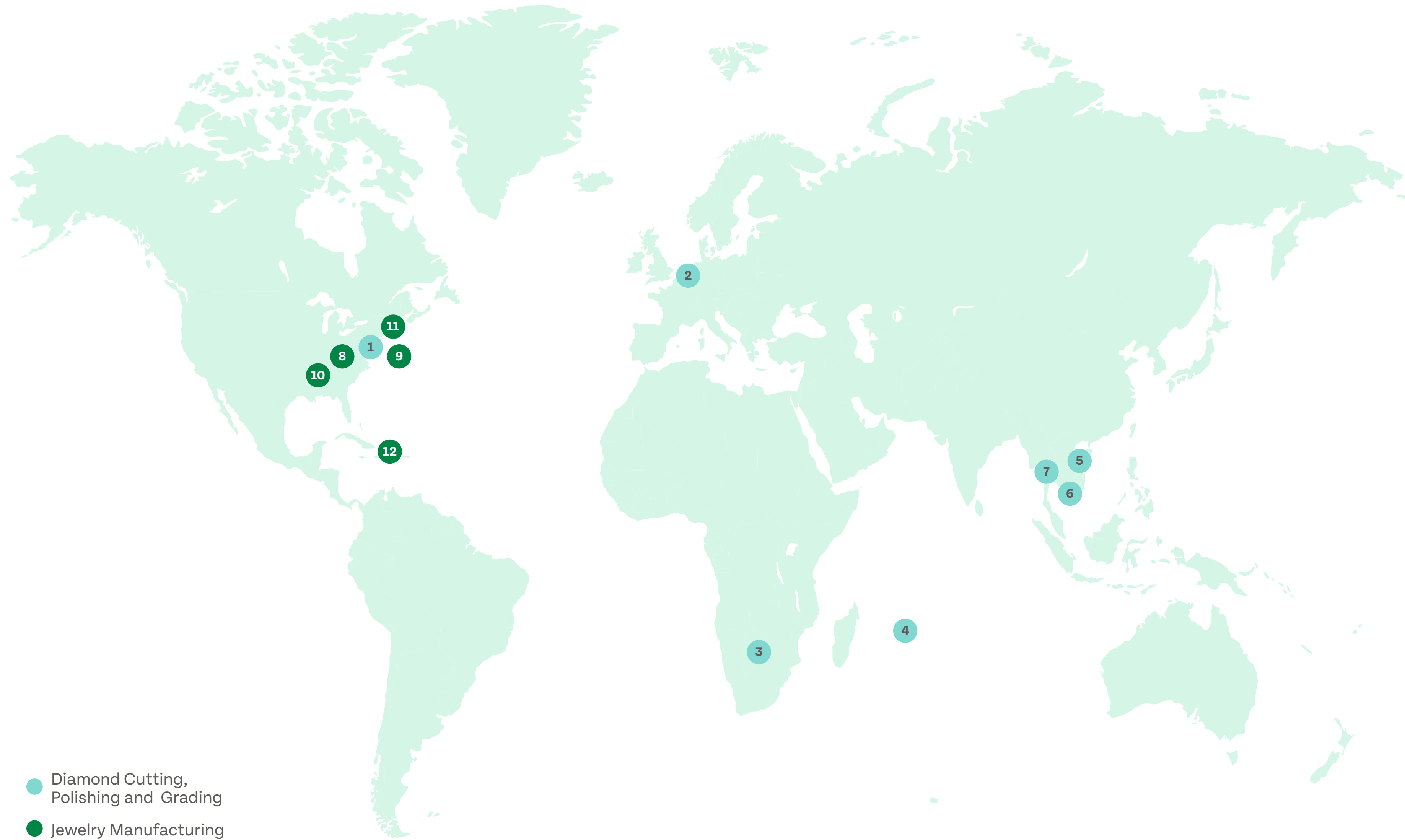
Because we operate our facilities to our own high standards, we can help ensure safe, healthy and welcoming work environments. We hire and train skilled craftspeople and pay a living wage to employees at our manufacturing facilities in developing countries to support local people and communities.

Our vertical integration model gives us a strong chain of custody over raw materials, direct oversight of our manufacturing and a platform to help improve global standards and conditions.

We are proud to be able to share the journey of a Tiffany & Co. diamond with our clients. Beginning in 2019, we launched the Diamond Source Initiative, enabling us to provide provenance information—region or country of origin—for every newly sourced, individually registered diamond of 0.18 carats and larger that we set. In 2020, we expanded upon this initiative with the launch of the Diamond Craft Journey, becoming the first global luxury jeweler to share with its clients the countries where these stones are crafted. The journey outlines several steps, including cutting, polishing, grading and setting—a pioneering achievement in diamond traceability and transparency.



# Tiffany & Co. Diamond and Jewelry Manufacturing



- 1 Pelham, New York**  
Tiffany & Co. Gemological Laboratory; final diamond grading inscription
- 2 Antwerp, Belgium**  
Diamond headquarters; rough sourcing, preparation, large stone cutting, polishing and engineering
- 3 Gaborone, Botswana**  
Tiffany & Co. Gemological Laboratory; final diamond grading inscription
- 4 Rose Belle, Mauritius**  
Diamond cutting and polishing, medium size
- 5 Hai Duong, Vietnam**  
Diamond preparation, cutting, polishing, grading and engineering, small size
- 6 Phnom Penh, Cambodia**  
Diamond preparation, cutting and polishing, small size
- 7 Bangkok, Thailand**  
Gemstone grading lab and CAD operation
- 8 New York, New York**  
Jewelry making, setting, polishing and model making
- 9 Pelham, New York**  
Jewelry making, setting, polishing and model making
- 10 Lexington, Kentucky**  
Jewelry assembly and polishing
- 11 Cumberland, Rhode Island**  
Jewelry making, setting, polishing, casting, model making, hollowware and trophy craftwork
- 12 Santo Domingo, Dominican Republic**  
Jewelry assembly and polishing

## Enacting Our Social and Environmental Accountability Program

At Tiffany & Co. we are committed to excellence and hold our suppliers to the same high standards.

As our business and supply chains continue to evolve, we are working to ensure that our supplier compliance efforts keep pace. Since 2004, the [Tiffany & Co. Supplier Code of Conduct](#) has set the bar, codifying the high expectations we place on all of our suppliers for labor rights, health and safety, environmental protection and compliance with applicable laws.

Our Supplier Code of Conduct is upheld through Tiffany & Co.'s Social and Environmental Accountability (SEA) program. The SEA program goes beyond monitoring supplier risk. We are focused on deepening supplier dialogue, increasing our knowledge and understanding of our key suppliers' businesses and taking steps to further embed our responsible sourcing practices into our daily operations and those of our supply base.

Tiffany & Co. maintains direct relationships with approximately 400 of our suppliers under the SEA program. These suppliers are comprised of manufacturing partners who create Tiffany & Co. products, product packaging and key store interiors, including all internal manufacturing and external finished-goods suppliers, those who supply raw materials and all service and repairs centers.

From these direct relationships, a portion of active supplier facilities are in scope for SEA monitoring, which includes onsite Tiffany & Co. SEA audits or a social and environmental audit that is considered equivalent to Tiffany & Co. expectations.



# Globally Reviewing Our Supply Chain

## Pre-sourcing Due Diligence

Before relevant suppliers are accepted into the Tiffany & Co. supply chain, they are expected to complete a self-assessment questionnaire that is aligned to our Supplier Code of Conduct and, if required, will undergo a pre-sourcing audit as one of the many steps in our due diligence process. Suppliers are required to have an acceptable risk rating in order to be approved for onboarding. If a supplier receives an unacceptable risk rating during the pre-sourcing audit, they are required to address any corrective actions and, if needed, undergo another verification audit before they are approved. Once a supplier is approved for onboarding, they are officially incorporated into the SEA program for continuous monitoring.

## Supplier Risk Assessment and Risk Rating

Through our SEA program, we work with a key subset of our suppliers to regularly review their conformance to our expectations through a supplier risk assessment. Each supplier included in scope for the risk assessment is evaluated using a third-party risk calculator to establish the supplier’s country risk rating based on external indices of political, material and country-specific risk factors. In addition, supplier-specific factors such as prior audit

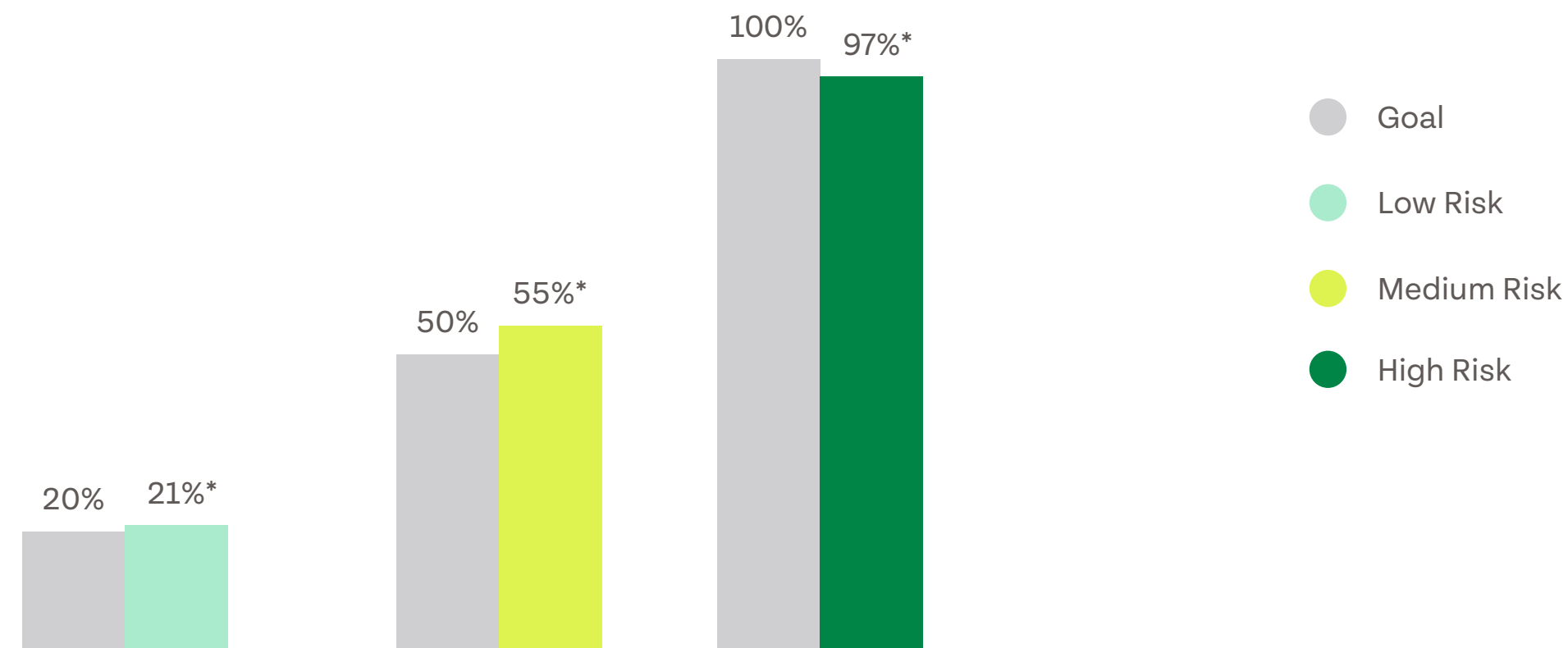
## 2020–2021 Supplier Risk Assessment Results



scores, participation in capability-building activities and procurement insights are used to determine a supplier’s overall SEA risk assessment rating. We use these risk ratings to determine how often we audit suppliers.

For the 2020–2021 cycle, 219 supplier facilities were included in the SEA supplier risk assessment. From this risk assessment, 74%\* were determined to be Low Risk, 13%\* were determined to be Medium Risk and 13%\* were determined to be High Risk.

## 2020–2021 Suppliers Monitored†



Third-party monitoring is conducted for all active high-risk suppliers and a representative sampling of medium- and low-risk suppliers. In alignment with industry best practice, Tiffany & Co. aims to monitor 100% of supplier facilities identified as High Risk, 50% of supplier facilities identified as Medium Risk and 20% of supplier facilities identified as Low Risk.

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

†As an exception, in the 2020–2021 cycle, the monitoring of one high-risk supplier was postponed due to safety risks related to COVID-19. The postponed audit is no longer necessary as the supplier in question is no longer a supplier for Tiffany & Co. due to the strategic shift towards recycled precious metals.

## Expanding Monitoring Considerations

Tiffany & Co. implemented a revised SEA program approach in the 2020–2021 audit cycle. The revised approach reflects our continuously evolving expectations for suppliers. For SEA program monitoring, we now accept equivalent industry certifications and audit results to reduce the audit burden on suppliers. Where we audit, the strengthened audit code now emphasizes management systems to demonstrate a focus on the proactive administration of the various risk areas of the Supplier Code of Conduct.

### Equivalency Model

We strive to collaborate with other companies and utilize equivalent industry certifications. Using an equivalency model, we worked with our primary audit service provider to determine which standards could be considered equivalent to ours and which limitations we should place on those audits. For instance, suppliers who have attained certification through Social Accountability International’s SA8000 standard do not require additional monitoring during the certification period. Audits performed within the previous 12 months using standards that are equivalent to the Tiffany & Co. Supplier Code of Conduct are considered valid and additional monitoring of that supplier is not required.



### Management Systems

Our revised audit process takes a more modern approach to conformance with the Tiffany & Co. Supplier Code of Conduct by looking deeply into how each area of potential risk is managed. With these amendments, it has become standard to ensure sufficient oversight and governance systems exist for a more proactive approach to conformance. This approach aligns with Environmental, Social and Governance (ESG) industry-leading auditing methodologies and was created under the guidance of our primary audit service provider to make certain each conformance area is auditable and focused on data collection. While a focus on management systems is not entirely new, we anticipate that our new approach will lead to an emphasis on preventive measures that prioritize the health, safety and human rights of the individuals who contribute to Tiffany & Co. products.



## Auditing Suppliers Through the SEA Program

# Our revised audit process takes a more modern approach to conformance with the Tiffany & Co. Supplier Code of Conduct.

Third-party audits for compliance with the Tiffany & Co. Supplier Code of Conduct focus on a number of key factors, including health and safety; environment; hours of work; wages and benefits; and the most recent addition, management systems. Regular audits enable us to better understand our suppliers' businesses so that we can provide support for them to advance their practices and meet Tiffany & Co. expectations.

Upon completion of an audit, suppliers are required to address any findings for corrective actions in a timely manner while providing regular updates to Tiffany & Co.

suppliers whose findings are enrolled in a corrective action solution program to document their remediation steps, focusing on a root cause analysis to prevent findings from reoccurring. Tiffany & Co. seeks to work collaboratively with our suppliers on a journey of continuous improvement in responsible business practices. However, in the rare case where a supplier is unwilling to take necessary or appropriate corrective actions in response to audit findings, we reserve the right to terminate the relationship.

## Tiffany & Co.'s SEA program 2020–2021 Audit Findings Results

As part of our 2025 Sustainability Goals, Tiffany & Co. has pledged that 100% of key product, product packaging and store interior suppliers that are directly engaged by Tiffany & Co. or its affiliates achieve high-performance ratings through supplier engagement and management by 2025. Through supplier-focused capability development efforts and Supplier Code of Conduct Guidance documents, we aim to ensure suppliers within the SEA program are meeting Tiffany & Co.'s rigorous standards and consistently improving over time. Each cycle's monitoring results provide the basis for evaluating supplier

performance and progress against our goal. Over the past three SEA program cycles, the percentage of suppliers in the high-performing categories has grown by 38%.

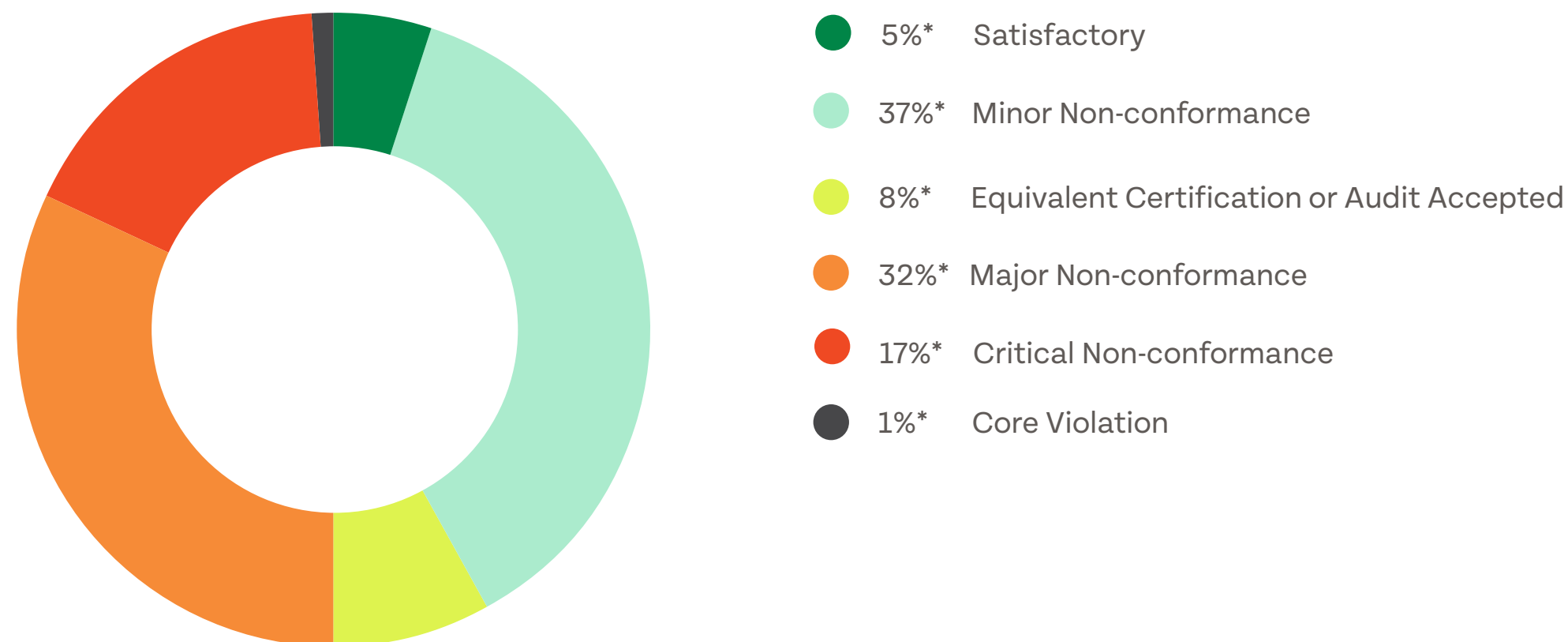
In our 2020–2021 SEA program cycle, 78 supplier facilities were monitored across 19 countries. Suppliers demonstrated improved performance compared to the prior cycle in 2018–2019, with a 25% increase in satisfactory (low risk) minor non-conformance and equivalency monitoring results in the aggregate.

During the 2020–2021 SEA program cycle, Tiffany & Co. added a new severity rating to its scope of potential audit findings called a Core Violation. This category was created to provide a clear delineation for the findings that represent the most egregious non-conformance with Tiffany & Co.'s Supplier Code of Conduct, where we would deem business with a company to be untenable. Tiffany & Co. reported its first Core Violation during the 2020–2021 SEA program cycle. The auditor notified Tiffany & Co. immediately that the Core Violation occurred, and the Company worked to immediately stop all business

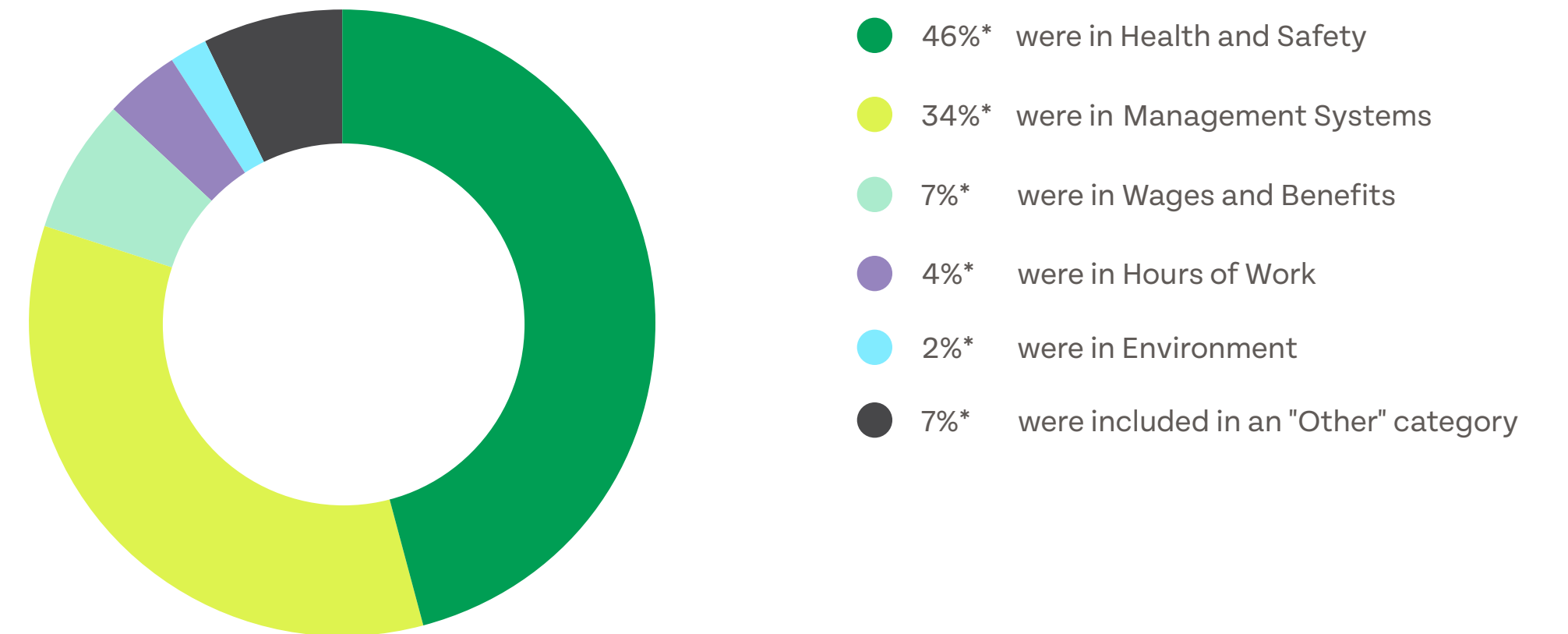
with the supplier. It was approximately 2.5 months before the issue was resolved and a re-audit was conducted; the re-audit result was acceptable, and business with Tiffany & Co. resumed.

