



SUSTAINABILITY REPORT

TIFFANY & CO.



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Please consider the environment before printing this report, available online at [Tiffany.com/sustainability](https://www.tiffany.com/sustainability).



EXECUTIVE SUMMARY



Since the founding of our Company over 180 years ago, Tiffany & Co. has taken pride in crafting beautiful jewelry that our customers pass down for generations.

Our designs are a celebration of nature: landscapes and wild creatures inspire the creativity of our designers and the craftsmanship of our skilled jewelers. As a company, we value the Earth, which provides the precious materials that give life and form to our jewelry, and we value the people behind our creations—from the miners who source the raw materials to our network of suppliers, and our employees who design, manufacture and sell our products. We are committed to doing what we can as a business to sustain the natural environment and our global communities.

We have long considered how our business affects society and the environment. Over the past two decades, we have worked to integrate environmental and social considerations into our core business practices, from how we source raw materials to how we craft our jewelry to how we operate our stores. Responsibility is a fundamental part of who we are as a company.



Another part of that responsibility is using our voice and the power of the Tiffany brand to raise awareness about critical environmental and social issues. We publicly support the protection of landscapes and seascapes; and we advocate for improved industry standards and other reforms that protect our communities.

Our 2017 Sustainability Report—which aligns with the Global Reporting Initiative (GRI) Standards and the United Nations Global Compact (UNGC) reporting frameworks—details progress of our most material[†] social and environmental issues and highlights how we shape our programs for greater impact. We are proud of our achievements to date and are dedicated to responsible business practices that contribute in a positive way to nature and the communities in which we operate. Our belief that we can always do more drives our commitment to continuous improvement.

OUR APPROACH TO STAKEHOLDER ENGAGEMENT

At Tiffany & Co., we welcome the views of diverse groups—including our employees, shareholders, nongovernmental organizations (NGOs), industry members and supply chain partners—to help inform our practices and identify opportunities for improvement across the jewelry sector.

Over the years, we have developed strong relationships with organizations and companies whose insights help improve our understanding of environmental and labor issues affecting the industry. We value these dialogues because different organizations contribute in unique ways: NGOs amplify local voices and provide input on best practices; industry groups help create broader change beyond our Company; and mining companies deepen our understanding about relevant environmental and social issues as well as trends in the sector.

We take a strategic approach to stakeholder engagement and are committed to continuing our work with a variety of organizations, including those who challenge us. We believe this benefits our Company's operations and positively influences the jewelry industry and our partners along the supply chain.

[†]For the purposes of this Sustainability Report, materiality is defined as that which is most important to the Company and reflects our most significant environmental and social impacts, as well as that which most substantively influences the assessments and decisions of our stakeholders.

CEO Message

Tiffany & Co.'s promise to our customers is to be makers of beauty and creators of joy, a commitment which our artisans and sales professionals uphold every day. Tiffany's promise to the world is to protect its beauty, nurture its people and conduct our business with care. Nearly one year into my journey with Tiffany & Co., I am proud to present this accounting of our achievements in sustainability.

Sustainability lies at the heart of the Tiffany & Co. brand—it's both our legacy and our future. The Tiffany customer who passes our jewelry from generation to generation cherishes these treasures for their beautiful, enduring designs and their masterful craftsmanship. Our customers place great value on sustainability. They want to know where their jewelry comes from, how it is made and how the jewelry-making process impacts the planet as well as its people and communities.

Tiffany & Co. holds this kind of transparency dear and, through this creation of shared value, we have a unique opportunity to build meaningful, lasting relationships with our customers. We are committed to sharing more with them—and all of our stakeholders—about what, exactly, Tiffany is doing to achieve sustainability for our business and for the planet as we very broadly define that goal: enriching the people and places we reach through our business; minimizing our environmental impact; improving industry-wide practices; and channeling the power of the Tiffany brand as a force for positive change in the world.

In all of the past year's work, three areas stand out to me as opportunities that Tiffany & Co. has most successfully harnessed to advance sustainability and meet—even exceed—the expectations of our customers.

The first area is the responsible sourcing of the raw materials that go into our jewelry. From known mines that meet Tiffany standards to our in-house cutting and polishing operations to our vertically integrated supply chain, we aim to achieve diamond traceability.

Through this model, we are able to demonstrate Tiffany's exemplary standards for environmental and social responsibility at every step of our sourcing and jewelry-making around the world.

The second area is conservation. For more than 180 years, Tiffany & Co. has been a leader in both celebrating and protecting the Earth's wild creatures and pristine landscapes. In 2017, we pushed forward with our work to protect irreplaceable natural wonders like Bristol Bay, Alaska, and the two dozen U.S. national monuments at risk of a rollback in land protections. In Africa, we are working to protect endangered elephants through our Tiffany Save the Wild collection and our partnership with the Elephant Crisis Fund. The Tiffany & Co. Foundation continues its ambitious grantmaking to expand marine protected areas in critical ocean ecosystems.

The third area of accomplishment is one that I, as one of the newer members of the Tiffany & Co. team, am personally passionate about: the nurturing of talent, diversity and inclusion for our people. As I have traveled among our workshops and sales floors, it has become clear to me that Tiffany's greatest assets are the individuals who invest their careers with a company that invests in them. Our inclusive workplace culture encourages people across all levels and backgrounds to contribute ideas that drive the success of our company. I am committed to growing and institutionalizing our diversity, inclusion and career-development initiatives, with a focus on women, working parents, cross-cultural fluency, the LGBTQ community and people of color.