In the 2020–2021 SEA program cycle, suppliers were measured against 708 factors. The average audit resulted in findings on 1.1% of these factors, as compared to 1.4% in the last audit cycle. This shows improvement, particularly given that the number of factors increased from 457 to 708.

### 2020–2021 Audit Performance by % of Total Suppliers in Each Conformance Category



### 2020–2021 % of Audit Findings Out of Total Possible Audit Findings



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

## Improving Supplier Performance

We continue to take decisive action and push for continuous improvement to address outstanding findings and improve future audit results.

### Corrective and Preventive Action

In the 2020–2021 cycle, we began to leverage an online Corrective and Preventive Action platform that suppliers, our primary audit service provider and the Company can all use to communicate regarding corrective actions. The management platform is intended to streamline communication between the supplier and audit service provider to ensure that corrections, root causes and long-term remediation actions can be evaluated for completeness.

### Continuous Improvement Program

Our SEA program is not only designed to support suppliers in their efforts to improve their human rights practices, fair labor practices and environmental efforts—we also incorporate their feedback to make it easier for suppliers to conform to Tiffany & Co. expectations. Tiffany & Co.'s new continuous improvement program replaces the traditional audit approach in an effort to reduce supplier fatigue and contribute to collective solutions. If a supplier needs additional help in their efforts to remediate,



Tiffany & Co. works with a service provider that has local teams equipped to support factories with medium-term projects to help with their capability building.

### Supplier Training

Tiffany & Co. regularly evaluates monitoring results for improvement opportunities throughout our supply chain. We develop and roll out in-person and virtual training to drive improvement and communicate expectations. Through Tiffany & Co.'s in-person and virtual supplier training program, an estimated 40,600 employees have been positively impacted across our suppliers.

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# 40,600

estimated employees have been impacted across our in-person and virtual supplier training program

## Design and Innovation

Tiffany & Co. is working towards our 2025 Sustainability Goal to further integrate sustainability into our design processes and identify innovations that continue to make our products and manufacturing processes sustainable.

In 2020, we developed a framework to systematically assess the sustainability impact of these innovations that come through the Jewelry Design and Innovation Workshop. The framework evaluates product and process innovations across a number of key environmental and social criteria.

In 2021, Tiffany & Co. used this framework to assess the impact of new products and process innovations. Looking forward, Tiffany & Co. will continue to identify and prioritize innovations with equal or improved sustainability impacts.



# The Power of Our Products

Just as we draw design inspiration from the beauty of the world around us, Tiffany & Co. harnesses the power of our beautiful products to raise funds, garner support and increase awareness of important causes around the world.



# We donated 100% of our profits from the sale of our Tiffany Infinity collection to the global humanitarian organization CARE.



## The Infinite Strength Campaign

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

The Infinite Strength campaign assisted CARE in reaching 225,000 people in 16 countries, with a focus on advancing women’s economic stability by providing emergency food and cash, livelihood training and health and hygiene programs, helping women meet their immediate financial needs while building their resilience for the long term.

Support from Tiffany & Co. has been essential to the success and expansion of CARE’s Package Relief programming in the U.S. Our funding has supported creative workforce solutions, critical partnerships and key community organizations as they grow and expand their food distribution services. With our support, CARE has **delivered more than 10 million CARE packages to people in need. Tiffany & Co. funded the delivery of approximately 2.5 million CARE Package Relief meals to more than 75,000 people.**

The funds from Infinite Strength have also contributed to CARE’s Crisis Response Campaign overseas. With help from the proceeds from the Tiffany Infinity collection, CARE has delivered critical aid, including clean water supplies, hygiene kits and nutritious food, to more than 47.5 million people in 67 countries, as well as providing cash or vouchers enabling 890,000 people to support local businesses. Further, CARE’s gender-based violence prevention and response efforts have successfully reached 5.1 million people.



**4.9m**

people received clean water supplies



**890k**

cash or vouchers to support local businesses



**4.8m**

hygiene kits distributed



**5.1m**

people reached by gender-based and violence prevention programs

## Tiffany & Co. x Patek Philippe Nautilus Charitable Auction

In 2021, Tiffany & Co. announced USD \$6.5 million in support of [The Nature Conservancy](#), a donation generated from the historic auction of the first-ever Patek Philippe Ref. 5711 Nautilus watch featuring a Tiffany Blue® dial. This funding is designed to accelerate conservation efforts in five key regions facing dual crises of climate change and biodiversity loss. The areas that will be supported are Papua New Guinea, Indonesian Borneo, the Caribbean, Belize's Maya Forest and Alaska's Tongass National Forest.





## Tiffany Save the Wild Collection

**From 2017 to 2021, the Tiffany Save the Wild collection raised over USD \$10 million.**

Tiffany & Co. has had an enduring relationship with nature, which is both the ultimate inspiration for its designers and the source of the precious materials that give life and form to their iconic collections. The Tiffany Save the Wild collection was a cause marketing collection from which we donated 100% of profits to the Wildlife Conservation Network (WCN), with particular focus on these three threatened species: elephants, lions and rhinos.

From 2017–2021, the Tiffany Save the Wild collection raised over USD \$10 million. Funds raised were allocated wherever the need was greatest for each of these endangered and threatened species—from anti-poaching efforts to ivory and horn demand-reduction initiatives—

across their respective WCN funds, including the Elephant Crisis Fund, the Lion Recovery Fund and the Rhino Recovery Fund. Our support has provided critical funds for more than 450 on-the-ground conservation projects to protect elephants, lions and rhinos.

As a company with important ties to Africa, Tiffany & Co. is proud to have supported the well-being of Africa's people and to have helped protect its wildlife through these efforts. This program builds on Tiffany & Co.'s existing commitment to sustainability and conservation, including over 20 years of grantmaking from The Tiffany & Co. Foundation.

# People

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

We believe that inclusiveness should never be a luxury.

We support our employees' career development and growth.

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

# People: Goals to Achieve<sup>†</sup>

## Diversity, Equity and Inclusion (DEI)

**Be an employer of choice, recognized as the most inclusive luxury brand by 2025, with a diverse and highly engaged workforce empowered by an inclusive and innovative workplace culture**

Diversity, Equity and Inclusion woven into the fabric of our organization:

Starting in 2020, all employees globally complete unconscious bias awareness training and repeat on a periodic basis.

✓ ON TRACK

- Tiffany & Co. continues to embed bias mitigation training throughout learning and development opportunities. As of the end of 2021, 46% of active employees had completed unconscious bias awareness training.

Starting in 2021, all managers and above make a DEI commitment specific to their respective roles and have that commitment evaluated as part of their annual performance reviews.

✓ ON TRACK

- As part of the annual performance review process, in 2021, managers were tasked with driving progress on at least one Tiffany & Co.'s 2025 Sustainability Goal within the People pillar.
- Starting in 2025, all employees complete the above commitment.

⊕ TARGET SET

Achieve a company-wide Inclusion Index score of 85% by 2024.

✓ ON TRACK

- In 2021, Tiffany & Co. continued to build and cultivate an inclusive workplace culture that acknowledges and supports employees' broad dimensions of diversity. This included producing a monthly DEI podcast for employees, executives demonstrating inclusion and advocacy in all Company messaging and continuously hosting conversations in response to current events that impact employees.

Be a leader in the jewelry industry in training and advancement of women in our manufacturing and operations workforce by 2025.

⊕ TARGET SET

Representation of our workforce‡:

- Through 2025, continue to maintain approximately equal gender representation among our Vice Presidents and above.
- By 2025, the ethnic diversity of our overall management in the U.S. will (more closely) reflect our U.S. workforce.
- By 2030, the ethnic diversity at each category of management in the U.S. will (more closely) reflect our U.S. workforce.

✓ ON TRACK

⊕ TARGET SET

⊕ TARGET SET

**Be the most inclusive luxury brand and be recognized for it by clients in key markets by 2025**

Starting in 2020, begin systematically integrating inclusive practices in our marketing activities to continue to reflect the diversity of our client base.

✓ ON TRACK

- In 2021, Tiffany & Co. continued to increase our integration of DEI in our marketing activities to reflect our diverse client and employee base. We have worked to build a directory of diverse media partners and minority-owned properties and we prioritize partners that feature DEI-themed content. For example, Tiffany & Co. sponsored content in *Bloomberg Equality* and Fairchild Media Group's virtual Diversity Forum: The New Face of Fashion and Beauty.
- In addition to supporting diverse publications and the broader industry, Tiffany & Co. has advanced diverse representation in its own marketing materials. This includes a year-long marketing campaign that celebrated Tiffany & Co. employees in honor of Black History Month, Women's History Month, Pride Month, Hispanic Heritage Month and Asian American Pacific Islander (AAPI) Month. Additionally, Tiffany & Co.'s "Stand for Love" video campaign spotlighted New Yorkers who represent a wide range of individuals from the LGBTQIA+ community. In June 2021, Tiffany & Co. collaborated with *The New York Times* advertising to sponsor a custom campaign in *The New York Times*' "Modern Love" podcast featuring LGBTQIA+ couples and their stories about love in the 21st century.

<sup>†</sup> ACHIEVED: Goals we have accomplished | ON TRACK: Goals we are progressing by the stated timeline  
 IN PROGRESS: Goals we are progressing by an adjusted timeline | TARGET SET: Goals where progress is not yet documented  
 ‡ Graphs depicting Tiffany's diverse representation progress can be found on pages 60-64 of this report.

# People: Goals to Achieve<sup>†</sup>

## Diversity, Equity and Inclusion (DEI)

Starting in 2020, begin systematically designing and servicing products to reflect a diverse client base.

🎯 TARGET SET

Starting in 2021, begin systematically integrating inclusive practices in the omni-channel experience and after-sales service to ensure a welcoming environment for a diverse client base.

🎯 TARGET SET

## Pay, Benefits and Well-being

We work to ensure comprehensive benefits for our diverse employee base and have endeavored to pay a living wage to skilled workers at our manufacturing facilities in developing countries for over a decade. To create a more inclusive workplace, we will continue to analyze our benefits, compensation programs and policies, evolving them as necessary to meet the fast-changing needs of our global workforce. We will also assess how we can further strengthen our commitment to providing a living wage to employees globally.

🎯 TARGET SET

## Growth and Engagement

**Create a diverse, high-performing and highly engaged workforce that embraces ongoing growth and development opportunities by 2023, and that is empowered by an inclusive and innovative workplace culture**

Achieve a company-wide Employee Engagement score of 85% by 2023.

★ ACHIEVED

→ In 2020, Tiffany & Co. surpassed its goal to achieve an 85% engagement score. As the survey is conducted approximately every two years, there is no update to the score for 2021. Tiffany & Co. has focused on continuing to offer engagement opportunities for employees at all levels.

Starting in 2020, increase participation in growth and development opportunities for employees at all levels.

✓ ON TRACK

→ In 2021, Tiffany & Co. rolled out High-impact Coaching and Feedback and increased participation in executive coaching and leadership development programs at all levels. Tiffany & Co. employees continued to take advantage of opportunities to grow their careers and skills—24% of all employees participated in growth and development opportunities.

By 2023, all managers and above have participated in leadership development opportunities.

✓ ON TRACK

→ In 2021, 38% of managers and above participated in leadership development opportunities, including a program targeted for employees in management roles from manager level up to Senior Directors. Other opportunities included the NextGen Leadership Development Program and The Connections Program, targeting employees advancing in key roles. We expect the managers and above participating in leadership development offerings to increase as more learning opportunities become available to Tiffany & Co. employees through LVMH and the expansion of

Tiffany-created programs and offerings. In addition to providing individual content offerings for managers and above, Tiffany & Co. aims to roll out a new manager development program in 2022.

By 2025, strengthen global succession planning to create a pipeline of future leaders.

→ 85% of critical roles have a succession plan in place with successors identified that are ready now or in one to three years.

✓ ON TRACK

→ 85% of top talent has a succession plan in place.

✓ ON TRACK

→ In 2021, Tiffany & Co. paused formal succession planning as we focused our efforts on building teams throughout the organization and continuing our integration within broader LVMH initiatives to build our talent pipeline.

By 2023, create a culture of innovation where all employees feel empowered to share their ideas, feedback and unique perspectives, take reasonable risks and experiment, contributing to greater business results.

✓ ON TRACK

→ In 2021, Tiffany & Co. integrated LVMH Shared Values into all Global Learning and Development programming available to employees. These fundamental values are shared by every member of LVMH's Maisons. These four imperatives inspire excellence and constitute the pillars of our performance and long-term success.

<sup>†</sup>ACHIEVED: Goals we have accomplished | ON TRACK: Goals we are progressing by the stated timeline  
IN PROGRESS: Goals we are progressing by an adjusted timeline | TARGET SET: Goals where progress is not yet documented

# Advancing Our Commitments: 2021 Highlights

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

## Furthering Women's Empowerment

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

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



## Black in Fashion Council

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



## LGBTQIA+ Equality

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

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

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

Since 2018, that commitment to inclusion has earned Tiffany & Co. a top score of 100% in the Human Rights Campaign Foundation's Corporate Equality Index in recognition of our LGBTQIA+-inclusive practices in the United States. Every year since 2018, Tiffany & Co. has been designated one of the Best Places to Work for LGBTQIA+ Equality by the Human Rights Campaign Foundation (HRC). In April 2021, Tiffany & Co. took this a step further and joined the HRC's Business Coalition to pass the Equality Act, a group of leading U.S. employers

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

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

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



## Tiffany & Co. About Love Scholarship

In collaboration with the Carters, Tiffany & Co. partnered with BeyGOOD and the Shawn Carter Foundation to create the [Tiffany & Co. About Love Scholarship Program](#).

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

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

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# USD \$2 million

pledged in scholarship funding



# Diversity, Equity and Inclusion

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

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



Talent



Culture



Brand



## Talent

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

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

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

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





## Culture

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

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

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

## Brand

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

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

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

protections of the Voting Rights Act of 1965. Tiffany & Co. is also a member of [Time to Vote](#) and we provide U.S. employees with up to four hours paid time off to vote.

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

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



# Inclusive Client Experience

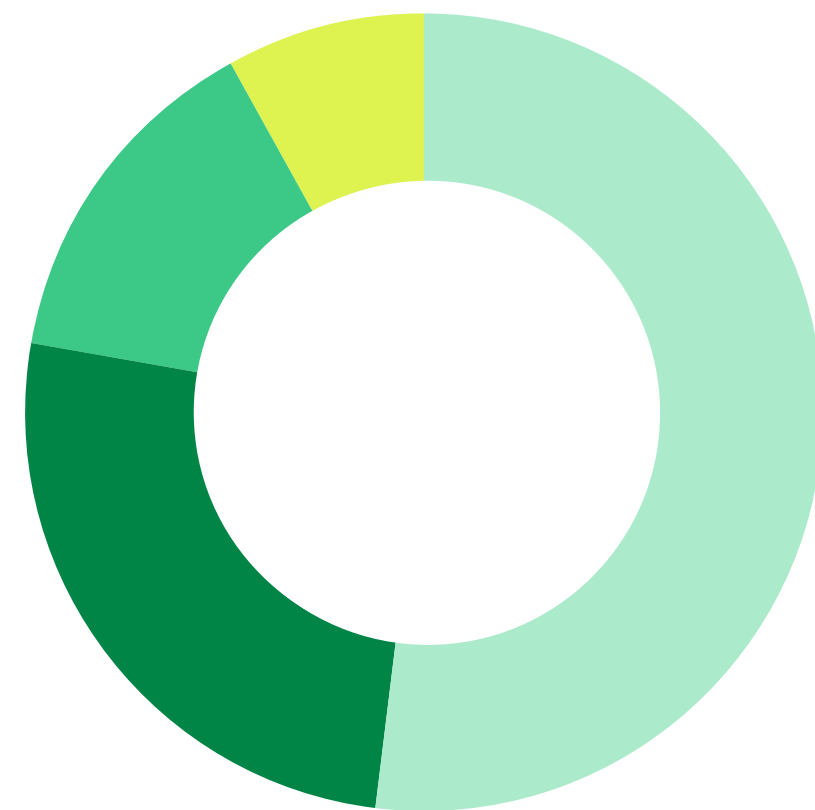
In 2021 we furthered our goal of embedding inclusivity throughout our client experience. Our marketing activities and product design process reflect the systemic integration of inclusive practices to continue to reflect the diversity of our clients. In 2021, we launched the [Charles Tiffany Setting](#),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



# DEI Representation

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

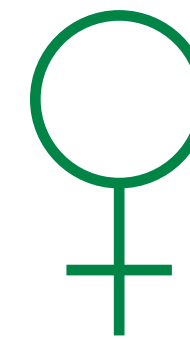
## Generation Diversity <sup>◇</sup>



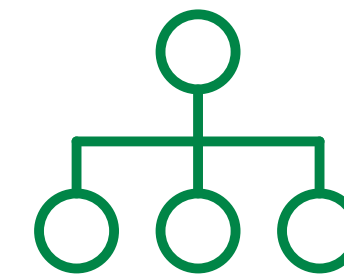
- 52%\* Born 1981-1996
- 26%\* Born 1965-1980
- 14%\* Born 1997-Present
- 8%\* Born 1964 and Prior

## U.S. Gender Equality

As of December 31, 2021:



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



**63%\***  
of managers and  
above are women

<sup>◇</sup>As self-disclosed by employees.  
\*See the Independent Accountants' Review Report, beginning on page 101.

## Gender Diversity

Global Workforce <sup>◇</sup>



● 71%\* Female  
● 29%\* Male

Managers and Above <sup>◇</sup>



● 63%\* Female  
● 37%\* Male

Vice President and Above <sup>◇</sup>



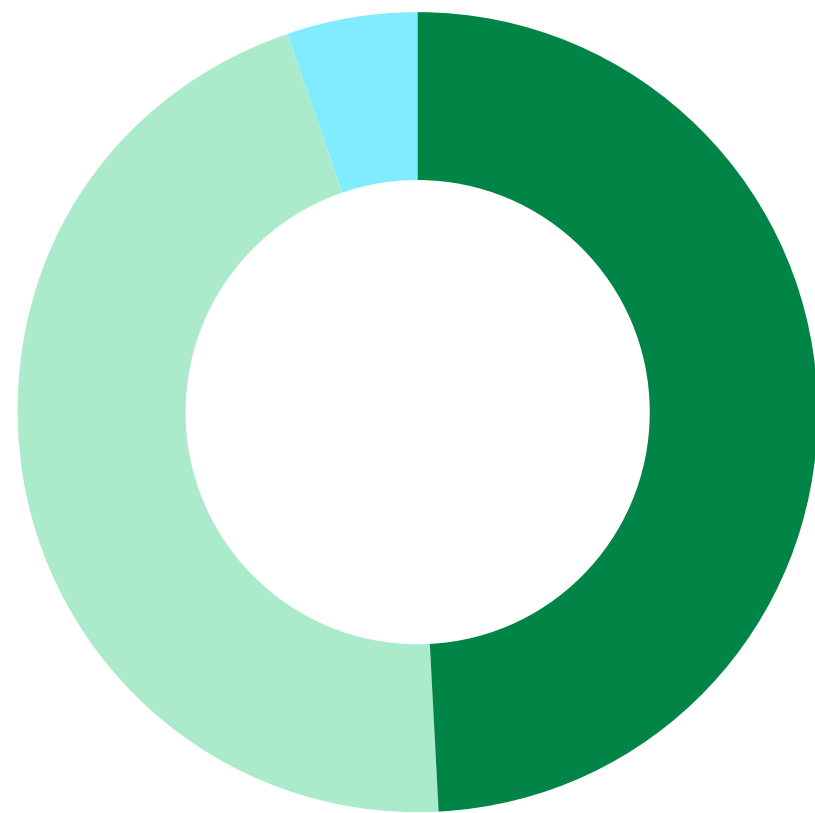
● 49%\* Female  
● 51%\* Male

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

<sup>◇</sup>As self-disclosed by employees.  
\*See the Independent Accountants' Review Report, beginning on page 101.