As social and environmental issues evolve, we will continue to uphold Tiffany's place at the vanguard of responsible business and periodically dedicate time to evaluate what matters most to our company, our partners and our shareholders. Over the next year, we will have conversations with key stakeholders to refine our priorities and identify the best ways to embed sustainability even more deeply throughout our company.

We focus a great deal on legacy and luxury at Tiffany & Co. There is no greater luxury than being able to gift future generations with unspoiled natural wonders and wide-open opportunity. This is the true power of a great business, and this is the legacy Tiffany is building. I am excited to see how far we can go together.



ALESSANDRO BOGLIOLO
CHIEF EXECUTIVE OFFICER
TIFFANY & CO.



2017 HIGHLIGHTS

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



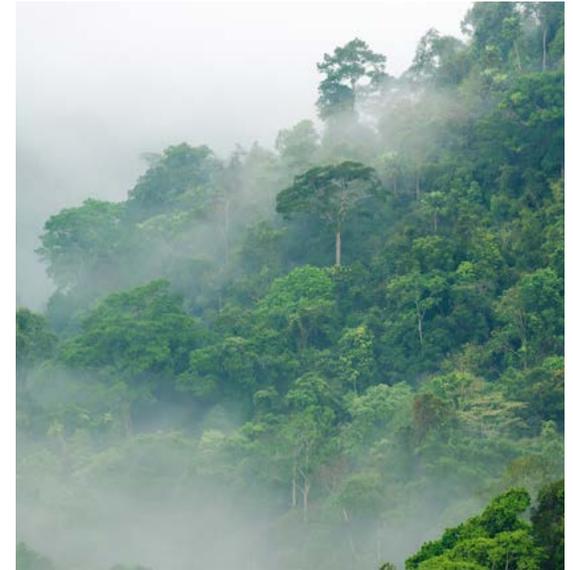
Launched a new career development program, “Grow with Tiffany,” available to all employees globally.

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



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

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



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



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

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

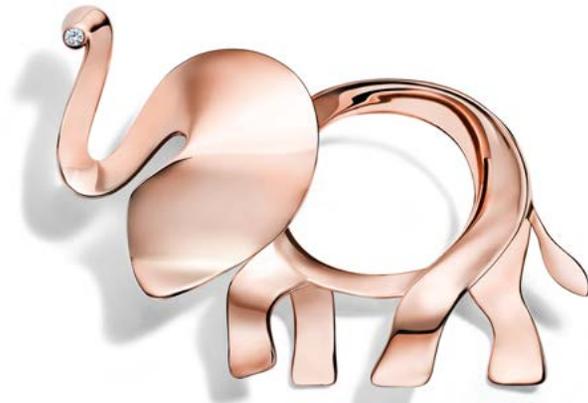
Trained employees and suppliers on our Sustainable Wood and Paper Sourcing Guidance.

2017 BY THE NUMBERS

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

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

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



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

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

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



>20 of our existing stores converted to LED lighting, which reduces energy use by approximately 20% year over year.

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



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

>\$13 million contributed to charitable purposes.



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

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

*See the Report of Independent Accountants

TIFFANY & CO. MILESTONES IN SUSTAINABILITY



1995

Tiffany urges the U.S. Department of the Interior not to allow the construction of a gold mine that threatens Yellowstone National Park.



Diamik Mine ©2018 Rio Tinto

2000

The Tiffany & Co. Foundation is established to focus the Company's philanthropic efforts.



2003

Tiffany stops buying gemstones of Burmese origin in support of the U.S. Burmese Freedom and Democracy Act and to protect human rights.



1999

Tiffany leads effort for U.S. participation in the Kimberley Process Certification Scheme.



2002

Tiffany establishes Laurelton Diamonds, a wholly owned subsidiary that manages its worldwide diamond supply chain.



2004

Tiffany stops selling coral jewelry, as coral and reef communities are under siege, and aims to raise consumer awareness of the issue by urging other jewelers to do the same.

Tiffany urges the U.S. Forest Service to deny a permit for the proposed Rock Creek Mine in the Cabinet Mountains Wilderness in Montana.



Photograph ©Jayne Jenkins



TIFFANY & CO. MILESTONES IN SUSTAINABILITY



2005

Tiffany is the first jeweler to embrace Earthworks' No Dirty Gold campaign, which established aspirational social, human rights and environmental standards for the extraction of gold.



2006

Tiffany installs first solar projects at two of the Company's New Jersey facilities.



2013

Tiffany sets a second-generation greenhouse gas goal for 15% reduction from 2013 to 2020.



2015

Tiffany joins other leading companies in pledging net-zero greenhouse gas emissions by 2050.

Tiffany appoints the Company's first chief sustainability officer.



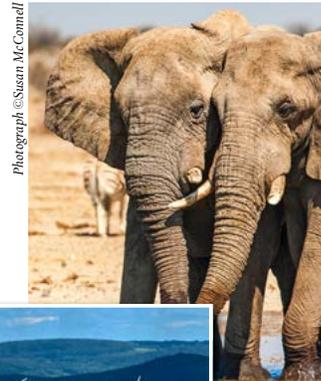
2009

Tiffany first speaks out to vigorously oppose the proposed Pebble Mine in Alaska's Bristol Bay, raising awareness in the jewelry industry and beyond about the need to protect this ecosystem.

The Tiffany & Co. Board of Directors establishes the Corporate Social Responsibility Committee.

2011

Tiffany joins the United Nations Global Compact, committing to align Company practices with universal sustainability principles.



Photograph ©Susan McCannell

2017

Tiffany launches the Tiffany Save the Wild collection to help raise money and awareness for the protection of elephants. 100% of profits benefit the Elephant Crisis Fund (ECF), an initiative of Save the Elephants and the Wildlife Conservation Network.

Tiffany signs the United Nations Women's Empowerment Principles.

84%* of Tiffany & Co.'s global electricity use came from clean, renewable sources including purchased renewable electricity and on-site solar.



*See the Report of Independent Accountants

HOW WE SUPPORT THE SUSTAINABLE DEVELOPMENT GOALS

Tiffany & Co. contributes to progress on many of the 17 United Nations Sustainable Development Goals, and our business aligns most closely with the five goals described below. We hope to drive progress on this shared global agenda through our work and collaboration from within our industry, and with other businesses, civil society and government.



GENDER EQUALITY

DIVERSITY OF OUR WORKFORCE

We work to promote a culture of excellence and diversity in the workplace and are proud that

60%*



of manager and above roles are held by women.

TRAINING & DEVELOPMENT

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

WOMEN'S EMPOWERMENT

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



RESPONSIBLE CONSUMPTION AND PRODUCTION

INTEGRITY

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



SOCIAL & ENVIRONMENTAL STANDARDS

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

PRESERVING RESOURCES

We carefully source our products and materials—from precious metals and diamonds to paper and packaging—in an effort to uphold ethical principles and preserve nature's resources.

ADVOCACY

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



CLIMATE ACTION

NET-ZERO EMISSIONS

We are committed to achieving net-zero greenhouse gas emissions by 2050.

ENERGY EFFICIENCY

In the short term, we are taking concrete steps to improve energy efficiency, reduce energy use and follow sustainable building design principles.

RENEWABLE ENERGY

We aim to ultimately use 100% renewable energy for our global electricity. In 2017,

84%*

of our global electricity use came from clean, renewable sources.



CARBON OFFSETS

In 2017, we invested in carbon offsets from a locally run forest conservation project that also delivers social and economic benefits to communities in Kenya's Chyulu Hills.



LIFE BELOW WATER

MARINE CONSERVATION

Tiffany stopped using coral over a decade ago, and The Tiffany & Co. Foundation has awarded over

\$20 million

in grants for coral and marine conservation.



CREATING PROTECTED AREAS

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



RESEARCH & INNOVATION

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



LIFE ON LAND

LAND PRESERVATION

We consider it our responsibility to help preserve the natural beauty that inspires so many of our jewelry designs.

We advocate for the protection of special places from mining.

SOURCING RAW MATERIALS

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

PROTECTING WILDLIFE

We advocate against the use of endangered species in jewelry and support conservation efforts to protect wildlife.

REVERSING DEFORESTATION

To do our part in reversing global forest loss, Tiffany & Co. seeks to remove commodity-driven deforestation from our key supply chains by 2020.



*See the Report of Independent Accountants

FISCAL YEAR 2017
TIFFANY & CO.
FINANCIAL HIGHLIGHTS⁺

Tiffany & Co.⁺⁺, a holding company that operates through its subsidiary companies, sells jewelry and other items that it manufactures or has made by others to its specifications. The Company's principal product category is jewelry (representing 91% of worldwide net sales in Fiscal Year 2017); it also sells timepieces, leather goods, sterling silver goods (other than jewelry), china, crystal, stationery, eyewear, fragrances and other accessories. The Company manufactures jewelry in New York, Rhode Island and Kentucky, polishes jewelry in the Dominican Republic and crafts silver hollowware in Rhode Island. In total, these internal manufacturing facilities produced approximately 60% of the jewelry sold by the Company. The Company also has diamond-processing operations in Belgium, Botswana, Cambodia, Mauritius and Vietnam that prepare and/or cut and polish rough diamonds for its use. At the end of Fiscal Year 2017, there were 315 Tiffany & Co. stores across more than 20 countries and approximately 13,100 Tiffany & Co. employees around the world.

SELECTED FINANCIAL DATA

(in millions, except per share amounts and employees)