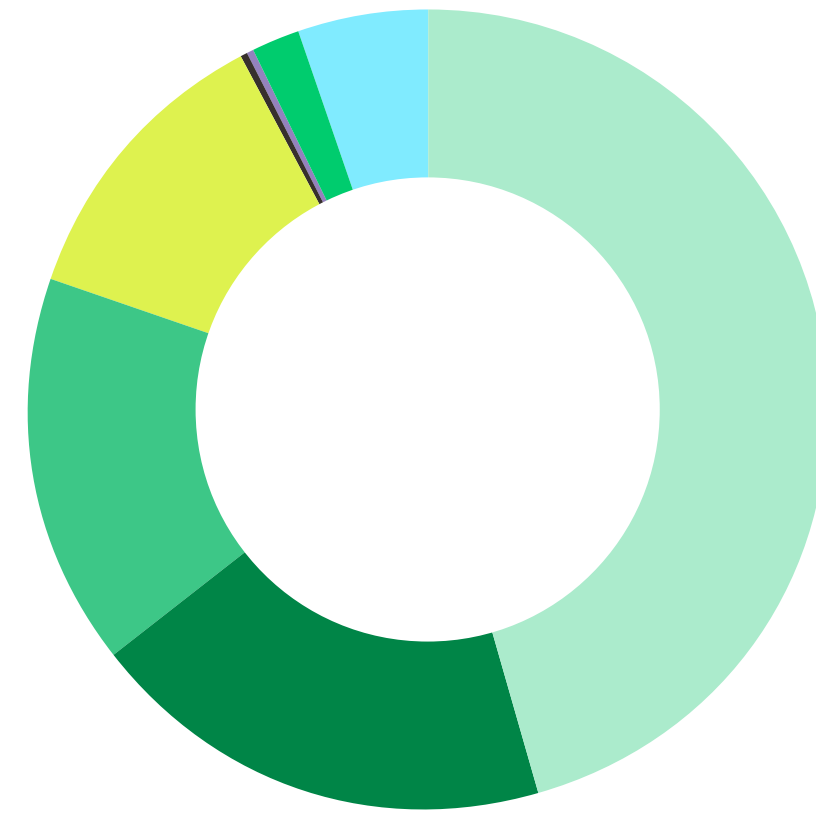
## U.S. Ethnic Diversity

U.S. Employee Ethnic Diversity (Aggregated) <sup>◇</sup>



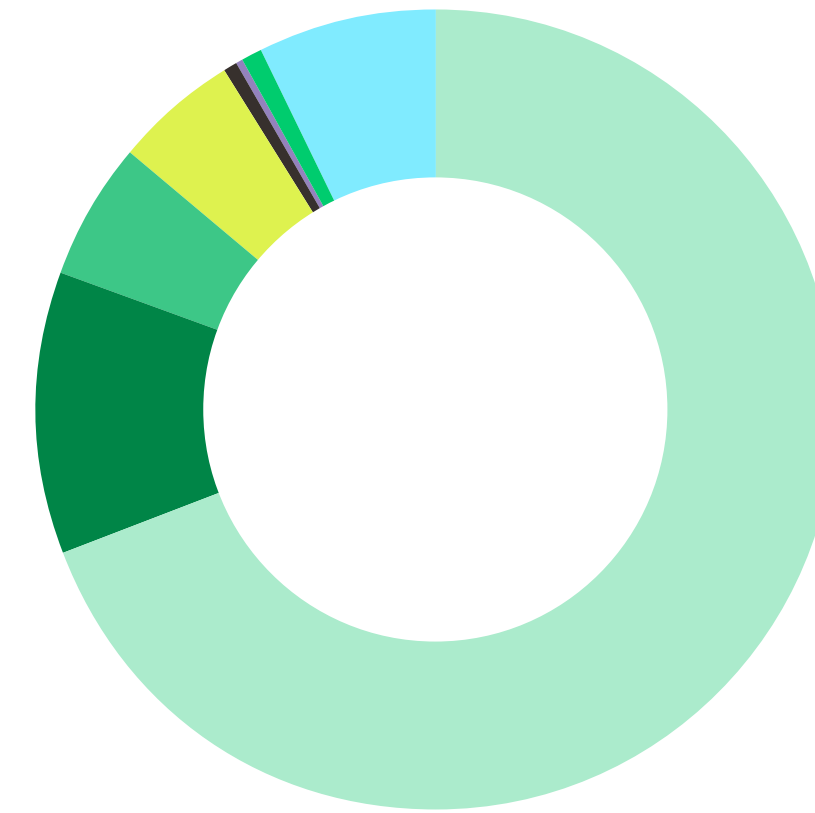
- 49.2% Total Persons of Color
- 45.7% White
- 5.1% Not Specified

U.S. Employee Ethnic Diversity <sup>◇</sup>



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

U.S. Management Ethnic Diversity (Aggregated) <sup>◇†</sup>



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

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

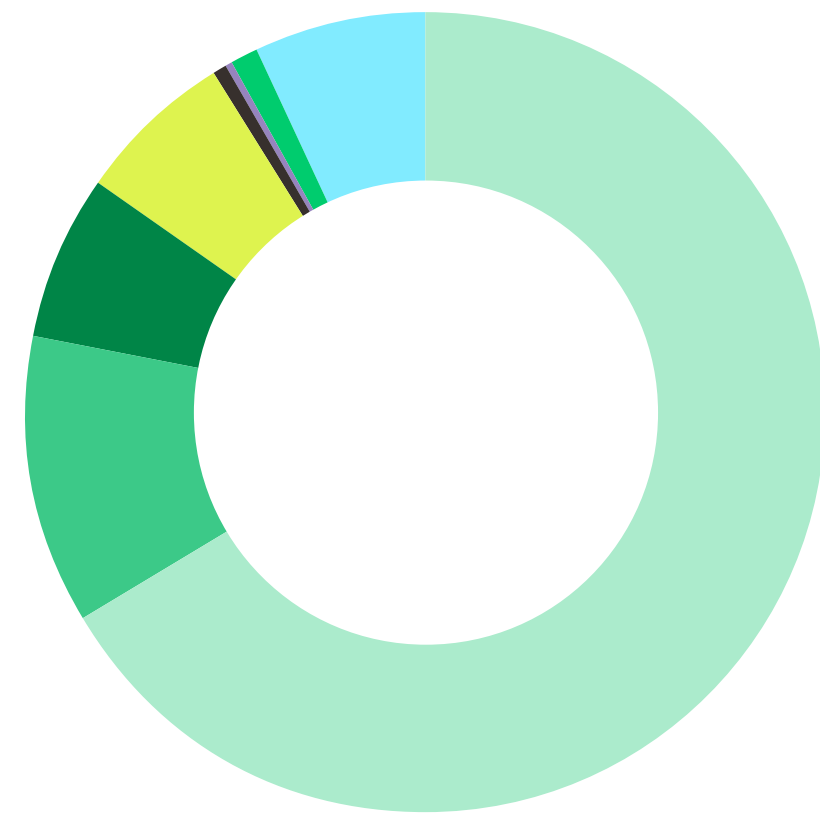
<sup>◇</sup>As self-disclosed by employees.

<sup>\*</sup>See the *Independent Accountants' Review Report, beginning on page 101.*

<sup>†</sup>In line with Tiffany & Co.'s 2025 Sustainability Goals, "management" is defined as Manager, Director and Senior Director, and Vice President and above. See breakdown by management level on the next page.

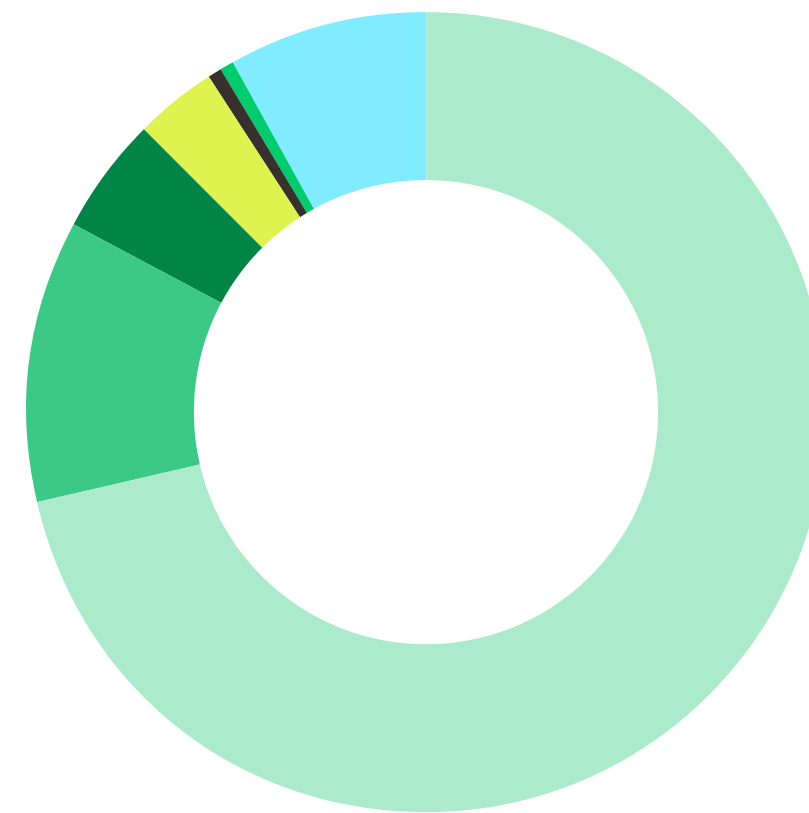
## U.S. Ethnic Diversity

U.S. Manager Ethnic Diversity <sup>◇</sup>



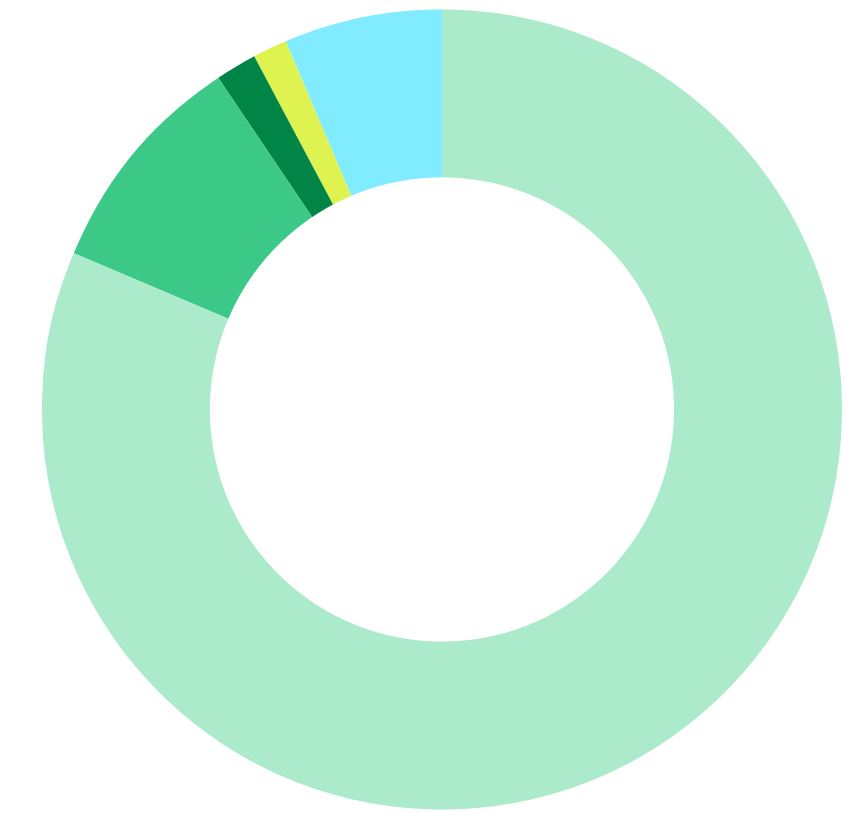
- 66.5% White
- 11.7% Asian
- 6.5% Hispanic or Latino
- 6.6% Black or African-American
- 0.6% Native Hawaiian or Other Pacific Islander
- 0.2% American Indian or Alaska Native
- 1.2% Two or More Races
- 6.8% Not Specified

U.S. Director and Senior Director Ethnic Diversity <sup>◇</sup>



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

U.S. Vice President and Above Ethnic Diversity <sup>◇</sup>



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

<sup>◇</sup>As self-disclosed by employees.



## Employee DEI Commitments and Training

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

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

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

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

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

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

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

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

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# 46%

of all employees  
completed unconscious  
bias awareness training



## Growth and Engagement

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

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

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

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

## Leadership Programs

We believe that by helping our employees grow as professionals, we grow as a company. We support career development and growth through a number of leadership programs hosted on our Tiffany & Co.-created corporate university platform, TiffanyU. Launched in 2020, this platform has enabled the Company to pivot to virtual learning, equitably expanding access to all Tiffany & Co. employees when, where and how they need it.

The global TiffanyU platform provides access to on-demand learning, leadership and management-development programs, including livestreamed and on-demand virtual programs, peer-to-peer social learning, and LinkedIn Learning with more than 16,000 micro-learning courses in seven languages. In 2021, we expanded TiffanyU offerings to include learnings on microaggressions as well as inclusive decision-making.

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

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



## TiffanyU Engagement

**206,233** total site visits

**8,086** unique viewers

**1,036** users completed our Leadership Foundations program

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

## Employee Resource Groups

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

### Tiffany & Co. Employee Resource Groups 2021



**More than 100**  
ERG leaders



**More than 1,000**  
ERG members



**More than 75**  
events and initiatives held globally



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

### The African Brilliance Collective (ABC)

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

### LatinX

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

### LGBTQIA+

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

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

### InspirAsian ML

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



## Employee Resource Groups

### Women and Allies

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

### Women in Leadership

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

### Women in Supply Chain

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

### Working Parents

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

### ERG Advisory Council

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

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



## Employee-driven Philanthropy: Tiffany Cares

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



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

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

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

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

### Employee Donations

**596** charities supported

**632** employee donations



**USD \$172,100**

total value of Tiffany & Co. employee donation matching

### Employee Volunteering

**77** unique employee volunteer participants

**1,648** total employee volunteer hours

**41** total number of charities where employees volunteered



**USD \$16,400**

total value of Tiffany & Co. volunteer matching



## Our Response to COVID-19

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

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

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

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

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

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

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# USD \$3.8 million

donated to CARE through the Infinite Strength campaign



## Our Approach to Human Rights

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

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

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

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

## Pay, Benefits and Well-being

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

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

### Parent and Caregiver Leave

We strive to create an inclusive workforce culture, including implementing policies and practices that reflect our employees' unique needs. Our Parental and Caregiver Leave policy is designed to give all employees greater flexibility. The policy includes a minimum of 14 weeks of paid leave for birth parents and eight weeks of paid leave for non-birth parents. The Company also provides two weeks of paid leave per year for employees to care for ill family members, as well as a flexible workplace policy to accommodate greater work-life balance.



## Our Living Wage Program

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

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

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

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



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

## Economic Beneficiation and Local Development

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

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

# 99%\*

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

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

# Planet

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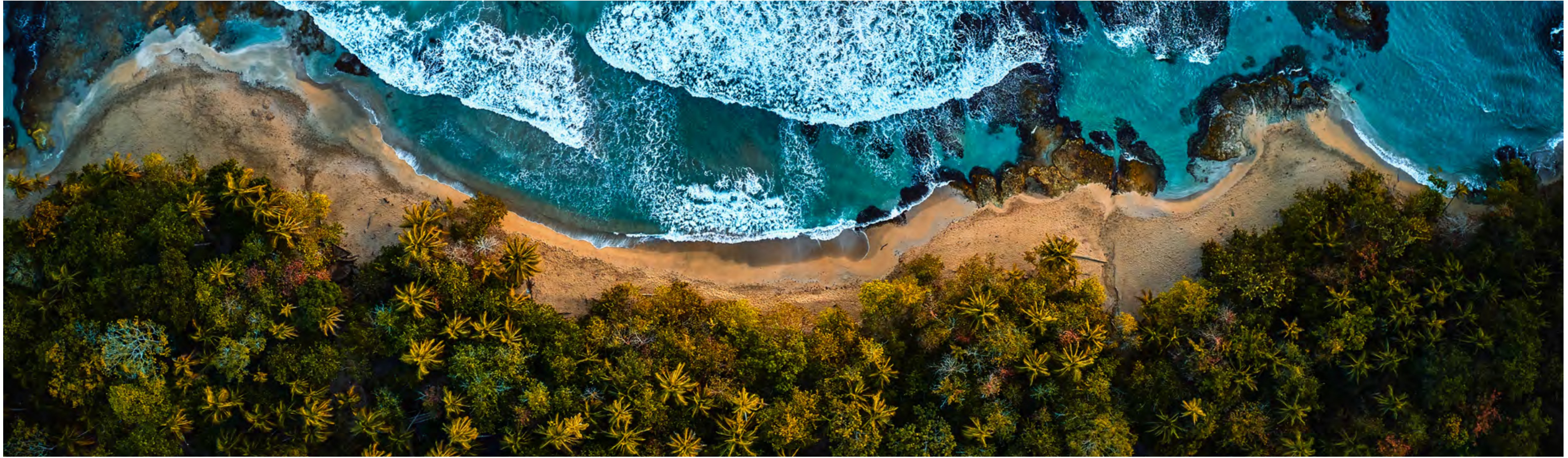
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## 99 Protecting our Planet



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

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

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

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

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

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

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

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

# Planet: Goals to Achieve<sup>†</sup>

## Net-zero Emissions:

### Achieve net-zero greenhouse gas (GHG) emissions across Scopes 1, 2 and 3 by 2040

By 2025, reduce total global Scope 1 and Scope 2 GHG emissions by 70% compared to 2018 levels.

✓ **ON TRACK**

→ In 2021, we reduced Scope 1 and 2 GHG emissions by 37% and are on track towards our 2025 goal of 70% reduction through a combination of energy-efficiency initiatives and renewable energy sourcing.

By 2021, begin to implement a strategy to reduce Scope 3 GHG emissions, including engagement with our key business partners.

☆ **ACHIEVED**

→ In 2021, we engaged key business partners on our strategy to reduce Scope 3 GHG emissions and surveyed key suppliers to gather GHG emission data.

→ In 2022, we committed to set near- and long-term company-wide emission reductions across Scope 1, 2 and 3 in line with the Science Based Targets initiative (SBTi) Net-Zero Standard.

By 2025, reduce the electricity intensity per square footage across our retail stores by 10% compared to 2018 levels.

✓ **ON TRACK**

→ In 2021, Tiffany & Co. saw an 8% decrease in electricity intensity per square footage in our retail stores, compared to 2018 levels.

By 2025, increase renewable electricity generation and purchases and continue to offset all remaining operational emissions.

☆ **ACHIEVED**

→ In 2021, 89%\* of our global electricity use came from clean, renewable sources including energy generated by solar panels at Tiffany & Co. locations and purchased renewable electricity credits, up from 85% in 2020.

By 2030, procure 100% of global electricity from renewable sources.

✓ **ON TRACK**

By 2025, identify key climate risks, analyze potential impacts and incorporate preventive and responsive action plans into relevant decision-making processes to improve our climate resilience.

✓ **ON TRACK**

→ We conducted an assessment of the physical climate risks to our facilities worldwide, including potential exposure to heat stress, flooding, hurricanes and cyclones, water stress and sea level rise in various climate scenarios.

→ Building on this assessment, Tiffany & Co. plans to continue to look for opportunities to adapt to the impacts of climate changes that lie ahead.

<sup>†</sup>ACHIEVED: Goals we have accomplished | ON TRACK: Goals we are progressing by the stated timeline  
 IN PROGRESS: Goals we are progressing by an adjusted timeline | TARGET SET: Goals where progress is not yet documented  
 \*See the Independent Accountants' Review Report, beginning on page 101.

# Planet: Goals to Achieve<sup>†</sup>

## Sustainable Buildings:

**At least 30% of our floor area (by square feet) will be Leadership in Energy and Environmental Design (LEED) Silver certified or above and we will be on track towards our ultimate goal of having all retail, manufacturing, distribution, offices and other spaces in line with Tiffany & Co. Sustainable Building Fundamentals and Guidelines** ☆ **ACHIEVED**

Starting in 2021, all key new construction, expansion, renovation and interior fit-outs achieve LEED Silver certification or above.

☆ **ACHIEVED**

- In 2021, approximately 11% of our total floor area by square feet was LEED Silver certified or above.
- To date, we have over 25 retail stores, offices and manufacturing locations with LEED Silver, Gold or Platinum certification, located in the United States, China and elsewhere.