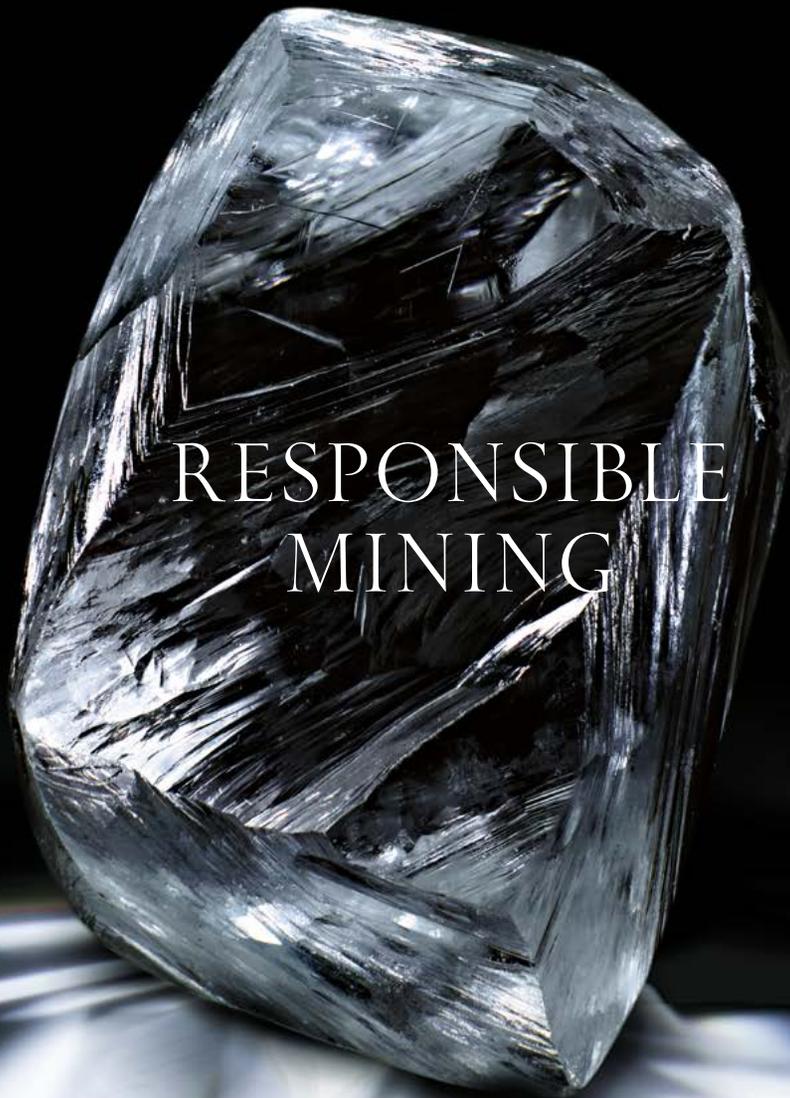
	2016	2017
EARNINGS DATA		
Net sales	\$4,001.8	\$4,169.8
Gross profit	\$2,490.3	\$2,604.7
Selling, general & administrative expenses	\$1,769.1	\$1,810.2
Net earnings	\$446.1	\$370.1
Net earnings per diluted share	\$3.55	\$2.96
OTHER DATA		
Number of employees	11,900	13,100

OUR RETAIL LOCATIONS

	AMERICAS						TOTAL
	U.S.	CANADA & LATIN AMERICA	ASIA- PACIFIC	JAPAN	EUROPE	EMERGING MARKETS	
2016	95	30	85	55	43	5	313
2017	94	30	87	54	46	4	315

⁺Information, data and graphs in this Financial Highlights section are from the Company's Annual Report on Form 10-K filed on March 27, 2018. To view the Company's financial filings, please visit the [Tiffany & Co. Investor Relations](#) website.

⁺⁺For the purposes of this Report, the terms "Tiffany & Co.," "Tiffany," the "Company" 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.



RESPONSIBLE MINING

Tiffany & Co. strives to set the standard for sustainable luxury, which means we focus on unparalleled artistry and strong social and environmental practices.

Excellence begins with sourcing high-quality raw materials and continues through to the creation of the world's most extraordinary jewelry. Our vertical integration model helps us incorporate environmental and social integrity in sourcing, processing and crafting our jewelry.

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

A MODEL OF RESPONSIBLE SOURCING

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

RAW METALS

The majority of raw silver, gold and platinum used in our facilities comes from two principal sources: in-ground, large-scale deposits of metals in the United States, and metals from recycled sources. *(See more on p. 23)*



ROUGH DIAMONDS

We source the majority of our rough diamonds from known mines in Botswana, Canada, Namibia, Russia and South Africa. Tiffany goes above and beyond the Kimberley Process to source our diamonds with even greater respect for the environment and human rights. *(See more on p. 18)*



MANUFACTURING

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

CUTTING & POLISHING

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

For Tiffany, responsible mining is about integrity. We want our customers to know that the jewelry they purchase from us is created by a company that honors the Earth and values the artisans who craft our wares. We take care to work with suppliers we can trust, and we follow strong standards for our own operations. In this way, we seek to minimize our impacts on the planet while making a positive contribution to the communities where we operate.

Our sustainability journey begins with the way we source raw materials. We acquire the majority of our metals directly from mines we know and from recycled sources. We also source the majority of our diamonds as rough diamonds, directly from mines or from suppliers with a limited number of known mines. These relationships help us build a deeper understanding of the approach these mines take in addressing human rights, labor practices and the environment.

Our next step is crafting raw materials into works of art. We manufacture approximately 60% of our jewelry at our own state-of-the-art manufacturing facilities. In these operations, we maintain safe and welcoming work environments. We also invest in our employees in our diamond cutting and jewelry polishing facilities in developing countries, which helps strengthen local economies. We hire craftspeople from those communities, endeavor to pay a living wage to skilled workers and provide job training and development so that our employees have the opportunity to learn new skills and advance in their careers. We also work with our suppliers to help ensure that they uphold our standards for quality as well as social and environmental responsibility. (Learn more in the Ethical Sourcing chapter.)

Finally, we seek to positively influence practices beyond our business by collaborating across the jewelry, mining and luxury industries, as well as with civil society and government. By working together,

we can help set responsible mining standards and encourage industry oversight that we believe protects the interests of the public. We also use our brand as a platform to raise awareness about responsible mining practices and the protection of human rights.

We are honored to be recognized for our diamond and gold sourcing practices with respect to human rights and the support of local communities. In 2018, *Human Rights Watch*, one of the leading human rights organizations, ranked Tiffany & Co.'s responsible sourcing efforts as "Strong." We were the only jeweler to receive this ranking, which was the highest received by any of the companies. While we recognize that our industry continues to face challenges, Tiffany is proud of the progress we have achieved so far, and we commend Human Rights Watch for its extensive analysis of this critical issue. Tiffany & Co. has long understood that responsibly sourcing precious metals and diamonds represents our greatest impact, and thus our greatest opportunity. We believe we can always do more, and this belief drives our commitment to making a positive contribution throughout our supply chain—from the mine to our customer.



“Tiffany and Co. is a real leader on responsible sourcing in the industry. It has taken significant steps towards responsible sourcing including efforts to identify and respond to human rights risks in its supply chain, achieve high levels of traceability for gold and diamonds, and support industry-wide standards improvements. As Tiffany’s efforts evolve, we look forward to seeing continued leadership in responsible diamond sourcing.”

ARVIND GANESAN, DIRECTOR
HUMAN RIGHTS WATCH

TIFFANY & CO.'S RESPONSIBLE MINING PRINCIPLES

While Tiffany & Co. does not own or operate any mines, as a jewelry company we aim to globally improve large-scale, small-scale and artisanal mining standards by working with leaders in industry, civil society and government.

Principle 1

ORGANIZATIONAL GOVERNANCE

Mine operators deliver good governance of their organizations, ensure the legal compliance of all business activities, work against corruption in all its forms, including extortion and bribery, and uphold the highest levels of business integrity through their commitment to transparent business practices.

Principle 2

PROTECTION OF THE ENVIRONMENT

Mine operators prohibit activities in areas of high ecological or cultural value; and reduce to a minimum their impact on nature, ecosystems, and the associated benefits these areas provide for wildlife, people and communities.

Principle 3

WASTE AND EMISSIONS MANAGEMENT

Mine operators prevent contamination to air, water and soil; reduce waste and emissions; and maximize operating efficiency throughout the life of the mine and in plans for closure, post closure and sale.

Principle 4

LABOR & WORKPLACE PRACTICES

Mine operators respect the rights of workers, uphold international labor standards, and enable dignified work for their direct employees and the employees of contractors.

Principle 5

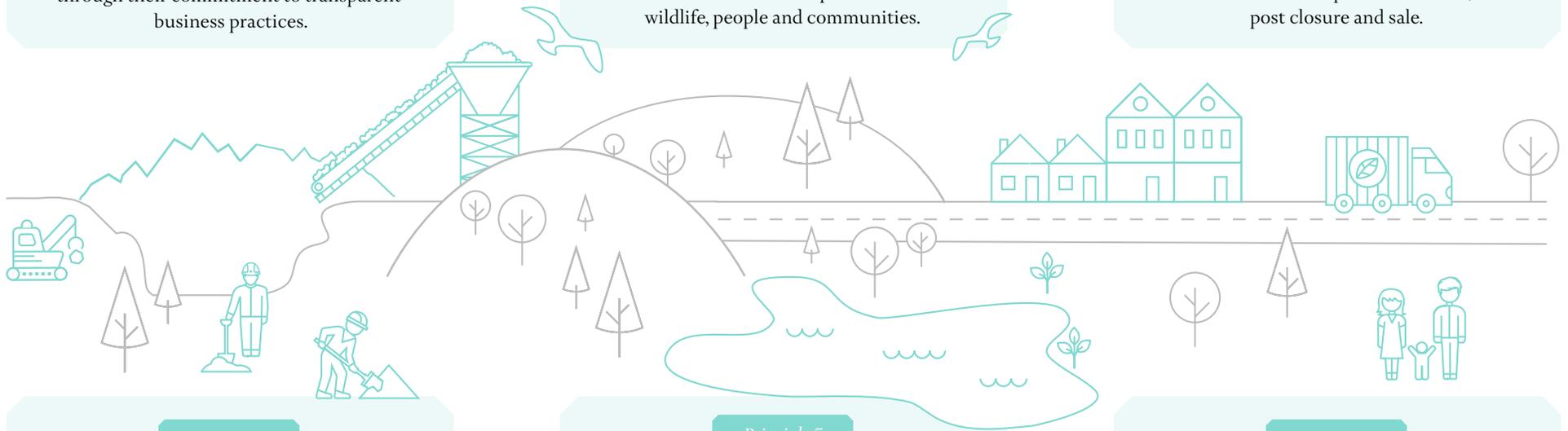
COMMUNITY ENGAGEMENT

Mine operators adopt participatory approaches to avoid and remediate the negative effects of their activities on neighboring communities and contribute to the building of resilient and inclusive local economies.

Principle 6

BUSINESS & HUMAN RIGHTS

Mine operators commit to respect and uphold the inherent rights and fundamental freedoms of all stakeholders affected by their business practices.





Collaborating on Responsible Mining Standards

Collaboration is one of our most effective tools in creating a more responsible mining industry. We value our work with our suppliers, employees, the industry, NGOs and other stakeholders to create positive change. We also lend our expertise through multistakeholder initiatives to encourage more responsible mining standards—efforts we have advanced since 2003.

PHOTOGRAPH ©LENNER VADIM

Left: Bingham Canyon Mine, Utah

A NEW STANDARD FOR RESPONSIBLE MINING

A wide range of industries from forestry to fisheries have created robust certification programs like the Forest Stewardship Council® and the Marine Stewardship Council® to help discerning customers evaluate whether the products they purchase are sourced responsibly.

For the first time, the mining industry has a parallel standard. In 2018, the *Initiative for Responsible Mining Assurance (IRMA)* launched the groundbreaking *Standard for Responsible Mining*, providing the world's first shared definition of what constitutes leading practices in social and environmental responsibility for a large-scale mining operation. Beginning in 2019, industrial-scale mines will be able to certify against the standard through an independent third party. This will allow mines to demonstrate their leadership in responsible social and environmental practices. It will help an array of businesses—from technology to construction to automotive to jewelry—source metals and other minerals from mines they can trust. The *IRMA Standard for Responsible Mining* will also help communities, civil society organizations and consumers understand which mines operate in line with best practices and encourage better performance from those that lag behind.