Starting in 2021, all new construction, expansion, renovation and interior fit-outs are in line with Tiffany & Co. Sustainable Building Fundamentals and Guidelines.

☆ **ACHIEVED**

- In 2021, Tiffany & Co. finalized our Sustainable Buildings Fundamentals and Guidelines, which define Tiffany & Co.'s comprehensive requirements for sustainable buildings, including elements aligned to both LEED and WELL certifications, and will focus on applying them to all new construction, expansion, renovation and interior fit-outs.



<sup>†</sup>ACHIEVED: Goals we have accomplished | ON TRACK: Goals we are progressing by the stated timeline  
 IN PROGRESS: Goals we are progressing by an adjusted timeline | TARGET SET: Goals where progress is not yet documented

# Planet: Goals to Achieve<sup>†</sup>

## Packaging and Circularity:

**Continue to identify leading sustainable packaging solutions, including those highlighted by the Tiffany & Co. Sustainable Packaging Guidelines, reduce waste and explore circular economy opportunities**

By 2021, use at least 50% recycled content for client-facing pulp- and paper-based packaging and collateral, and use at least 80% recycled content for corrugated cardboard.

☆ **ACHIEVED**  
for packaging

✓ **IN PROGRESS**  
for collateral

- In 2021, client-facing pulp- and paper-based packaging was made of at least 50% recycled content.
- In 2021, 100% of corrugated cardboard was recycled content.
- We are working on transitioning our collateral, which is currently less than 1% recycled content, to at least 50% recycled content in 2022 and beyond.

By 2025, eliminate single-use plastic packaging and collateral containing plastics.

✓ **ON TRACK**

- In 2021, we rolled out our Sustainable Packaging Guidelines across business areas, laying out our requirements for eliminating single-use plastics and key principles to make Tiffany & Co.'s packaging more sustainable: minimize material use, prioritize reusability and recyclability and select more sustainable materials.
- We are in the process of transitioning our plastic bubble wrap to sustainable alternatives, a significant step towards our goal to eliminate all single use plastic by 2025.

Starting in 2023, offer clients opportunities to reduce their environmental footprint through reduced packaging and smart shipping options.

⊕ **TARGET SET**

By 2025, implement circular economy principles to reduce material use and key waste streams.

✓ **ON TRACK**

- The circular economy principle of design for reuse is core to Tiffany & Co. We design our jewelry to be passed down from generation to generation and in 2021, Tiffany & Co. completed 470,000 repairs on client-owned jewelry.
- With the emergence of more sustainable models to design, craft, use and dispose of our packaging and products, Tiffany & Co. incorporates certain circularity principles into our operations. For example, we reuse or recycle precious metals left over in the crafting process in future products. We plan to explore additional opportunities to implement circular economy principles, specifically to reduce material waste streams across our business.

<sup>†</sup>ACHIEVED: Goals we have accomplished | ON TRACK: Goals we are progressing by the stated timeline  
 IN PROGRESS: Goals we are progressing by an adjusted timeline | TARGET SET: Goals where progress is not yet documented  
 \*See the Independent Accountants' Review Report, beginning on page 101.

# Achieving Net-zero Emissions

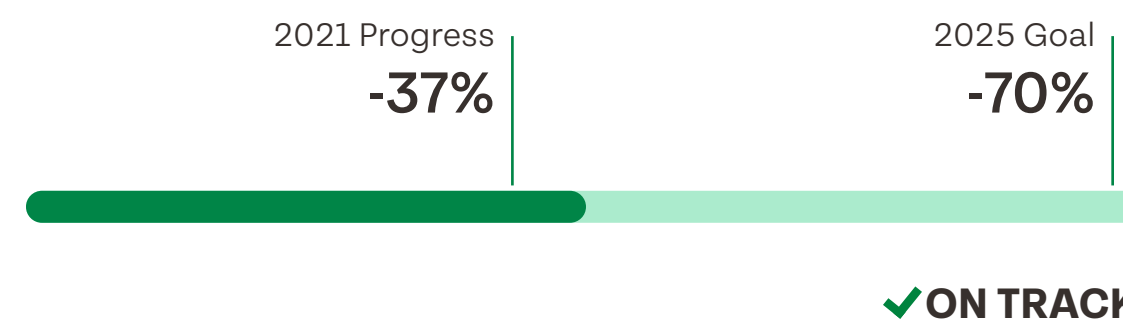
We remain committed to avoiding greenhouse gas emissions by using renewable electricity wherever possible throughout our business.

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

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

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

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



# Achieving Net-zero Emissions

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

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

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

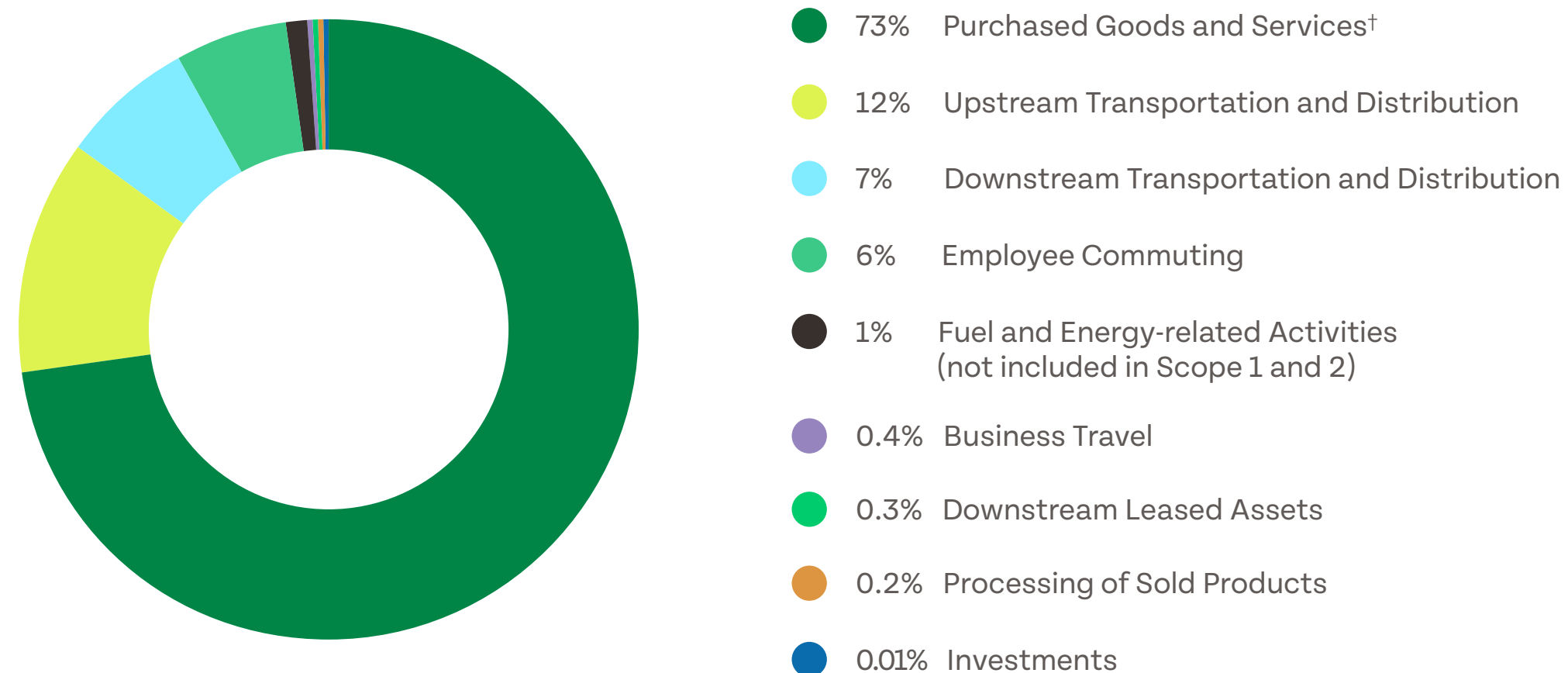
With approximately 95% of our carbon footprint in Scope 3 emissions, reaching our net-zero goal will require the engagement and decarbonization of our entire value chain. Guided by climate science and industry best practices,

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

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

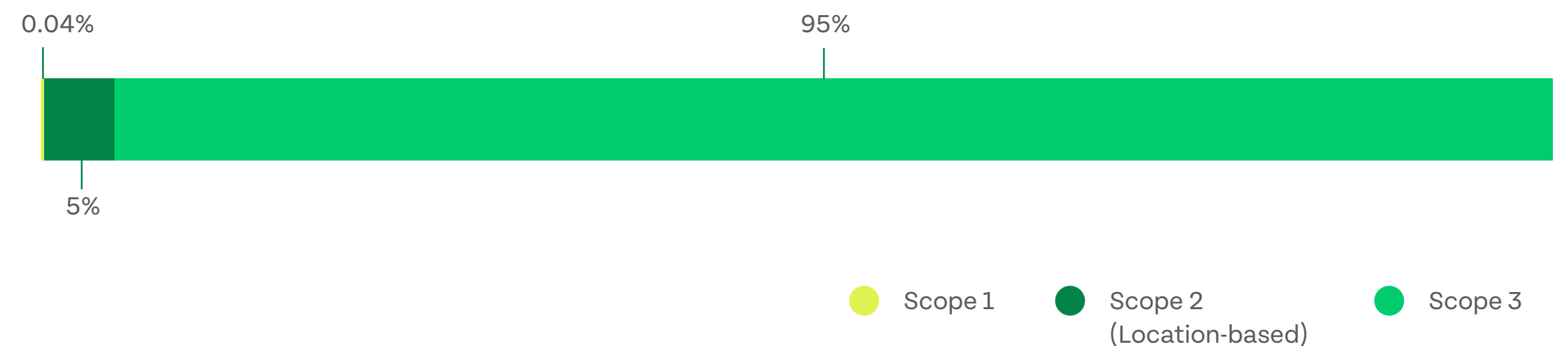
Beyond these ongoing efforts, we also continue to use our voice to advocate for responsible climate action throughout our supply chain and our industry as a whole.

## Scope 3 Emissions by Category



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

## Scope 1, 2 and 3 Emissions





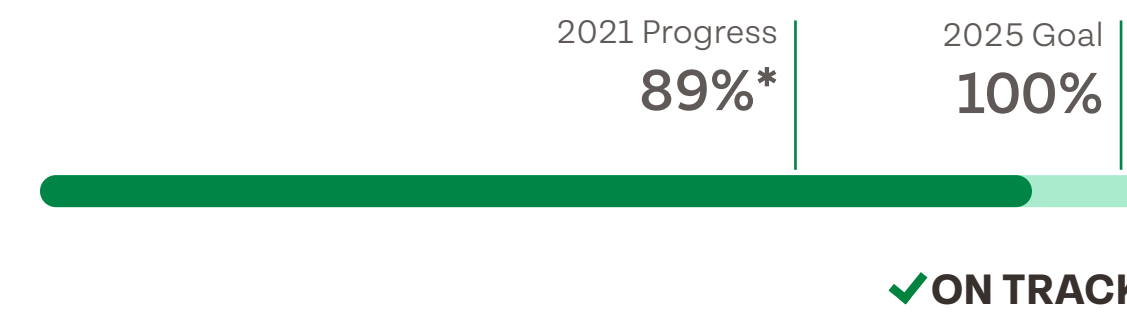
## Prioritizing 100% Renewable Electricity

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

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

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

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



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

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

## Investing in Nature-based Solutions

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

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

The Chyulu Hills Conservation Trust REDD+ project helps protect critical areas from deforestation and forest degradation, while helping Indigenous ecosystems to continue to thrive. REDD+ is a United Nations-envisioned climate change mitigation strategy to reduce CO<sub>2</sub> emissions and deliver significant benefits to local landowners and forest communities.

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



# 4,000 km<sup>2</sup>

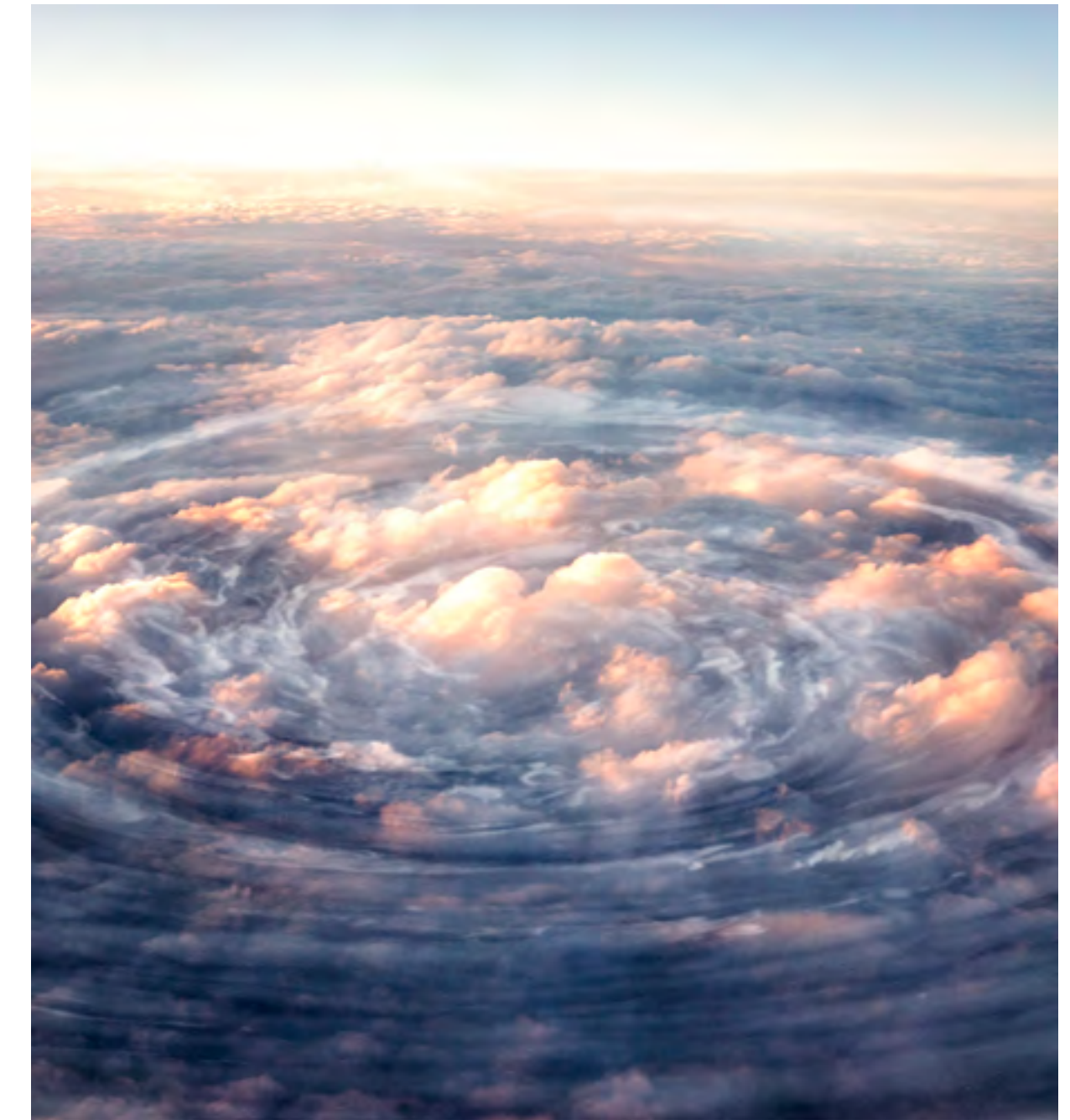
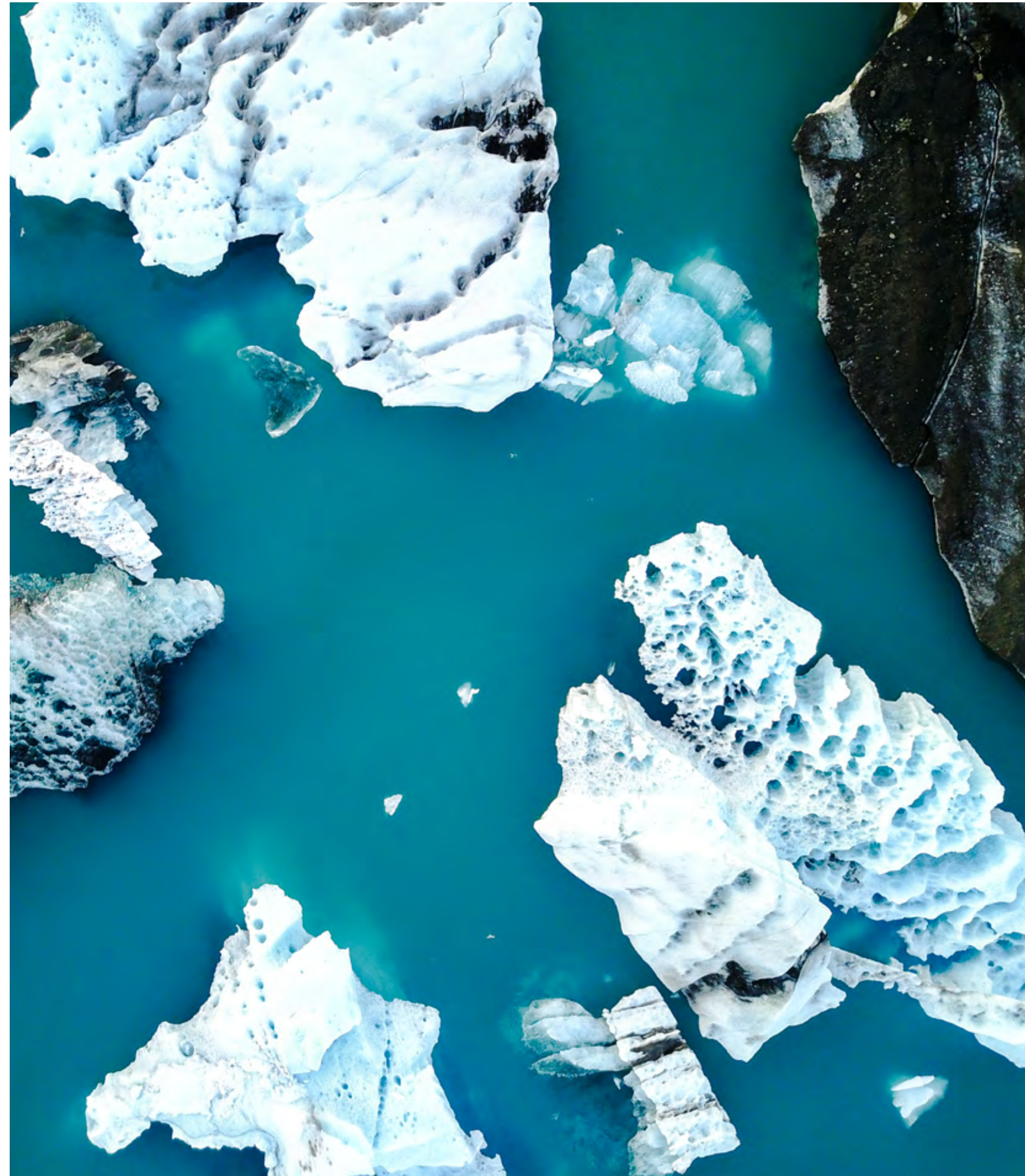
of Kenya's critical forest ecosystem, Chyulu Hills, benefited from our investment

## Evaluating Climate Risk

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

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

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



## Constructing and Retrofitting Sustainable Buildings

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

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



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

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

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

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



## More than 25 locations

with LEED Silver, Gold or Platinum Certification

# Tiffany & Co. LEED-Certified Sites<sup>†</sup>

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

● Site Location

## United States

**Costa Mesa**  
Tiffany & Co. South Coast Plaza

**Lexington**  
Tiffany & Co.

**New York**  
200 Fifth Avenue:  
Tiffany & Co.

**Santa Monica**  
Tiffany & Co.–Santa Monica Place

## South Korea

**Seoul**  
Tiffany & Co. Lotte Downtown  
Tiffany & Co. Korea Hyundai Parc

## Cambodia

Laurelton Diamonds



## China

**Beijing**  
Tiffany & Co. Beijing SKP  
Tiffany & Co. Beijing China World

**Changsha**  
Tiffany & Co. Changsa IFS

**Chongqing**  
Tiffany & Co. Chongqing MixC

**Dalian**  
Tiffany & Co. Dalian Olympia 66

**Harbin**  
Tiffany & Co. Harbin Charter II

**Hefei**  
Tiffany & Co. Hefei Intime

**Hong Kong**  
Tiffany & Co. Hong Kong Peking Road  
Tiffany & Co. Hong Kong International Airport  
Tiffany & Co. Peninsula Hong Kong

**Nanjing**  
Tiffany & Co. Nanjing Deji Plaza

**Wuxi**  
Tiffany & Co. Wuxi Yaohan

**Shanghai**  
Tiffany & Co. IFC Shanghai  
Tiffany & Co. Shanghai ONE ITC  
Tiffany & Co. Shanghai Plaza 66  
Tiffany & Co. Shanghai HK Plaza  
Tiffany & Co. Shanghai Grand Gateway

**Suzhou**  
Tiffany & Co. Suzhou Matro

**Taipei**  
Tiffany & Co. Taipei BR4

**Taichung**  
Tiffany & Co. Taichung Far East

**Xi'an**  
Tiffany & Co. Xi'an SKP

<sup>†</sup>Map not to scale.

## Packaging and Circularity

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



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

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

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

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

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

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

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



★ **ACHIEVED**

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

<sup>†</sup>Emission reduction calculation based on 2021 gold, silver and platinum procurement volumes. Calculation assumes 2022 procurement will be consistent with the 2021 volumes.

## Wood and Paper Sourcing

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

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

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

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

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

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

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



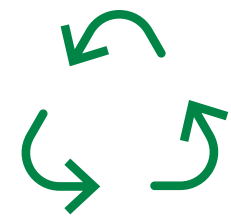
\*See the Independent Accountants' Review Report, beginning on page 101.

## Sustainable Wood and Paper Sourcing: How we measure our performance

### BEST

#### Forest Stewardship Council®-certified

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



**100% Verified Recycled Content**

### BETTER

#### Fiber from controlled sources

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

#### PEFC-Certified and GFR "Low Risk"

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

#### Content Originally Certified

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

#### Reclaimed, Recycled or Repurposed

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



**100% Sustainably Sourced**  
Catalogues and Collateral



**100% Sustainably Sourced**  
Consumer Packaging

### Known and Legal



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



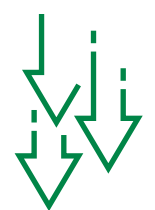
Verified Legal  
Third-party verification assures legality (e.g., PEFC)



# Protecting Biodiversity

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

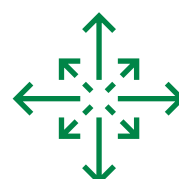
Tiffany & Co. is building a comprehensive biodiversity strategy in line with the Science Based Targets for Nature framework and aligned with the following guiding principles:



**Avoid and reduce**  
negative impacts  
on biodiversity



**Restore and regenerate**  
ecosystems within  
our value chain



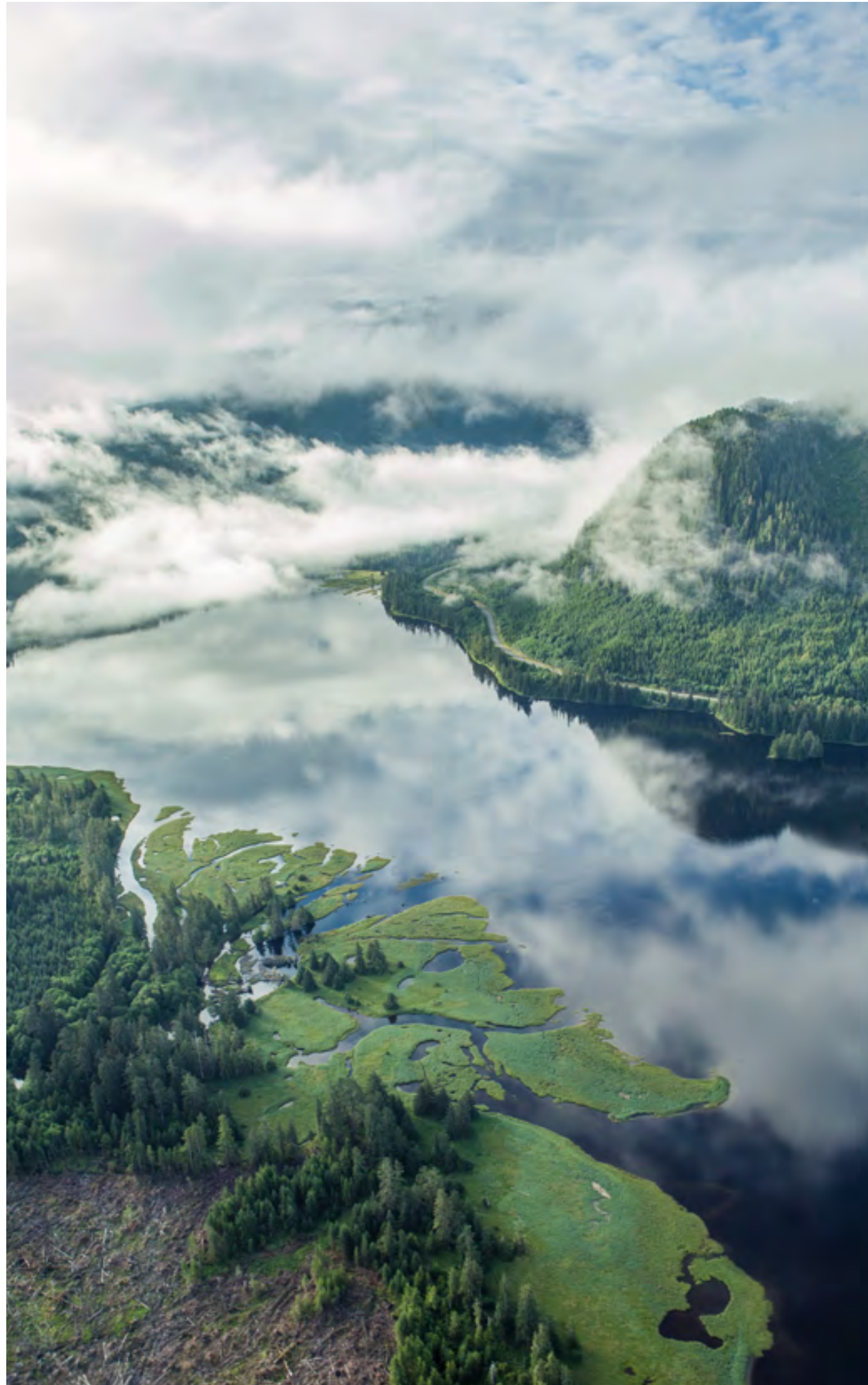
**Transform and drive**  
system-wide change  
beyond our value chain

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

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

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





## Time Is of the Essence

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

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

## The Bristol Bay Protection Pledge

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

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

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

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



## Supporting Abandoned Mine Reclamation

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

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

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

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

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

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



### USD \$6.5 million

awarded to nonprofit organizations that remediate land and watersheds since 2003



### USD \$5 million

awarded to Trout Unlimited since 2005

## Supporting Abandoned Mine Reclamation

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

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

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

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





## Supporting National Conservation Lands

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

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

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# USD \$3.5 million

awarded to Conservation Lands Foundation since 2011

## Protecting Our Wildlife

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

### Wildlife Conservation Network

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

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





## Marine Protected Areas

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

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

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

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# USD \$5 million

commitment to support Oceans 5

## Marine Protected Areas<sup>†</sup>

With the support from The Tiffany & Co. Foundation, leading ocean conservation organizations have helped to create and expand almost 11 million km<sup>2</sup> of Marine Protected Areas across the world's five oceans.

> 1,000,000 km<sup>2</sup>

- 1 Papahānaumokuākea Marine National Monument
- 2 Pacific Remote Islands Marine National Monument
- 3 Ross Sea Marine Protected Area

500,000-1,000,000 km<sup>2</sup>

- 4 Pitcairn Islands Marine Reserve
- 5 Palau National Marine Sanctuary
- 6 Easter Island Marine Protected Area
- 7 Tristan Da Cunha Marine Protection Zone

< 500,000 km<sup>2</sup>

● More than 30 additional MPAs of various sizes



<sup>†</sup>Map not to scale. Location of MPAs is approximate.

## Coral Conservation

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

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

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

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



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

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

For detailed information on grants and ongoing support from The Tiffany & Co. Foundation, visit [tiffanyandcofoundation.org](https://tiffanyandcofoundation.org).

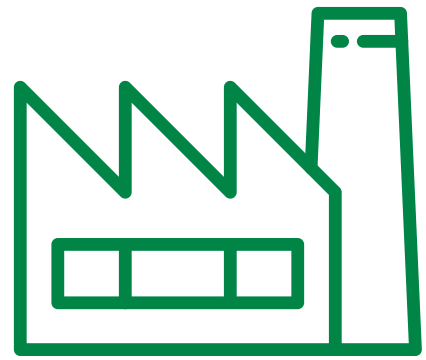
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# USD \$4.3 million

granted in 2021 towards coral conservation

# Protecting Our Planet

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



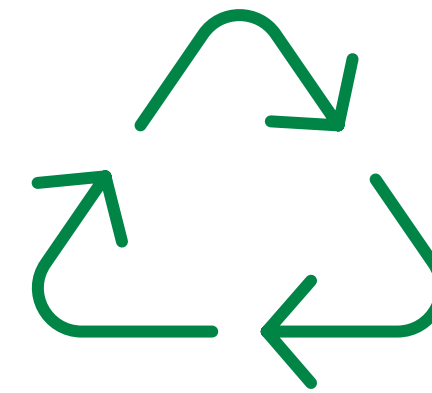
**Reducing Scope 3 GHG Emissions**



**Increased Renewable Electricity Generation**



**LEED and WELL-Certified Buildings**



**Commitment to 100% Recycled Metals**



**Transitioning Plastic Bubble Wrap to Sustainable Alternatives**



**Recycled Pulp and Paper**



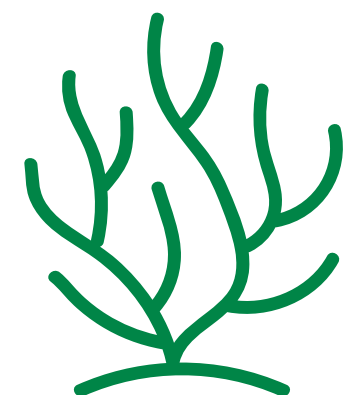
**USD \$6.5 Million Auction Supporting The Nature Conservancy**



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



**Marine Protected Areas**



**Coral Conservation**

# Appendix

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## Independent Accountants' Review Report

The Board of Directors and Management

Tiffany & Co.:

We have reviewed the Selected Metrics identified with an asterisk (\*) (the Selected Metrics) included in the accompanying Sustainability Performance and Metrics Report of Tiffany & Co. (the Company) for the fiscal year ended December 31, 2021 (the Report). The Company's management is responsible for preparing and presenting the Selected Metrics in accordance with the corresponding reporting criteria set forth on page 104 through 111 of the Sustainability Performance and Metrics Report. Our responsibility is to express a conclusion on the Selected Metrics based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants. Those standards require that we plan and perform the review to obtain limited assurance about whether any material modifications should be made to the Selected Metrics in order for it to be in accordance with the criteria. A review is substantially less in scope than an examination, the objective of which is to obtain reasonable assurance about whether the Selected Metrics is in accordance with the criteria, in all material respects, in

order to express an opinion. Accordingly, we do not express such an opinion. We believe that our review provides a reasonable basis for our conclusion.

The preparation of the Selected Metrics requires management to interpret the criteria, make determinations as to the relevancy of information to be included, and make estimates and assumptions that affect reported information. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.

Based on our review, we are not aware of any material modifications that should be made to the Company's management assertion in order for it to be fairly stated.

**KPMG LLP**

New York, NY  
June 6, 2022

## Appendix A

### Management Assertion

Tiffany & Co. is responsible for the completeness, accuracy and validity of the sustainability disclosures and accompanying metrics reported on Tiffany & Co.'s Tiffany.com/Sustainability website as of or for the periods indicated. The sustainability metrics presented include Tiffany & Co. and its subsidiary operations (hereinafter, "Tiffany & Co."). Data was collected for Tiffany & Co. global locations and activities including retail stores, offices, manufacturing, distribution and warehouse locations.

With respect to the sustainability disclosures and accompanying metrics reported on Tiffany & Co.'s Tiffany.com/Sustainability website identified and denoted by an asterisk (\*), Management of Tiffany & Co. asserts that such sustainability metrics are presented in conformity

with the assessment criteria set forth below. The figures included in this report have been rounded to the nearest whole number unless otherwise indicated. Management of Tiffany & Co. is responsible for the selection or development of the criteria, which management believes provide an objective basis for measuring and reporting on the selected sustainability metrics.

The preparation of the metrics requires management to establish the criteria, make determinations as to the relevancy of information to be included, and make assumptions that affect reported information. The selection by management of different but acceptable measurement techniques could result in materially different amounts or metrics being reported.



Metric Description	Definition of Metric and Assessment Criteria	Metric Quantity (2021)
<p><b>Percentage of precious metals used in jewelry traceable to a mine</b></p>	<p>The weight in troy ounces, expressed as a percentage, of raw silver, gold and platinum procured directly from a mine by either Tiffany &amp; Co., a Purchase Complete Supplier for Internal Manufacturing, or a Third-Party Finished Good Supplier during the period January 1, 2021 to December 31, 2021 to be used in Tiffany &amp; Co. jewelry. For precious metals procured directly by Tiffany &amp; Co. Internal Manufacturing, the procurement of Pure Metal was made by Laurelton Sourcing, LLC, (a wholly owned subsidiary of Tiffany &amp; Co.), for the Tiffany &amp; Co. manufacturing facilities. Procurement is as indicated by either (1) the contractual terms with the supplier, which require precious metals to be purchased from a specific mine(s) or if unavailable (2) the details listed on the invoice received. For precious metals procured by Tiffany &amp; Co.'s Purchase Complete Suppliers or Third-Party Finished Good Suppliers, it is the weight received in troy ounces from a mine as per the Source listed in the quarterly submission of the Metal Warranty Statement.</p>	<p>Total Precious Metals Traceable to Mine – 52%</p> <p>Silver – 59%</p> <p>Gold – 14%</p> <p>Platinum – 58%</p>
<p><b>Percentage of precious metals used in jewelry traceable to a refiner</b></p>	<p>The weight in troy ounces, expressed as a percentage, of raw silver, gold and platinum procured directly from a precious metals refiner, whose output is recycled metal, by either Tiffany &amp; Co., a Purchase Complete Supplier for Internal Manufacturing, or a Third-Party Finished Good Supplier during the period January 1, 2021 to December 31, 2021 to be used in Tiffany &amp; Co. jewelry. For precious metals procured directly by Tiffany &amp; Co. Internal Manufacturing, the procurement of Pure Metal was made by Laurelton Sourcing, LLC (a wholly owned subsidiary of Tiffany &amp; Co.), for the Tiffany &amp; Co. manufacturing facilities. Procurement is as indicated by either (1) the details listed on a chain of custody material transfer document received from the supplier, or if unavailable (2) a statement on the refiner's website stating the metal is 100% recycled. For precious metals procured by Tiffany &amp; Co.'s Purchase Complete Suppliers or Third-Party Finished Good Suppliers, it is the weight received in troy ounces from a refiner as per the Source listed in the quarterly submission of the Metal Warranty Statement.</p>	<p>Total Precious Metals Traceable to Refiner – 47%</p> <p>Silver – 40%</p> <p>Gold – 85%</p> <p>Platinum – 39%</p>
<p><b>Percentage of rough diamonds traceable to the mine or source</b></p>	<p>The weight in carats, expressed as a percentage, of rough diamonds received by Tiffany &amp; Co. which were purchased directly from a supplier that sources from one mine or from a supplier that sources from multiple known mines, but is not traceable to a specific mine, during the period January 1, 2021 to December 31, 2021 via Laurelton Diamonds in Botswana and Belgium, as indicated by either (1) the contractual terms with the supplier, which require the diamonds to be purchased from a specific mine(s), or if unavailable (2) the details listed on the invoice received, or if unavailable (3) information available on the specific supplier's website with respect to mining location in the purchasing year.</p>	<p>100%</p>
<p><b>Economic beneficiation—Botswana</b></p>	<p>The U.S. dollar equivalent of beneficiation paid during the period January 1, 2021 to December 31, 2021 by Tiffany &amp; Co. in Botswana (a diamond-producing country whose government requires beneficiation). This amount includes payments to domestic suppliers for rough diamonds, local partner fees, materials and services, income taxes and payroll, benefit costs taxes, community donations, training and development related to the Laurelton Diamonds facility and local employees.</p>	<p>\$93,018,598</p>

Metric Description	Definition of Metric and Assessment Criteria	Metric Quantity (2021)
<p><b>Percentage of sustainably sourced Blue Boxes, Blue Bags, Marketing Collateral and Catalogues</b></p>	<p>The percentage of Tiffany &amp; Co. Blue Boxes, Blue Bags and Marketing Collateral and Catalogues (by weight) procured by Tiffany &amp; Co. or on behalf of Tiffany &amp; Co. by our external procurement partners during the period of January 1, 2021-December 31, 2021 that is in alignment with either the principles of “Best” or “Better” categories, as laid out in the Tiffany &amp; Co. Sustainable Wood and Paper Guidance.</p>	<p>Blue Boxes – 100% Blue Bags – 100% Marketing Collateral – 100% Catalogues – 100%</p>
<p><b>Percentage of suppliers in Tiffany &amp; Co.’s Social and Environmental Accountability Program at each category of risk</b></p>	<p>The percentage of all active supplier facilities within the Social and Environmental Accountability Program that receive high, medium, or low risk ratings during the period of the last completed audit cycle (February 1, 2020-December 31, 2021). These risk assessment ratings, determined by material, country, political-specific and supplier-specific risk factors, inform which supplier facilities are subsequently monitored.</p>	<p>High Risk Supplier Facilities – 13% Medium Risk Supplier Facilities – 13% Low Risk Supplier Facilities – 74%</p>
<p><b>Percentage of suppliers in Tiffany &amp; Co.’s Social and Environmental Accountability Program monitored</b></p>	<p>The percentage of all active supplier facilities monitored (i.e., selected for audit or whose equivalent certification or audit was approved) by risk category during the period of the last completed audit cycle (February 1, 2020-December 31, 2021). Tiffany &amp; Co. aims to monitor 100% of supplier facilities identified as high risk, 50% of supplier facilities identified as medium risk, and 20% of supplier facilities identified as low risk, in alignment with industry best practice.</p>	<p>High Risk Supplier Facilities Monitored – 97% Medium Risk Supplier Facilities Monitored – 55% Low Risk Supplier Facilities Monitored – 21%  Representing 36% of the total supplier facilities in scope for SEA program monitoring</p>
<p><b>Percentage of monitored suppliers in Tiffany &amp; Co.’s Social and Environmental Accountability Program in each conformance category</b></p>	<p>The percentage of active supplier facilities within the Social and Environmental Accountability Program that have an accepted equivalent industry certification or receive satisfactory, minor non-conformance, major non-conformance, critical, or core violation final audit results during the period of the last completed audit cycle (February 1, 2020-December 31, 2021).</p> <p><i>Due to COVID-19, all audits were completed in 2021. Percentage of non-conformances represent the audit result from the 2020-2021 cycle.</i></p>	<p>Equivalent – 8% Green (Satisfactory) – 5% Yellow (Minor Non-Conformance) – 37% Orange (Major Non-Conformance) – 32% Red (Critical Non-Conformance) – 17% Core Violation – 1%</p>
<p><b>Non-conformance areas by percentage</b></p>	<p>The areas of non-conformance following the most recent audit of all active suppliers within the Social and Environmental Accountability Program during the period of the last completed audit cycle (February 1, 2020-December 31, 2021)</p>	<p>Health and Safety – 46% Environment – 2% Hours of Work – 4% Wages and Benefits – 7% Management Systems – 34% Other – 7%</p>

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

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

### Organizational boundaries

All impact boundaries are global and apply to Tiffany & Co. and its subsidiaries unless otherwise stated in this document, Tiffany & Co.’s other sustainability reporting documents or throughout Tiffany.com/Sustainability.

### Social and Environmental Accountability Program Audit Cycle

Tiffany & Co.’s Social and Environmental Accountability Program follows a 2-year audit cycle, with metrics reported at the end of the latest completed cycle. The latest completed audit cycle is February 1, 2020-December 31, 2021.

SEA program supplier engagement includes supplier self-assessment, Tiffany & Co. risk profile, on-site audit or equivalency, training, and remediation. A “satisfactory” (green) audit result means the supplier had zero findings during the audit. These are the highest performers in the supply chain.

A “minor” (yellow) audit result refers to only minor non-conformance with Tiffany & Co. standards. Audit results that indicate a more significant non-conformance with Tiffany & Co. standards are referred to as a “major” non-conformance (orange), and audit results that are more serious are referred to as a “critical” non-conformance (red). A core violation of the Tiffany & Co. Supplier Code of Conduct will result in an immediate response from Tiffany & Co.

### GHG base data

In conformance with the GHG protocol, reported direct and indirect Scope 1 and Scope 2 GHG emissions represent 100% of the emissions from the facilities where Tiffany & Co. has operational control. Base data utilized in the calculation of consolidated Scope 1 (direct) and Scope 2 (indirect) GHG emissions is obtained from direct measurements, third-party invoices or estimates. Tiffany & Co. estimates are used where measurement data is not readily available.

### Estimation methodology for electricity, natural gas and other GHG emission sources

If no primary electricity, natural gas or steam usage data is available for a given month, consumption is estimated based on the floor area occupied by Tiffany & Co. and the Company’s regional average electricity, natural gas and steam use by building type (Laurelton Diamonds, warehouse, manufacturing, retail, mixed use, office). The building intensity metrics were established using 2013 data for all regions and building types.