Tiffany & Co. helped launch IRMA in 2006 to develop this certification system and remains actively involved as a member of its Steering Committee. The Standard was developed by representatives from five key sectors who worked together for more than a decade. These sectors include: mining companies, downstream users of mined products, NGOs, labor unions and affected communities.

IRMA envisions a world in which the mining industry respects human rights and affected communities; provides safe, healthy and respectful workplaces; minimizes harm to the environment; and leaves positive legacies. We were pleased to be a part of the creation of this Standard, and we are hopeful that it advances this important vision.

RESPONSIBLE JEWELLERY COUNCIL

In addition to collaborating on IRMA's robust new standard, Tiffany & Co. is also a founding member of the *Responsible Jewellery Council (RJC)*. RJC seeks to promote ethical and transparent best practices throughout the diamond, gold and platinum jewelry supply chain. Tiffany's certification as an RJC Member—a status we have maintained since 2011—was recently renewed through 2020, for our global operations. This status demonstrates that we operate in conformity with the RJC Principles and Code of Practices, which address human rights, labor rights, environmental impact, mining practices and product disclosure. (To obtain a copy of the *Tiffany & Co. Responsible Jewellery Council Code of Practices Policy – Worldwide*, please email CSR@Tiffany.com.)

NO DIRTY GOLD

More than 10 years ago, Tiffany & Co. was the first jeweler to embrace the objectives of Earthworks' *No Dirty Gold* campaign, which established aspirational social, human rights and environmental standards for gold extraction. We encourage our suppliers to use No Dirty Gold's Golden Rules when selecting sources and mines of origin for gold.

“The Tiffany & Co. Foundation provided invaluable support at the earliest stages to help the Diamond Development Initiative envision and create the Maendeleo Diamond Standards. With consistent contributions from the Foundation for over a decade, DDI has advanced best practices in one of the most historically challenging sectors in mining and set the course for significant social and economic impact in the diamond supply chain.”

DOROTHÉE GIZENGA, FOUNDER
DIAMOND DEVELOPMENT INITIATIVE (DDI)*

* The Diamond Development Initiative is a grantee of The Tiffany & Co. Foundation.

CASE STUDY

Advancing Responsible Practices in the Artisanal and Small-Scale Mining Sector

The artisanal mining sector occupies an essential role in the mining industry. Approximately 20% of the global gold supply, nearly 20% of the diamond supply and 80% of the world's colored gemstones come from small-scale and artisanal mines. In more than 80 countries, an estimated 40 million artisanal miners make a living using non-mechanical techniques and hand tools to mine.

The Tiffany & Co. Foundation's Responsible Mining Program plays an important role in incubating emerging standards for responsible artisanal mining. Over the past 15 years, the Foundation has provided more than \$6 million in grants to help establish standards and credible certification systems for the artisanal sector.

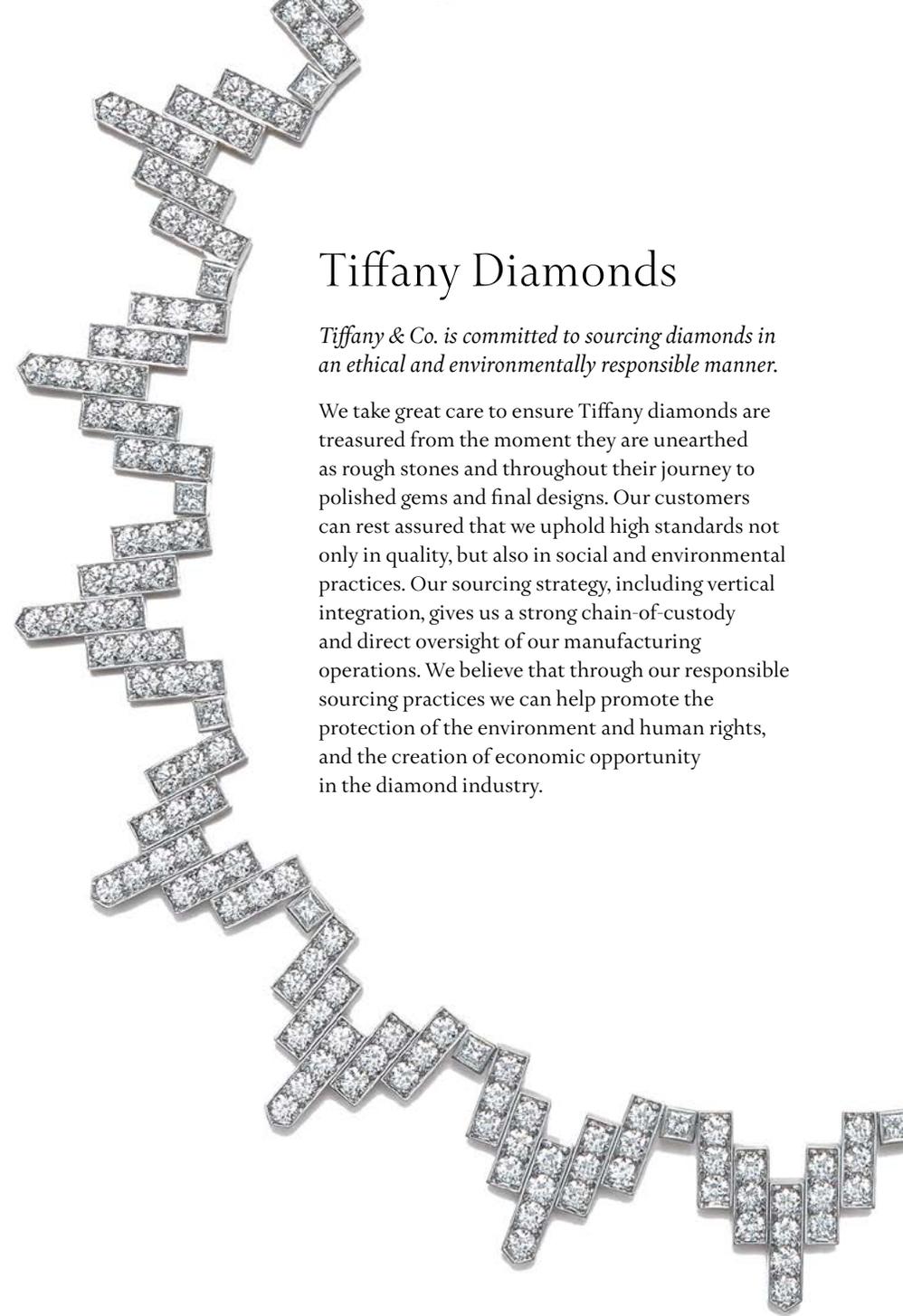
A strong framework for responsible artisanal mining creates a fair and viable future for the entire sector. Developing standards tailored specifically to artisanal mining operations allows miners to benefit from best practices including access to fair wages and direct routes into the global marketplace to sell their responsibly produced materials. Already, systems like Fairmined, developed by the Alliance for Responsible Mining, and Fairtrade for gold and the Maendeleo Diamond Standards, developed by the Diamond Development Initiative (DDI), have created these types of standards. We believe these systems create a positive impact within artisanal mining communities and allow artisanal miners to benefit from the formal sector.

We are proud of The Tiffany & Co. Foundation's legacy in advancing responsible artisanal mining standards. We hope our efforts build momentum for industry-wide collaboration and positive change for artisanal miners worldwide.

Tiffany Diamonds

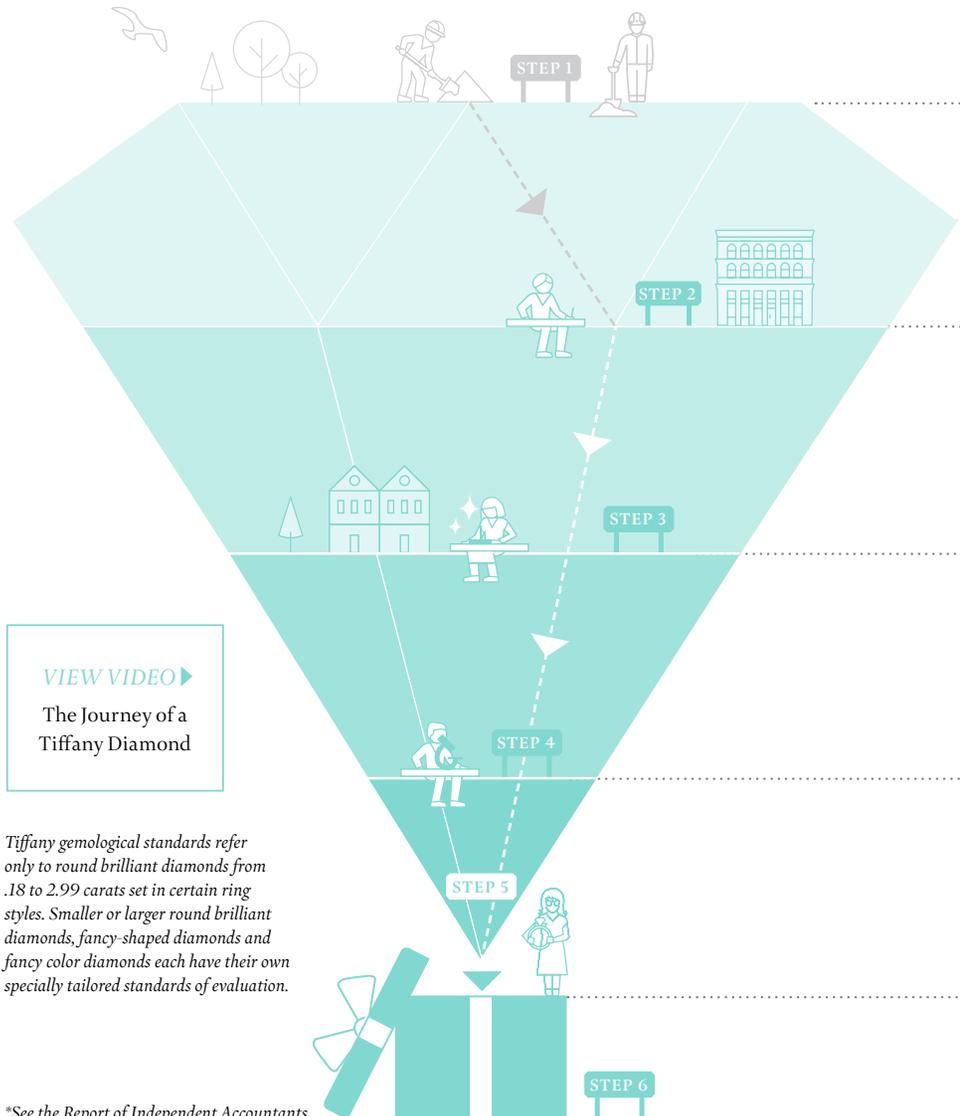
Tiffany & Co. is committed to sourcing diamonds in an ethical and environmentally responsible manner.