Annual GHG emissions due to refrigerant leakage are estimated for all facilities based on facility floor area. Emission intensity per square foot due to refrigerant leakage is estimated based on a three-year average of

actual data from 2010-2013 for all Tiffany & Co. sites for which primary refrigerant data was available.

For each site that uses other fuels or GHG emission sources, such as acetylene, diesel, wax or propane, annual usage is collected every three years and carried forward as estimates for the following two years. For the current reporting year, 2019 actual data is used.

Approximately 25% of the Scope 1 and 2 (location-based) emissions are estimated for the period January 1, 2021 to December 31, 2021.

Global Estimation Factors			
Facility Type	Scope 1: Natural Gas Therms/Square Foot/Month	Scope 2: Electricity kWh/Square Foot/Month	Scope 2: Steam Lbs/Square Foot/Month
Laurelton Diamonds	0.02218	1.166	
Warehouse	0.02218	1.330	
Manufacturing	0.03512	1.428	
Retail	0.00989	3.075	3.993
Mixed Use	0.02260	2.550	
Office	0.02218	1.147	

## Uncertainty

GHG quantification is subject to inherent measurement uncertainty because of such things as GHG emissions factors that are used in mathematical models to calculate GHG emissions and the inability of these models, due to incomplete scientific knowledge and other factors, to accurately measure under all circumstances the relationship between various inputs and the resultant GHG emissions. Environmental and energy use data used in GHG emissions calculations are subject to inherent limitations, given the nature and the methods used for measuring such data. The selection of different but acceptable measurement techniques could result in materially different amounts of metrics being reported.

## GHG emission factors

Carbon dioxide emissions and equivalents associated with the activities noted above were determined on the basis of measured or estimated energy and fuel use, multiplied by relevant carbon emission factors. Published emission factors were used to calculate emissions from operations. Electricity emission factors are updated every year based on the best available data at the time. Tiffany & Co. used the most current factors available as of January 1, 2022.

The table to the right outlines the emission factors utilized in the Scope 1 and Scope 2 (location-based) emission calculations.

Emission Source	Emission Source Type	Emission Factor Employed
Scope 1, Global	Natural gas and other direct GHG emission sources	GHG emissions from energy consumption are calculated using the emission factors from the United States Environmental Protection Agency's (EPA) Mandatory Report Rule.
Scope 2 (location-based), United States	Electricity	Tiffany & Co. uses eGRID sub-region emission factors for electricity purchased in the United States provided by the U.S. EPA.
Scope 2 (location-based), Australia	Electricity	Tiffany & Co. uses state and territory emission factors for electricity purchased in Australia provided by the Australian Government Department of Industry, Science, Energy and Resources.
Scope 2 (location-based), United Kingdom	Electricity	Tiffany & Co. uses national emission factors for electricity purchased in the United Kingdom provided by the U.K.'s Department for Environment, Food and Rural Affairs.
Scope 2 (location-based), Brazil	Electricity	Tiffany & Co. uses national emission factors for electricity purchased in Brazil provided by the Brazilian Ministry of Science, Technology and Innovation.
Scope 2 (location-based), Canada	Electricity	Tiffany & Co. uses provincial emission factors for electricity purchased in Canada provided by the Canadian Government.
Scope 2 (location-based), Singapore	Electricity	Tiffany & Co. uses provincial emission factors for electricity purchased in Singapore provided by the Energy Market Authority.
Scope 2 (location-based), Rest of the world	Electricity	For all other locations, Tiffany & Co. uses national emission factors provided by the International Energy Agency (IEA). Where specific IEA country emissions factors were not available, Tiffany & Co. uses a country with a comparable emissions profile.
Scope 2 (location-based and market-based)	Steam	GHG emissions from Tiffany & Co.'s purchased steam consumption are calculated using a supplier-specific emission factor from Con Edison.

In quantifying market-based electricity GHG emissions, GHG Protocol Scope 2 Guidance defines a hierarchy of factors for quantifying market-based emissions, in order from highest to lowest preference. The table to the right provides a description of the hierarchy and the relevance to Tiffany & Co. for the current year inventory.

Emission Source Type	Emission Factor Employed
Direct line connection	Not applicable
Energy attribute certificates	Tiffany & Co. applies a zero-emission factor for onsite solar generation where Renewable Energy Credits generated are retained by Tiffany & Co.; and for purchased renewable energy attribute certificates applied to Tiffany & Co. operations.
Electricity contracts	Not applicable
Energy supplier-specific emission factors	Tiffany & Co. uses publicly available documents (i.e., websites, sustainability reports) from its energy suppliers to seek supplier factors, where applicable.
Residual mix	Not applicable
Location-based factors	If none of the above options are available, Tiffany & Co. uses location-based factors as described in the table on the previous page.

## Global Energy and Greenhouse Gas (GHG) Emissions Performance

	Base Year 2018	2019	2020	2021	Change 2018-2021	2025 Goal	
<b>ENERGY USE</b>							
Total Energy Use (MWh)	117,856	116,424	104,657	108,761	8%↓		
Electricity Use (%)	78%	79%	80%	81%			
Natural Gas Use (%)	12%	12%	12%	11%			
Steam Use (%)	8%	8%	7%	7%			
Other Sources (%) <sup>†</sup>	2%	1%	1%	1%			
Renewable Electricity Use <sup>‡</sup>	83%	84%	85%	89%*	6%↑	100%	On Track
<b>EMISSIONS (Metric Tons of CO<sub>2</sub>e)</b>							
Scope 1 <sup>‡</sup>	3,151	2,977	2,617	2,686*	15%↓		
Scope 2 (Location-based) <sup>‡</sup>	41,420	36,780	33,353	33,779*	18%↓		
Total <sup>‡</sup>	44,571	39,757	35,970	36,465*	18%↓		
<b>EMISSIONS AFTER ACCOUNTING FOR TIFFANY &amp; CO.'S RENEWABLE ENERGY PURCHASES</b>							
Scope 1 <sup>‡</sup>	3,151	2,977	2,617	2,686*	15%↓		
Scope 2 (Market-based) <sup>‡</sup>	11,298	10,223	8,583	6,486*	43%↓		
Total <sup>‡</sup>	14,449	13,200	11,199	9,171*	37%↓	70%↓	On Track
<b>INTENSITY</b>							
Emissions (Scope 1 and Scope 2 Location-based) by Building Area (Pounds of CO <sub>2</sub> e/Square Foot) <sup>‡</sup>	30.7	26.9	24.1	24.5*	20%↓		
Energy Intensity by Building Area (kWh/Square Foot)	36.8	35.7	31.8	33.1	10%↓		
Electricity Intensity by Building Area-Retail (kWh/Square Foot)	34.6	34.6	32.2	32	8%↓	10%↓	On Track

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

<sup>†</sup>Other energy sources include chilled water, vehicle diesel, vehicle gasoline, non-vehicle diesel, non-vehicle gasoline, acetylene, propane and wax.

<sup>‡</sup>The assured metrics include Scope 1, Scope 2 Location-based and Market-based, and Emissions Intensity by Building Area. These metrics were also previously assured for 2018, 2019 and 2020. Our global GHG emissions includes Scope 1 (i.e., direct emissions from sources such as onsite boilers and generators) and Scope 2 (i.e., indirect emissions primarily from electricity use).

We present Scope 2 emissions calculated before and after accounting for renewable electricity procurement. Our inventory includes more than 300 stores, as well as distribution centers, manufacturing and diamond division facilities, and domestic and international offices and repair facilities.

## Contents

## Aligning to Reporting Framework

At Tiffany & Co.<sup>†</sup>, we are committed to regular and transparent reporting on sustainability progress, which allows our stakeholders to access information about our performance. We report<sup>‡</sup> in alignment to three international frameworks that have standardized formats that help companies report on their sustainability progress and opportunities. For 12 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). Since 2011, Tiffany & Co. has also supported the intent of the United Nations Sustainable Development Goals (SDGs) through our Sustainability Goals.

For reference, the following links are mentioned throughout the GRI Content Index and specific segments in the 2021 Sustainability Report have been underlined.

### Introduction

### Impact Boundaries

#### Global Reporting Initiative (GRI) Content Index

#### United Nations Global Compact (UNGC) Communication on Progress

#### Links on Tiffany.com/Sustainability

Tiffany & Co. 2025 Sustainability Goals

Sustainability Timeline

Product

People

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

Please consider the environment before printing this document.

<sup>†</sup>Tiffany & Co. is reporting on Fiscal Year 2021 (January 1, 2021–December 31, 2021) unless otherwise specified.

<sup>‡</sup>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.

# Introduction

Tiffany & Co. reports on the sustainability aspects of our business that we deem most material<sup>†</sup> to our business and stakeholders. Unless otherwise specified, the sustainability reporting and disclosure set forth on [Tiffany.com/Sustainability](https://www.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 (January 1, 2021–December 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 throughout Tiffany & Co.'s 2021 Sustainability Report. 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 the 2021 Sustainability Report.

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

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

**Other Key Topics include:**

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

<sup>†</sup>For the purpose of our sustainability reporting and disclosures, “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.

# Impact Boundaries

All impact boundaries are global and apply to Tiffany & Co. and its subsidiaries unless otherwise stated throughout the 2021 Sustainability Report. 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 below. Specific information about the boundaries of key metrics can be found in the Independent Accountants' Review Report included in the 2021 Sustainability Report Appendix.

## 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
<b>GRI 102: GENERAL DISCLOSURES ORGANIZATIONAL PROFILE</b>		
<b>102-1</b>	Name of the organization	Tiffany & Co.
<b>102-2</b>	Activities, brands, products and services	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). For more information on Tiffany & Co.'s activities, products and services, please see the <a href="#">Organizational Profile</a> segment of Introduction in the 2021 Sustainability Report.
<b>102-3</b>	Location of headquarters	New York, New York, U.S.A
<b>102-4</b>	Location of operations	For more information, please see the <a href="#">Organizational Profile</a> segment of Introduction in the 2021 Sustainability Report.
<b>102-5</b>	Ownership and legal form	Tiffany & Co., a Delaware corporation (the "Company"), is a wholly owned indirect subsidiary of LVMH Moët Hennessy-Louis Vuitton SE.
<b>102-6</b>	Markets served	Tiffany & Co. operates over 300 retail locations in over 30 countries, including the following markets: U.S., Canada, Latin America, Asia-Pacific, Greater China, Japan, Europe and Emerging Markets. 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).
<b>102-7</b>	Scale of the organization	For more information, please see the <a href="#">Organizational Profile</a> segment of Introduction in the 2021 Sustainability Report.
<b>102-8</b>	Information on employees and other workers	Tiffany & Co. has approximately 14,000 global employees. For information on employees by gender and ethnicity, please see the <a href="#">DEI Representation</a> segment of People in the 2021 Sustainability Report and the Independent Accountants' Review Report for how we define employees for these metrics.
<b>102-9</b>	Supply chain	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. For more information on select supply chain information as it relates to our Social and Environmental Accountability Program, please see the <a href="#">Our Sourcing Policies and Guidance</a> and <a href="#">Enacting Our Social and Environmental Accountability</a> Program segments of Product in the 2021 Sustainability Report. For more information on our diamond supply chain, please see the <a href="#">Sourcing Our Diamonds</a> segment of Product in the 2021 Sustainability Report.

Indicator	Description	Response
<b>102-10</b>	Significant changes to the organization and its supply chain	On January 7, 2021, the Company became a wholly owned indirect subsidiary of LVMH Moët Hennessy-Louis Vuitton SE.
<b>102-11</b>	Precautionary Principle or approach	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.
<b>102-12</b>	External initiatives	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 the 2021 Sustainability Report.
<b>102-13</b>	Membership of associations	Selected memberships are referenced throughout Tiffany & Co.'s sustainability reporting. The Company monitors its memberships to avoid association with groups that oppose important climate change efforts. The "Tiffany & Co. 2021 Annual Political Spending Disclosure" can be found on <a href="https://media.tiffany.com/is/content/Tiffany/2021AnnualPoliticalSpendingDisclosure">https://media.tiffany.com/is/content/Tiffany/2021AnnualPoliticalSpendingDisclosure</a> .
<b>STRATEGY</b>		
<b>102-14</b>	Statement from senior decision-maker	Please see <a href="#">A Message from Our CEO</a> segment of Introduction in the 2021 Sustainability Report.
<b>102-15</b>	Key impacts, risks and opportunities	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. Additional information on our latest sustainability materiality analysis can be found at the <a href="#">Sustainability Materiality</a> segment in the Introduction of the 2021 Sustainability Report. 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 the 2021 Sustainability Report. For information on key sustainability goals, please see Tiffany & Co. 2025 Sustainability Goals; related progress points can be found at the beginning of the Product, People and Planet chapters in the 2021 Sustainability Report.
<b>ETHICS AND INTEGRITY</b>		
<b>102-16</b>	Values, principles, standards and norms of behavior	Please see page 111 of the 2021 Sustainability Report 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 and 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. The Tiffany & Co. Supplier Code of Conduct has helped the Company 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 <a href="#">Our Sourcing Policies and Guidance</a> and <a href="#">Enacting Our Social and Environmental Accountability Program</a> segments of Product in the 2021 Sustainability Report, the "Tiffany & Co. Supplier Code of Conduct" and "Tiffany & Co. Supplier Code of Conduct Guidance."

Indicator	Description	Response
102-17	Mechanisms for advice and concerns about ethics	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 <a href="#">The Importance of Governance</a> segment of Introduction in the 2021 Sustainability Report and the “Tiffany & Co. Business Conduct Policy.” The Tiffany & Co. Supplier Code of Conduct has helped the Company 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 <a href="#">Our Sourcing Policies and Guidance</a> and <a href="#">Enacting Our Social and Environmental Accountability Program</a> segments of Product in the 2021 Sustainability Report and the “Tiffany & Co. Supplier Code of Conduct.”
<b>GOVERNANCE</b>		
102-18	Governance structure	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. In 2021, Tiffany & Co. established an Ethics and Compliance Committee to lead and oversee ethics and compliance matters at Tiffany & Co. and to ensure compliance by the Company and employees, including in its and their dealings with relevant third parties, with applicable legal requirements and Tiffany & Co.’s core ethical values.
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 set Tiffany & Co.’s 2025 strategic sustainability goals along with the CEO and Senior Management. Members of the Company’s Senior Management play an active role in Tiffany & Co.’s sustainability efforts across economic, environmental and social areas. In addition, in 2021, Tiffany & Co. established an Ethics and Compliance Committee to lead and oversee ethics and compliance matters at Tiffany & Co. and to ensure compliance by the Company and employees, including in its and their dealings with relevant third parties, with applicable legal requirements and Tiffany & Co.’s core ethical values. The Committee reports to Tiffany & Co.’s Senior Management team.
102-21	Consulting stakeholders on economic, environmental and social topics	Information on Tiffany & Co. practices for stakeholder engagement can be found in the <a href="#">Stakeholder Engagement and Dialogue</a> segment of Introduction and throughout the 2021 Sustainability Report.
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 & Co.’s President and CEO, is engaged in active management of the Company’s day-to-day governance matters.

Indicator	Description	Response
<b>102-26</b>	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. In 2021, this included oversight from our Chief Sustainability Officer, who set our strategic sustainability agenda along with the CEO and Senior Management. In 2021, Tiffany & Co. established an Ethics and Compliance Committee to lead and oversee ethics and compliance matters at Tiffany & Co. and to ensure compliance by the Company and employees, including in its and their dealings with relevant third parties, with applicable legal requirements and Tiffany & Co.'s core ethical values. The Committee reports to Tiffany & Co.'s Senior Management team.
<b>102-33</b>	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 <i>The Importance of Governance</i> segment of Introduction in the 2021 Sustainability Report for more information.
<b>102-34</b>	Nature and total number of critical concerns	Not disclosed
<b>STAKEHOLDER ENGAGEMENT</b>		
<b>102-40</b>	List of stakeholder groups	Information on Tiffany & Co. stakeholders and our practices for stakeholder engagement can be found throughout the 2021 Sustainability Report.
<b>102-41</b>	Collective bargaining agreements	Not disclosed
<b>102-42</b>	Identifying and selecting stakeholders	Information on Tiffany & Co. practices for stakeholder engagement can be found throughout the 2021 Sustainability Report.
<b>102-43</b>	Approach to stakeholder engagement	Information on Tiffany & Co.'s approach to stakeholder engagement can be found throughout the 2021 Sustainability Report. 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.
<b>102-44</b>	Key topics and concerns raised	This information is reported throughout the 2021 Sustainability Report and in the introduction to this GRI Content Index.

Indicator	Description	Response
<b>REPORTING PRACTICE</b>		
<b>102-45</b>	Entities included in the consolidated financial statements	Our sustainability reporting and disclosures throughout the 2021 Sustainability Report and <a href="https://www.tiffany.com/sustainability">Tiffany.com/Sustainability</a> cover Tiffany & Co. and its subsidiary operations, unless otherwise specified.
<b>102-46</b>	Defining report content and topic Boundaries	For information on topic Boundaries and other topics, please see the introduction to this GRI Content Index. Tiffany & Co. reports on certain supply chain and downstream value chain information, and notes where in the value chain they are relevant, throughout <a href="https://www.tiffany.com/sustainability">Tiffany.com/Sustainability</a> , as a part of our topic disclosures.
<b>102-47</b>	List of material topics	Please see the <a href="#">Sustainability Materiality</a> segment of Introduction in the 2021 Sustainability Report and the introduction to this GRI Content Index.
<b>102-48</b>	Restatements of information	Tiffany & Co. evaluates restatements each reporting cycle. At this time, we have no restatements for the 2020 or 2021 fiscal years.
<b>102-49</b>	Changes in reporting	Any explanation of significant changes from previous reporting periods is described in the discussion of that specific metric on <a href="https://www.tiffany.com/sustainability">Tiffany.com/Sustainability</a> or with the discussion of that topic in this GRI Content Index.
<b>102-50</b>	Reporting period	Tiffany & Co. is reporting on Fiscal Year 2021 (January 1, 2021–December 31, 2021) unless otherwise specified.
<b>102-51</b>	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 2020 in August 2021.
<b>102-52</b>	Reporting cycle	Annual
<b>102-53</b>	Contact point for questions regarding the report	For questions regarding Tiffany & Co.'s sustainability reporting, please contact <a href="mailto:Sustainability@Tiffany.com">Sustainability@Tiffany.com</a> .
<b>102-54</b>	Claims of reporting in accordance with the GRI Standards	The content in the 2021 Sustainability Report was developed in accordance with the GRI Standards: Core option.
<b>102-55</b>	GRI content index	Pages 114-137 in the 2021 Sustainability Report
<b>102-56</b>	External assurance	Tiffany & Co. works annually with an external third-party audit partner to provide limited assurance on select sustainability metrics and disclosures for annual sustainability reporting. In 2021, Tiffany & Co. engaged KPMG LLP (KPMG) to provide the aforementioned limited assurance. A copy of the KPMG report and Tiffany & Co. Management Assertion can be found within the Independent Accountants' Review Report in the 2021 Sustainability Report.

Indicator	Description	Response
<b>ECONOMIC</b> <b>GRI 201: ECONOMIC PERFORMANCE</b>		
<b>201</b>	Management approach	<p>On January 7, 2021, the Company became a wholly owned indirect subsidiary of LVMH Moët Hennessy-Louis Vuitton SE. As the Company is no longer publicly traded, it does not disclose its financial performance data. Information on Tiffany &amp; Co's corporate giving can be found throughout the 2021 Sustainability Report, including the following:</p> <ul style="list-style-type: none"> <li>→ <a href="#">The Power of Our Products</a> segment of Product</li> <li>→ <a href="#">Advancing Our Commitments</a> segment of People</li> <li>→ <a href="#">Philanthropic Approach</a> segment of Introduction</li> </ul> <p>Certain information regarding The Tiffany &amp; Co. Foundation's grantmaking can be found on at the following in the 2021 Sustainability Report:</p> <ul style="list-style-type: none"> <li>→ <a href="#">Responsible Mining Philosophy</a> segment of Product</li> <li>→ <a href="#">Our Stance on Coral and Ivory</a> segment of Product</li> <li>→ <a href="#">Tiffany &amp; Co. x Patek Philippe Nautilus Charitable Auction</a> segment of Product</li> <li>→ <a href="#">Supporting Abandoned Mine Reclamation</a> segment of Planet</li> </ul> <ul style="list-style-type: none"> <li>→ <a href="#">Supporting National Conservation Lands</a> segment of Planet</li> <li>→ <a href="#">Protecting Our Wildlife</a> segment of Planet</li> <li>→ <a href="#">Marine Protected Areas</a> segment of Planet</li> <li>→ <a href="#">Coral Conservation</a> segment of Planet</li> </ul>
<b>201-1</b>	Direct economic value generated and distributed	<p>As the Company is no longer publicly traded, it does not disclose its financial performance data. For information on Tiffany &amp; Co's corporate giving in Fiscal Year 2021, please see the following in the 2021 Sustainability Report:</p> <ul style="list-style-type: none"> <li>→ <a href="#">Philanthropic Approach</a> segment of Introduction</li> <li>→ <a href="#">The Power Of Our Products</a> segment of Product</li> <li>→ <a href="#">Advancing Our Commitments</a> segment of People</li> </ul> <p>For information on The Tiffany &amp; Co. Foundation's grantmaking, please see <a href="#">The Tiffany &amp; Co. Foundation</a>, as well as the following in the 2021 Sustainability Report:</p> <ul style="list-style-type: none"> <li>→ <a href="#">Responsible Mining Philosophy</a> segment of Product</li> <li>→ <a href="#">Our Stance on Coral and Ivory</a> segment of Product</li> <li>→ <a href="#">Tiffany &amp; Co. x Patek Philippe Nautilus Charitable Auction</a> segment of Product</li> <li>→ <a href="#">Supporting Abandoned Mine Reclamation</a> segment of Planet</li> </ul> <ul style="list-style-type: none"> <li>→ <a href="#">Supporting National Conservation Lands</a> segment of Planet</li> <li>→ <a href="#">Protecting Our Wildlife</a> segment of Planet</li> <li>→ <a href="#">Marine Protected Areas</a> segment of Planet</li> <li>→ <a href="#">Coral Conservation</a> segment of Planet</li> </ul>
<b>201-2</b>	Financial implications and other risks and opportunities due to climate change	For additional information on climate risk, please see the <a href="#">Evaluating Climate Risk</a> segment of Planet in the 2021 Sustainability Report.

Indicator	Description	Response
<b>GRI 202: MARKET PRESENCE</b>		
<b>202</b>	Management approach	Tiffany & Co. is focused on positively impacting the communities in which we operate, including through local development. For information on local hiring, see the <a href="#">Pay, Benefits and Well-being: Economic Beneficiation and Local Development</a> segment of People in the 2021 Sustainability Report. For information on Tiffany & Co.'s living wage program, see the <a href="#">Pay, Benefits and Well-being</a> segment of People in the 2021 Sustainability Report.
<b>202-1</b>	Ratios of standard entry level wage by gender compared to local minimum wage	Information on Tiffany & Co.'s living wage practices at our manufacturing locations in developing countries can be found in the <a href="#">Organizational Profile</a> segment of Introduction and the <a href="#">Pay, Benefits and Well-being</a> segment of People in the 2021 Sustainability Report.
<b>202-2</b>	Proportion of senior management hired from the local community	Information on Tiffany & Co.'s local hiring practices at our manufacturing locations in developing countries can be found in the <a href="#">Pay, Benefits and Well-being</a> segment of People in the 2021 Sustainability Report and the Independent Accountants' Review Report.
<b>GRI 203: INDIRECT ECONOMIC IMPACTS</b>		
<b>203</b>	Management approach	Tiffany & Co. is focused on positively impacting the communities in which we operate, including through local development. For information on local hiring, see the <a href="#">Pay, Benefits and Well-being: Economic Beneficiation and Local Development</a> segment of People in the 2021 Sustainability Report. For information on Tiffany & Co.'s living wage program, see the <a href="#">Pay, Benefits and Well-being</a> segment of People in the 2021 Sustainability Report.
<b>203-2</b>	Significant indirect economic impacts	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, please see the <a href="#">Organizational Profile</a> segment of Introduction and the <a href="#">Pay, Benefits and Well-being</a> segment of People in the 2021 Sustainability Report. Additional information on Tiffany & Co.'s local hiring and economic beneficiation work can be found in the Independent Accountants' Review Report.
<b>GRI 204: PROCUREMENT PRACTICES</b>		
<b>204</b>	Management approach	Tiffany & Co. 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 the Company uphold our basic expectations across our supplier base. Our Social and 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.

Indicator	Description	Response
<b>GRI 205: ANTI-CORRUPTION</b>		
<b>205</b>	Management approach	At Tiffany & Co., the Global Compliance and Privacy Team within Tiffany & Co.'s Legal Department evaluates the Company's key compliance and reputational risks. For information on our risk assessment governance, please see <i>The Importance of Governance</i> segment of Introduction in the 2021 Sustainability Report. The Company's key compliance and risk management principles are also communicated to our broader workforce through the "Tiffany & Co. Business Conduct Policy."
<b>205-1</b>	Operations assessed for risks related to corruption	The Global Compliance and Privacy Team within Tiffany & Co.'s Legal Department evaluates the Company's key compliance and reputational risks. For more information on our risk assessment governance, please see <i>The Importance of Governance</i> segment of Introduction in the 2021 Sustainability Report.
<b>205-2</b>	Communication and training about anti-corruption policies and procedures	All employees are required to annually take the Tiffany & Co. Business Conduct training course and to review the Tiffany & Co. Business Conduct Policy. In addition, employees whose responsibilities may involve interactions with government officials are required to annually undergo Anti-Bribery and Corruption training. For more information, please see the "Tiffany & Co. Business Conduct Policy," the "Tiffany & Co. Supplier Code of Conduct" and "Tiffany & Co. Supplier Code of Conduct Guidance."
<b>GRI 206: ANTI-COMPETITIVE BEHAVIOR</b>		
<b>206</b>	Management approach	At Tiffany & Co., the Company's Legal Department advises on compliance with applicable anti-competition laws.
<b>206-1</b>	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	None

Indicator	Description	Response
<b>ENVIRONMENTAL</b> <b>GRI 301: MATERIALS</b>		
<b>301</b>	Management approach	<p>For information on Tiffany &amp; Co.'s traceability and sourcing practices for key materials, please see the following in the 2021 Sustainability Report:</p> <ul style="list-style-type: none"> <li>→ <a href="#">Product Goals to Achieve</a> segment of Product</li> <li>→ <a href="#">Sourcing Our Diamonds</a> segment of Product</li> <li>→ <a href="#">Precious Metals Sourcing</a> segment of Product</li> <li>→ <a href="#">Sourcing of Colored Gemstones</a> segment of Product</li> <li>→ <a href="#">Sourcing of Other Materials</a> segment of Product</li> </ul> <p>Examples of where we use recycled materials include precious metals, and our iconic Blue Boxes and blue bags for packaging. For information on our commitment to circularity, see the <a href="#">Packaging and Circularity</a> segment of Planet in the 2021 Sustainability Report.</p>
<b>301-1</b>	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.
<b>301-2</b>	Recycled input materials used	<p>Tiffany &amp; Co. tracks and reports the percentage of recycled input for select materials, including recycled precious metals and recycled content for our Blue Boxes and bags. Starting in 2022, Tiffany &amp; Co. will work to source 100% precious metals from known recycled sources.</p> <p>For information on the percentage of recycled metals in our products and percentage of recycled content in our Blue Boxes and bags for Fiscal Year 2021, please see the following in the 2021 Sustainability Report:</p> <ul style="list-style-type: none"> <li>→ <a href="#">Our Responsible Mining Philosophy</a> segment of Product</li> <li>→ <a href="#">Precious Metals Sourcing</a> segment of Product</li> <li>→ <a href="#">Sourcing of Other Materials</a> segment of Product</li> <li>→ <a href="#">Packaging and Circularity</a> segment of Planet</li> <li>→ <a href="#">Wood and Paper Sourcing</a> segment of Planet</li> </ul>

Indicator	Description	Response
<b>GRI 302: ENERGY</b>		
<b>302</b>	Management approach	<p>In 2022, Tiffany &amp; Co. committed to set near- and long-term Company-wide emission reductions across Scope 1, 2 and 3 in line with the Science Based Targets initiative (SBTi) Net-Zero Standard. For more information, please see the following in the 2021 Sustainability Report:</p> <ul style="list-style-type: none"> <li>→ <a href="#">Goals to Achieve and Achieving Net-zero Emissions</a> segments of Planet</li> <li>→ <a href="#">Prioritizing 100% Renewable Energy</a> segment of Planet</li> </ul> <p>Detailed information on Tiffany &amp; Co.'s metrics in this area can be found in the Independent Accountants' Review Report and the Global Energy and Greenhouse Gas (GHG) Emissions Performance table included in the 2021 Sustainability Report Appendix.</p>
<b>302-1</b>	Energy consumption within the organization	Information on our energy consumption within the organization, including electricity, steam, heating and cooling can be found in the Independent Accountants' Review Report and the Global Energy and Greenhouse Gas (GHG) Emissions Performance table included in the 2021 Sustainability Report Appendix. For information on fuel types and other key definitions and methodologies, please see the Independent Accountants' Review Report and the Global Energy and Greenhouse Gas (GHG) Emissions Performance table in the 2021 Sustainability Report Appendix.
<b>302-3</b>	Energy intensity	For energy intensity figures, and for information on fuel types and other key definitions and methodologies, please see the Independent Accountants' Review Report and the Global Energy and Greenhouse Gas (GHG) Emissions Performance table in the 2021 Sustainability Report Appendix
<b>302-4</b>	Reduction of energy consumption	Please see the Independent Accountants' Review Report and the Global Energy and Greenhouse Gas (GHG) Emissions Performance table in the 2021 Sustainability Report Appendix for reduction of energy consumption figure.
<b>GRI 303: WATER AND EFFLUENTS</b>		
<b>303</b>	Management approach	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 & Co.'s water impacts are relatively low. Tiffany & Co. 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. For additional information on Tiffany & Co.'s participation in IRMA, please see <a href="#">The Initiative for Responsible Mining Assurance (IRMA)</a> segment of Product in the 2021 Sustainability Report.
<b>303-2</b>	Management of water discharge-related impacts	All Tiffany & Co.-controlled locations must comply with Tiffany & Co.'s internal global standards for Ground and Surface Water Protection , which details requirements for controls, information monitoring and performance expectations. Tiffany & Co. requires that all Tiffany & Co.-controlled locations and suppliers meet or exceed all environmental laws and regulations, including water standards. Through Tiffany & Co.'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. 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."

Indicator	Description	Response
<b>GRI 304: BIODIVERSITY</b>		
<b>304</b>	Management approach	<p>Tiffany &amp; 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. We not only strive to halt the detrimental effects of climate change and habitat loss, but we also endeavor to improve conditions around the world to allow the lush biodiversity of our planet to thrive into tomorrow. Our approach to biodiversity spans product design and development, sourcing practices, supplier relationships and our advocacy efforts. At Tiffany &amp; Co., we celebrate a legacy of business practices that support biodiversity, from protecting our land and sea to rebuilding ecosystems and transforming supply chains. 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 our Social and Environmental Accountability Program, Tiffany &amp; 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 <a href="#">The Enacting Our Social and Environmental Accountability Program</a> segment of Product in the 2021 Sustainability Report.</p> <p>The Tiffany &amp; Co. Foundation's grantmaking is strategically aligned to complement Tiffany &amp; Co.'s sustainability efforts. With a mission to preserve the world's most treasured seascapes and landscapes, the Foundation's grantmaking has focused on two main program areas: Responsible Mining and Coral Conservation. Since 2000, the Foundation has awarded over USD \$98 million in grants to nonprofit organizations working around the world to advance issues on a local and global scale. For more information, see <a href="#">The Tiffany &amp; Co. Foundation</a> website and the <a href="#">Protecting Biodiversity</a> segment of Planet in the 2021 Sustainability Report.</p>
<b>304-2</b>	Significant impacts of activities, products, and services on biodiversity	<p>Tiffany &amp; Co. works to protect biodiversity through the following approaches:</p> <ul style="list-style-type: none"> <li>→ <b>Incorporating biodiversity considerations into our material sourcing practices:</b> For more information, please see the <a href="#">Sourcing of Other Materials</a> and <a href="#">Our Stance on Coral and Ivory</a> segments of Product; and the <a href="#">Packaging and Circularity</a>, <a href="#">Wood and Paper Sourcing</a> and <a href="#">The Bristol Bay Protection Pledge</a> segments of Planet in the 2021 Sustainability Report.</li> <li>→ <b>Nature-based solutions:</b> Nature-based solutions are central to Tiffany &amp; Co.'s strategy to protect biodiversity and empower communities, and also play a role in the reduction of greenhouse gas emissions towards achieving net-zero emissions across our entire value chain by 2040. 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 <a href="#">Investing in Nature-based Solutions</a> segment of Planet in the 2021 Sustainability Report.</li> <li>→ <b>Biodiversity impact assessment:</b> In 2021, we initiated a high-level biodiversity impact assessment, in partnership with Quantis, to identify our highest areas of impact on biodiversity, focusing on our supply and operations. We expect to complete this assessment in 2022 and aim to apply the learnings to inform our biodiversity strategy, including key opportunities to avoid and reduce our impact, then restore and regenerate natural ecosystems in our supply chain for our residual impact.</li> <li>→ <b>Advocacy and philanthropy:</b> Between 2017 and 2021, we raised over USD \$10 million from the Tiffany Save the Wild collection to help protect elephants, rhinos and lions. 100% of profits benefitted the Wildlife Conservation Network. For more information, see the <a href="#">Tiffany Save the Wild Collection</a> segment of Product and <a href="#">Protecting Our Wildlife</a> segment of Planet in the 2021 Sustainability Report.</li> <li>→ <b>Using our voice:</b> As a company, we feel it is our responsibility to use the power of the Tiffany &amp; Co. 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.</li> </ul>

Indicator	Description	Response
<b>304-2</b>	Significant impacts of activities, products, and services on biodiversity	<p>The Tiffany &amp; Co. Foundation seeks to preserve the world’s most treasured landscapes and seascapes. For more information, see <a href="#">The Tiffany &amp; Co. Foundation</a> website and the following in the 2021 Sustainability Report:</p> <ul style="list-style-type: none"> <li>→ <a href="#">Responsible Mining Philosophy</a> segment of Product</li> <li>→ <a href="#">Our Stance on Coral and Ivory</a> segment of Product</li> <li>→ <a href="#">Tiffany &amp; Co. x Patek Philippe Nautilus Charitable Auction</a> segment of Product</li> <li>→ <a href="#">Supporting Abandoned Mine Reclamation</a> segment of Planet</li> </ul> <ul style="list-style-type: none"> <li>→ <a href="#">Supporting National Conservation Lands</a> segment of Planet</li> <li>→ <a href="#">Protecting Our Wildlife</a> segment of Planet</li> <li>→ <a href="#">Marine Protected Areas</a> segment of Planet</li> <li>→ <a href="#">Coral Conservation</a> segment of Planet</li> </ul>
<b>304-3</b>	Habitats protected or restored	<p>Tiffany &amp; 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 <a href="#">Supporting Abandoned Mine Reclamation</a> segment of Planet in the 2021 Sustainability Report.</p> <p>Beginning in 2017, we invested in an initiative to conserve and restore 4,000 square kilometers of critical forest ecosystem in Kenya’s Chyulu Hills. For more information, please see the <a href="#">Investing in Nature-based Solutions</a> segment of Planet in the 2021 Sustainability Report.</p> <p>Tiffany &amp; 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 <a href="#">The Bristol Bay Protection Pledge</a> segment of Planet in the 2021 Sustainability Report.</p> <p>The Tiffany &amp; 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 11 million km<sup>2</sup> of marine protected areas across the world’s five oceans. For more information, please see the <a href="#">Marine Protected Areas</a> segment of Planet in the 2021 Sustainability Report.</p> <p>Over the past 15 years, the Foundation has also supported habitat protection through its Responsible Mining program. With its support for Conservation Lands Foundation over the last decade, The Tiffany &amp; Co. Foundation 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 <a href="#">Supporting Abandoned Mine Reclamation</a> segment of Planet in the 2021 Sustainability Report.</p> <p>In addition, through its Urban Parks Program, The Tiffany &amp; Co. Foundation awarded over USD \$25 million in grants to urban parks, contributing to the enjoyment of these natural spaces by communities around the world. This included supporting the Trust for Public Land in 2011 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
<b>GRI 305: EMISSIONS</b>		
		<p>For Tiffany &amp; Co.'s management approach to Scope 1, 2 and 3 GHG emissions, including boundaries, goals, progress and key definitions, please see the following in the 2021 Sustainability Report and related Appendix:</p> <ul style="list-style-type: none"> <li>→ <a href="#">Goals to Achieve</a> segment of Planet</li> <li>→ <a href="#">Achieving Net-zero Emissions</a> segment of Planet</li> <li>→ Independent Accountants' Review Report</li> <li>→ Global Energy and Greenhouse Gas (GHG) Emissions Performance table</li> </ul>
<b>305-1</b>	Direct (Scope 1) GHG emissions	For Tiffany & Co.'s Scope 1 emissions, including Scope 1 and 2 emissions intensity by building area, please see the Independent Accountants' Review Report and the Global Energy and Greenhouse Gas (GHG) Emissions Performance table in the 2021 Sustainability Report Appendix.
<b>305-2</b>	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 the Independent Accountants' Review Report and the Global Energy and Greenhouse Gas (GHG) Emissions Performance table in the 2021 Sustainability Report Appendix.
<b>305-3</b>	Other indirect (Scope 3) GHG emissions	For Tiffany & Co.'s approach to assessing and addressing Scope 3 GHG emissions, including our Scope 1, 2, and 3 GHG emissions reduction goal please see the <a href="#">Achieving Net-zero Emissions</a> segment of Planet in the 2021 Sustainability Report.
<b>305-4</b>	GHG emissions intensity	<p>For Tiffany &amp; Co.'s GHG emissions intensity by building area, please see the Independent Accountants' Review Report and the Global Energy and Greenhouse Gas (GHG) Emissions Performance table in 2021 Sustainability Report Appendix. For information on GHG emissions intensity, including Tiffany &amp; Co.'s figures, goals and related definitions, please see the following in the 2021 Sustainability Report and related Appendix:</p> <ul style="list-style-type: none"> <li>→ <a href="#">Goals to Achieve</a> segment of Planet</li> <li>→ <a href="#">Achieving Net-zero Emissions</a> segment of Planet</li> <li>→ Independent Accountants' Review Report</li> <li>→ Global Energy and Greenhouse Gas (GHG) Emissions Performance table</li> </ul>
<b>305-5</b>	Reduction of GHG emissions	<p>For more information about our goals and progress in reducing GHG emissions, please see the following in the 2021 Sustainability Report and related Appendix:</p> <ul style="list-style-type: none"> <li>→ <a href="#">Achieving Net-zero emissions</a> segment of Planet</li> <li>→ <a href="#">Prioritizing 100% Renewable Energy</a> segment of Planet</li> <li>→ Independent Accountants' Review Report</li> <li>→ Global Energy and Greenhouse Gas (GHG) Emissions Performance table</li> </ul>

Indicator	Description	Response
<b>GRI 306: WASTE</b>		
<b>306</b>	Management approach	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. For non-regulated waste, please see the <i>Packaging and Circularity</i> segment of Planet in the 2021 Sustainability Report. 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.”
<b>306-2</b>	Management of significant waste-related impacts	Tiffany & Co. seeks to take advantage of circular economy opportunities as a mechanism to manage waste-related impacts.  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.
<b>GRI 307: ENVIRONMENTAL COMPLIANCE</b>		
<b>307</b>	Management approach	Tiffany & Co.’s Occupational Safety and 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.
<b>307-1</b>	Non-compliance with environmental laws and regulations	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 2021.

Indicator	Description	Response
<b>GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT</b>		
<b>308</b>	Management approach	The Tiffany & Co. Supplier Code of Conduct has helped the Company uphold our basic expectations across our supplier base. Our Social and 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 <a href="#">Enacting Our Social and Environmental Accountability Program</a> and <a href="#">Our Sourcing Policies and Guidance</a> segments of Product in the 2021 Sustainability Report and the “Tiffany & Co. Supplier Code of Conduct,” “Tiffany & Co. Supplier Code of Conduct Guidance” and “Tiffany & Co. Responsible Purchasing Policy.”
<b>308-1</b>	New suppliers that were screened using environmental criteria	For information on Tiffany & Co.’s protocol for screening new suppliers, please see the <a href="#">Enacting Our Social and Environmental Accountability Program</a> segment of Product in the 2021 Sustainability Report.
<b>308-2</b>	Negative environmental impacts in the supply chain and actions taken	For information on the nature of findings in our most recently completed Social and Environmental Accountability audit cycle (2020–2021) and for how we review, assess and address environmental impacts and other areas through our Social and Environmental Accountability Program (SEA Program) see the <a href="#">Enacting Our Social and Environmental Sustainability Program</a> segment of Product in the 2021 Sustainability Report.
<b>SOCIAL</b> <b>GRI 401: EMPLOYMENT</b>		
<b>401</b>	Management approach	<p>Tiffany &amp; Co. has employment policies in place regarding employee standards and compliance.</p> <p>Tiffany &amp; Co. 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 and 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 &amp; Co. Supplier Code of Conduct” and “Tiffany &amp; Co. Supplier Code of Conduct Guidance.”</p>

Indicator	Description	Response
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>Tiffany &amp; 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"> <li>→ Life insurance</li> <li>→ Health care</li> <li>→ Disability coverage</li> <li>→ Parental leave</li> <li>→ Retirement benefits</li> </ul>
401-3	Parental leave	For information on the Company's parental leave programs, please see the <a href="#">Pay, Benefits and Well-being</a> segment of People in the 2021 Sustainability Report and the <a href="#">Tiffany Careers</a> website.
<b>GRI 403: OCUPATIONAL HEALTH AND SAFETY</b>		
403	Management approach	Tiffany & Co.'s corporate Occupational Safety and 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. 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 <a href="#">Our Response to COVID-19</a> segment of People in the 2021 Sustainability Report.
403-1	Occupational health and safety management system	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.
403-2	Hazard identification, risk assessment, and incident investigation	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. 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 reoccurrence.
403-5	Worker training on occupational health and safety	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 and 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.

Indicator	Description	Response
403-6	Promotion of worker health	Please see the <a href="#">Our Response to COVID-19</a> segment of People in the 2021 Sustainability Report for information on how we supported our workers through the COVID-19 pandemic.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	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 <a href="#">Tiffany.com/Sustainability</a> . 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 <a href="#">Our Sourcing Policies and Guidance</a> segment of Product and the <a href="#">Our Approach to Human Rights</a> segment of People in the 2021 Sustainability Report. 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 <a href="#">Enacting Our Social and Environmental Accountability Program</a> segment of Product in the 2021 Sustainability Report.
403-8	Workers covered by an occupational health and safety management system	Our global OS&E management system applies to all worldwide retail, office, distribution and manufacturing locations we operate.
<b>GRI 404: TRAINING AND EDUCATION</b>		
404	Management approach	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 & Co.’s employee development and training programs, please see the <a href="#">Growth and Engagement</a> segment of People in the 2021 Sustainability Report.
404-2	Programs for upgrading employee skills and transition assistance programs	Please see the <a href="#">Growth and Engagement</a> and <a href="#">Leadership Programs</a> segments of People in the 2021 Sustainability Report, as well as the <a href="#">Tiffany Careers</a> website for information on training and career development programs. For information on training craftspeople at our manufacturing facilities in developing countries to support local people and communities, please see the following in the 2021 Sustainability Report: <ul style="list-style-type: none"> <li>→ <a href="#">The Importance of Our Vertical Integration</a> segment of Product</li> <li>→ <a href="#">Our Approach to Human Rights</a> and <a href="#">Pay, Benefits and Well-being</a> segments of People</li> </ul>
404-3	Percentage of employees receiving regular performance and career development reviews	All Tiffany & Co. employees receive annual performance and career development reviews.

Indicator	Description	Response
<b>GRI 405: DIVERSITY AND EQUAL OPPORTUNITY</b>		
<b>405</b>	Management approach	Our mission for Diversity, Equity and Inclusion (DEI) 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, Equity and Inclusion strategy: talent, culture and brand. For more information see the <a href="#">Diversity, Equity and Inclusion</a> segment of People in the 2021 Sustainability Report.
<b>405-1</b>	Diversity of governance bodies and employees	For diversity information on employees, including Senior Management, please see the <a href="#">DEI Representation</a> segment of People in the 2021 Sustainability Report.
<b>405-2</b>	Ratio of basic salary and remuneration of women to men	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 (e.g., Australia and the United Kingdom).
<b>GRI 406: NON-DISCRIMINATION</b>		
<b>406</b>	Management approach	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. For information on expectations for suppliers, please see the "Tiffany & Co. Supplier Code of Conduct" and "Tiffany & Co. Supplier Code of Conduct Guidance," as well as the <a href="#">Our Sourcing Policies and Guidance</a> segment of Product and the <a href="#">Our Approach to Human Rights</a> segment of People in the 2021 Sustainability Report.
<b>406-1</b>	Incidents of discrimination and corrective actions taken	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.
<b>GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b>		
<b>407</b>	Management approach	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. Through our Social and 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. 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," as well as the <a href="#">Our Sourcing Policies and Guidance</a> segment of Product and the <a href="#">Our Approach to Human Rights</a> segment of People in the 2021 Sustainability Report.

Indicator	Description	Response
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Through our Social and 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. 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 <a href="#">Enacting Our Social and Environmental Accountability Program</a> segment of Product in the 2021 Sustainability Report.
<b>GRI 408: CHILD LABOR</b>		
408	Management approach	Tiffany & Co. has been vocal and proactive in doing its part to eliminate human rights issues in the jewelry industry, including child labor. Tiffany & Co.'s human rights policy, which aligns with the UN Guiding Principles on Business and Human Rights as well as other international human rights laws and standards, outlines the key areas of potential human rights impacts across our business and outlines the Company's approach to stakeholder engagement and governance in respect thereof. For further information, please see the <a href="#">Our Approach to Human Rights</a> segment of People in the 2021 Sustainability Report. Through our Social and 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" and "Tiffany & Co. Supplier Code of Conduct Guidance," as well as the <a href="#">Our Sourcing Policies and Guidance</a> segment of Product and the <a href="#">Our Approach to Human Rights</a> segment of People in the 2021 Sustainability Report.
408-1	Operations and suppliers at significant risk for incidents of child labor	Tiffany & Co. facilities are required to abide by our corporate standards and, accordingly, do not engage or participate in child labor. Through our Social and 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. 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 <a href="#">Enacting Our Social and Environmental Accountability Program</a> segment of Product in the 2021 Sustainability Report.
<b>GRI 409: FORCED OR COMPULSORY LABOR</b>		
409	Management approach	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 & Co.'s human rights policy, which aligns with the UN Guiding Principles on Business and Human Rights as well as other international human rights laws and standards, outlines the key areas of potential human rights impacts across our business and outlines the Company's approach to stakeholder engagement and governance in respect thereof. For further information, please see the <a href="#">Our Approach to Human Rights</a> segment of People in the 2021 Sustainability Report. Through our Social and 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. For information on expectations for suppliers, please see the "Tiffany & Co. Supplier Code of Conduct" and "Tiffany & Co. Supplier Code of Conduct Guidance," as well as the <a href="#">Our Sourcing Policies and Guidance</a> segment of Product and the <a href="#">Our Approach to Human Rights</a> segment of People in the 2021 Sustainability Report.

Indicator	Description	Response
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Through our Social and 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. 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 Enacting <u><a href="#">Our Social and Environmental Accountability</a></u> Program segment of Product in the 2021 Sustainability Report.
<b>GRI 411: RIGHTS OF INDIGENOUS PEOPLES</b>		
411	Management approach	<p>Tiffany &amp; 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 &amp; Co.'s human rights policy, which aligns with the UN Guiding Principles on Business and Human Rights as well as other international human rights laws and standards, outlines the key areas of potential human rights impacts across our business and outlines the Company's approach to stakeholder engagement and governance in respect thereof. Tiffany &amp; 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 the rights of Indigenous peoples.</p> <p>Tiffany &amp; Co. continues to use its voice to advocate for places that have value to the cultural traditions of Indigenous peoples. For information on these efforts, please see the following in the 2021 Sustainability Report:</p> <ul style="list-style-type: none"> <li>→ <u><a href="#">Our Responsible Mining Philosophy</a></u> segment of Product</li> <li>→ <u><a href="#">Investing in Nature-based Solutions</a></u> segment of Planet</li> <li>→ <u><a href="#">Supporting National Conservation Lands</a></u> segment of Planet</li> </ul>
411-1	Incidents of violations involving rights of indigenous peoples	Through our Social and 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.

Indicator	Description	Response
<b>GRI 412: HUMAN RIGHTS ASSESSMENT</b>		
<b>412</b>	Management approach	Tiffany & Co. has been vocal and proactive in doing its part to eliminate human rights issues in the jewelry industry. Tiffany & Co.'s human rights policy, which aligns with the UN Guiding Principles on Business and Human Rights as well as other international human rights laws and standards, outlines the key areas of potential human rights impacts across our business and outlines the Company's approach to stakeholder engagement and governance in respect thereof. Tiffany & Co. requires that our suppliers fully comply with all applicable laws, rules and regulations, as well as Tiffany & Co.'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 & Co.'s human rights policy, see the <a href="#">Our Approach to Humans Rights</a> segment of People in the 2021 Sustainability Report. Additional information can be found in the <a href="#">Our Responsible Mining Philosophy</a> , <a href="#">Addressing Conflict Minerals</a> and <a href="#">Sourcing of Colored Gemstones</a> segments of Product in the 2021 Sustainability Report.
<b>412-3</b>	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Through our Social and 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. For information on expectations for suppliers, please see the "Tiffany & Co. Supplier Code of Conduct" and "Tiffany & Co. Supplier Code of Conduct Guidance," as well as the <a href="#">Our Sourcing Policies and Guidance</a> segment of Product and the <a href="#">Our Approach to Human Rights</a> segment of People in the 2021 Sustainability Report.
<b>GRI 413: LOCAL COMMUNITIES</b>		
<b>413</b>	Management approach	Tiffany & Co.'s approach to how we interact with the communities where we operate can be found in the <a href="#">Our Responsible Mining Philosophy</a> segment of Product in the 2021 Sustainability Report.
<b>413-1</b>	Operations with local community engagement, impact assessments, and development programs	Information on the impact of Tiffany & Co.'s operations on the community can be found in the <a href="#">Our Responsible Mining Philosophy</a> segment of Product and the <a href="#">Our Approach to Human Rights</a> and <a href="#">Pay, Benefits and Well-being: Economic Beneficiation and Local Development</a> segments of People in the 2021 Sustainability Report.
<b>413-2</b>	Operations with significant actual and potential negative impacts on local communities	A discussion of how Tiffany & Co. interacts with the communities where we operate can be found in the <a href="#">Pay, Benefits and Well-being: Economic Beneficiation and Local Development</a> segment of People and the <a href="#">Our Responsible Mining Philosophy</a> and <a href="#">Our Responsible Mining Philanthropy</a> segments of Product in the 2021 Sustainability Report.

Indicator	Description	Response
<b>GRI 414: SUPPLIER SOCIAL ASSESSMENT</b>		
<b>414</b>	Management approach	<p>The Tiffany &amp; Co. Supplier Code of Conduct has helped the Company uphold our basic expectations across our supplier base. Our Social and 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 &amp; Co. merchandise. For more information on Tiffany &amp; Co.'s management approach to supplier social assessment, please see the following:</p> <ul style="list-style-type: none"> <li>→ <a href="#">Enacting Our Social and Environmental Accountability Program</a> segment of Product in the 2021 Sustainability Report</li> <li>→ <a href="#">Our Sourcing Policies and Guidance</a> segment of Product in the 2021 Sustainability Report</li> <li>→ <a href="#">Tiffany &amp; Co. Supplier Code of Conduct</a></li> <li>→ <a href="#">Tiffany &amp; Co. Supplier Code of Conduct Guidance</a></li> <li>→ <a href="#">Tiffany &amp; Co. Responsible Purchasing Policy</a></li> </ul>
<b>414-1</b>	New suppliers that were screened using social criteria	For information on the Company's protocol for screening new suppliers, please see the <a href="#">Enacting Our Social and Environmental Accountability Program</a> segment of Product in the 2021 Sustainability Report.
<b>414-2</b>	Negative social impacts in the supply chain and actions taken	For information on certain findings set forth in our most recently completed Social and Environmental Accountability audit cycle (2020–2021), please see the <a href="#">Enacting Our Social and Environmental Accountability Program</a> segment of Product in the 2021 Sustainability Report.
<b>GRI 415: PUBLIC POLICY</b>		
<b>415</b>	Management approach	Tiffany & Co. engages with the U.S. government, where appropriate, to encourage a responsible, forward-thinking policy with a focus on responsible mining and climate change. In addition to direct engagement with policy makers on these issues, we have spoken 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. For more information on our public policy work, please see the <a href="#">Diversity, Equity and Inclusion</a> segment of People and <a href="#">The Bristol Bay Protection Pledge</a> segment of Planet in the 2021 Sustainability Report. For Tiffany & Co.'s principles governing corporate political spending, please see the "Tiffany & Co. Principles Governing Corporate Political Spending."
<b>415-1</b>	Political contributions	Please see the "Tiffany & Co. 2021 Annual Political Spending Disclosure."

Indicator	Description	Response
<b>GRI 416: CLIENT HEALTH AND SAFETY</b>		
<b>416</b>	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.
<b>416-1</b>	Assessment of the health and safety impacts of product and service categories	<p>Tiffany &amp; Co.'s Quality Management department supports Tiffany &amp; Co. in providing our clients 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"> <li>→ establishing product manufacturing standards, including safety policy</li> <li>→ performing technical testing and assaying</li> <li>→ performing technical research</li> <li>→ sharing technical information and manufacturing solutions with vendors and suppliers, as appropriate</li> <li>→ reviewing new product samples for compliance to all standards</li> <li>→ examining merchandise as necessary for conformance to aesthetic, functional and legal standards</li> <li>→ qualifying new vendors and tracking vendor performance</li> </ul> <p>In 2018, Tiffany &amp; Co. opened the Jewelry Design and Innovation Workshop (JDIW) to further evaluate the impacts of new manufacturing processes and materials. It plays a key role in conducting quality assurance of new jewelry products.</p>
<b>416-2</b>	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.
<b>GRI 417: MARKETING AND LABELING</b>		
<b>417</b>	Management approach	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. 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 (0.18 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. Tiffany & Co.'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.

Indicator	Description	Response
<b>417-3</b>	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 2021.
<b>GRI 418: CLIENT PRIVACY</b>		
<b>418</b>	Management approach	At Tiffany & Co., the Global Compliance and Privacy Team within Tiffany & Co.'s Legal Department evaluates the Company's key compliance and reputational risks, including those related to client privacy. For information on our risk assessment governance, please see <a href="#">The Importance of Governance</a> segment of Introduction in the 2021 Sustainability Report.
<b>GRI 419: SOCIOECONOMIC COMPLIANCE</b>		
<b>419</b>	Management approach	At Tiffany & Co., the Global Compliance and Privacy Team within Tiffany & Co.'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." For information on our risk assessment governance, please see <a href="#">The Importance of Governance</a> segment of Introduction in the 2021 Sustainability Report.
<b>419-1</b>	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 2021.

# United Nations Global Compact: Communication on Progress 2021

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

Principle	Global Compact Principles	Communication on Progress
<b>HUMAN RIGHTS</b>		
1	Businesses should support and respect the protection of internationally proclaimed human rights.	Tiffany & Co. adheres to key policies and procedures in order to help safeguard human rights within and throughout our supply chain. For information on our policies, please see the GRI Content Index and page 113 in the 2021 Sustainability Report for links to our key policies. Within the Company, we prioritize diversity, equity and inclusion by welcoming the unique identities, expressions, ideas, abilities and cultures from our employees around the world. The Company’s Social and Environmental Accountability Program evaluates suppliers to better protect human rights in our supply chain. Tiffany & Co. is committed to protecting human rights throughout the industry and seeks to advance high standards in responsible mining and advocating for the protection of human rights. For more information, please see the “Tiffany & Co. Supplier Code of Conduct,” “Tiffany & Co. Supplier Code of Conduct Guidance,” “Tiffany & Co. 2025 Sustainability Goals” and “Tiffany & Co. Responsible Purchasing Policy.”
2	Businesses should make sure they are not complicit in human rights abuses.	
<b>LABOR STANDARDS</b>		
3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Tiffany & Co. recognizes and respects the importance of labor standards to protect workers worldwide. Tiffany & Co. provides guidance to employees and the Human Resources function of its organization to enhance compliance with applicable employment laws and regulations to foster a positive and ethical work environment. For more information, please see the GRI Content Index and page 113 in the 2021 Sustainability Report for links to our key policies. Through its Social and Environmental Accountability Program, Tiffany & Co. upholds standards in social and environmental responsibility by working with a key subset of suppliers to help them improve their human rights, labor and environmental performance. Suppliers are expected to adhere to the Tiffany & Co. Supplier Code of Conduct, which addresses freedom of association and collective bargaining, forced labor, child labor, harassment or abuse, disciplinary practices and discrimination, among other practices. The Company’s 2025 Sustainability Goals reinforce these expectations and target improving the performance of all key Company suppliers by 2025, including labor standard adherence. Additionally, Tiffany & Co. supports the strengthening of industry-wide labor standards beyond our immediate operations. For more information, please see the “Tiffany & Co. Supplier Code of Conduct,” “Tiffany & Co. Supplier Code of Conduct Guidance,” “Tiffany & Co. 2025 Sustainability Goals” and “Tiffany & Co. Responsible Purchasing Policy.”
4	Businesses should uphold the elimination of all forms of forced and compulsory labor.	
5	Businesses should uphold the effective abolition of child labor.	
6	Businesses should uphold the elimination of discrimination in respect of employment and occupation.	

Principle	Global Compact Principles	Communication on Progress
<b>ENVIRONMENT</b>		
7	Businesses should support a precautionary approach to environmental challenges.	Tiffany & Co. draws on the natural world for both design inspiration and the precious materials used in our products. At the Company’s core is a commitment to preserve, protect and responsibly manage the environment on which we rely for our long-term success. In line with the Company’s 2025 Sustainability Goals, we have launched a series of environmental commitments in the areas of net-zero GHG emissions, sustainable buildings, and packaging and circularity. These commitments go beyond our core operations in an effort to better understand and mitigate environmental challenges throughout our supply chain.
8	Businesses should undertake initiatives to promote greater environmental responsibility.	The Company promotes environmental responsibility by leveraging the Tiffany & Co. brand and advocates for policies around the world to help tackle the climate crisis. The Company also actively participates in industry-wide collaborative efforts to protect against environmental damage across the supply chain, raises awareness of risks associated with mining in ecologically sensitive areas and directly sources raw precious metals from mines we know and recycled sources.
9	Businesses should encourage the development and diffusion of environmentally friendly technologies.	These efforts are strengthened by The Tiffany & Co. Foundation’s support of scientific research, conservation and multi-stakeholder collaboration to promote environmentally responsible standards in mining operations. In addition to addressing the impacts of mining, we regularly look to reduce our environmental footprint in other ways—from using recycled and Forest Stewardship Council®-certified paper to reducing our greenhouse gas emissions. For more information, please see the “Tiffany & Co. 2025 Sustainability Goals” and “Tiffany & Co. Responsible Purchasing Policy.”
<b>ANTI-CORRUPTION</b>		
10	Businesses should work against corruption in all its forms, including extortion and bribery.	The Tiffany & Co. Business Conduct Policy sets forth expectations for Tiffany & Co. employees, including compliance with relevant laws and regulations. This policy prohibits payment of bribes and the acceptance of inappropriate payments or gifts. All employees are required to review the policy upon hire and thereafter on an annual basis to make sure that they understand these standards. Certain employees in all regions, including regional management, are required to undergo Anti-Money Laundering training. In addition, employees whose responsibilities may involve interactions with government officials are required to annually undergo Anti-Bribery and Corruption training. Within our supply chain, the Tiffany & Co. Supplier Code of Conduct outlines expectations for ethical conduct and legal compliance. The Company’s 2025 Sustainability Goals reinforce these expectations and target improving supplier performance of all key suppliers by 2025. For more information, please see the GRI Content Index, the “Tiffany & Co. Supplier Code of Conduct,” “Tiffany & Co. Supplier Code of Conduct Guidance,” “Tiffany & Co. Responsible Purchasing Policy” and “Tiffany & Co. Business Conduct Policy.”

## Forward-looking Statements

Tiffany & Co. sustainability reporting, including documents or reports incorporated on Tiffany & Co.'s Tiffany.com/ Sustainability website by reference, contains certain "forward-looking statements" concerning Tiffany & Co.'s goals, plans and projections with respect to corporate responsibility, sustainability, employees, environmental matters, policy, procurement and business risks and opportunities. In addition, Tiffany & Co. may make other forward-looking statements concerning sustainability objectives and expectations. One can identify these forward-looking statements by the fact that they use words such as "believes," "intends," "plans," "strives," "seeks," "commits," "pledges," "anticipates," "estimates," "scheduled," "may," "will," "can," "should" and "expects" and other words and terms of similar meaning and expression in connection with any discussion of future sustainability initiatives, goals and objectives.

One can also identify forward-looking statements by the fact that they do not relate strictly to historical or current facts. Such forward-looking statements are not guarantees of future results and are based on Tiffany & Co.'s current views, assumptions and plans, and involve inherent uncertainties and assumptions, many of which are outside of Tiffany & Co.'s control, that could cause actual outcomes

to differ materially from its current views, assumptions, and plans. Tiffany & Co.'s forward-looking statements are not guarantees or promises of future results (including that any initiatives, goals or objectives will be met).

The statistics and metrics included in Tiffany & Co.'s sustainability reporting may be reported as estimates and may be based on assumptions or developing standards. The standards and codes of conduct for third-party suppliers are not guarantees that suppliers will follow the codes in any or all instances, and suppliers bear responsibility for meeting Tiffany & Co.'s standards and expectations. Actual results may differ materially from any forward-looking statement.

Although Tiffany & Co. believes that we have been prudent in our plans and assumptions, no assurance can be given that any sustainability initiative, goal or plan set forth in forward-looking statements can or will be achieved and readers are cautioned not to place undue reliance on such statements. Tiffany & Co. undertakes no obligation to update any of the forward-looking information in our sustainability reporting and disclosures, whether as a result of new information, future events, changes in sustainability objectives and expectations or otherwise.

TIFFANY & CO.

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