We take great care to ensure Tiffany diamonds are treasured from the moment they are unearthed as rough stones and throughout their journey to polished gems and final designs. Our customers can rest assured that we uphold high standards not only in quality, but also in social and environmental practices. Our sourcing strategy, including vertical integration, gives us a strong chain-of-custody and direct oversight of our manufacturing operations. We believe that through our responsible sourcing practices we can help promote the protection of the environment and human rights, and the creation of economic opportunity in the diamond industry.



JOURNEY OF A TIFFANY DIAMOND

Tiffany diamonds dazzle the eye and radiate intense beauty. Follow the worldwide journey of Tiffany diamonds selected for our handcrafted engagement rings to see how we work to ensure high quality, beautiful artistry and responsible practices every step of the way.



[VIEW VIDEO](#) ▶
The Journey of a Tiffany Diamond

Tiffany gemological standards refer only to round brilliant diamonds from .18 to 2.99 carats set in certain ring styles. Smaller or larger round brilliant diamonds, fancy-shaped diamonds and fancy color diamonds each have their own specially tailored standards of evaluation.

*See the Report of Independent Accountants

EXTERNAL ACTIVITIES

STEP 1: RESPONSIBLE MINING

In 2017, we sourced approximately 65–75% of our stones as rough diamonds, primarily from Botswana, Canada, Namibia, Russia and South Africa. Tiffany & Co. sourced 100%* of all rough diamonds either directly from a known mine or from a supplier with a limited number of known mines. We encourage high standards in the mining industry to protect human rights and ecologically sensitive lands.

TIFFANY & CO. ACTIVITIES

STEP 2: PREPARING AND PLANNING

Only 0.04% of the world's gem-grade diamonds meet our exacting standards. We send the rough diamonds we do accept to our Antwerp facility. Here, we guarantee exceptional quality and artistry, and record the origin and track the journey of each stone through our chain of diamond custody process.

STEP 3: CUTTING AND POLISHING

We expertly cut and polish diamonds at our facilities. We are proud to hire locally, endeavor to pay a living wage to skilled workers and invest in local economies. We also purchase select polished diamonds procured from suppliers who comply with our origin requirements and quality as well as social and environmental standards.

STEP 4: GRADING

We inspect every diamond at our Tiffany Gemological Laboratory and re-cut and polish any gem that does not meet our standards. We give each Tiffany diamond a proprietary serial number linked to its Tiffany Diamond Certificate, which is backed by a Full Lifetime Warranty.

STEP 5: SETTING

A setter individually adjusts each prong and basket to reveal the beauty of the stone, requiring great accuracy and artistry. Our workshops meet high standards for safety, cleanliness and a productive, welcoming environment.

STEP 6: TIME FOR THE BLUE BOX

A Tiffany diamond is now ready to be placed in its Tiffany Blue Box® and bag, made with paper from sustainable sources, including FSC®-certified and recycled materials.



BEYOND THE KIMBERLEY PROCESS: PROTECTING HUMAN RIGHTS AND INVESTING IN LOCAL COMMUNITIES

The diamond industry presents risks and opportunities, and we address both through our own policies and programs and by using our voice to influence industry practices.

One of the areas we are working to influence is transparency and due diligence in the global diamond supply chain. We believe increasing visibility into supply chain practices will help the industry protect human rights and support economic development in local communities.

Since it was established in 2003, the Kimberly Process, which now represents 81 countries, has helped eliminate the flow of “conflict diamonds” sold by rebel movements to finance wars against legitimate governments. To date, the process accounts for approximately 99.8% of the global production of rough diamonds.

While we acknowledge the successes of this initiative, we believe it is time to expand the Kimberly Process mandate to protect human rights and stem environmental and labor abuses. We believe by expanding the Kimberly Process definition of “conflict free,” it will be possible to improve the lives of the miners whose work is vital to our success as a company.

Our standards for a Tiffany diamond go above and beyond the Kimberly Process. Due to concerns over human rights abuses in, for example, Zimbabwe and Angola, we refuse to purchase diamonds from these countries, despite the fact that sourcing from them is permitted under the Kimberly Process. We implemented our Diamond Source Warranty Protocol to require all active suppliers of our polished diamonds to provide us with a warranty

that those diamonds come from a pre-approved source country list and were not obtained from Zimbabwean or Angolan mines. We encourage others to do the same and create policies that go beyond the Kimberly Process.

In addition to taking steps to protect against human rights abuses and risks, we invest in opportunities that support the growth and development of workers and communities in the diamond sector. In Gaborone, the capital of Botswana, our diamond cutting and polishing facility provides skilled jobs, sustainable incomes, and training and development. Ninety-nine percent of the polishers employed in our Botswana facility are hired from the local community.

This investment in beneficiation helps keep, and create, value in Botswana, where the diamonds originate. By supporting a thriving local industry, we are helping to boost the economic potential of the broader community through payroll and benefits, community donations, taxes and payments to local suppliers for rough diamonds, materials and services. In calendar year 2017, we provided more than \$40 million* in beneficiation to Botswana’s economy.

We believe that when we invest in opportunities for people to thrive, we are helping build a sustainable future for our company, for the industry and for the communities who stand to benefit from the diamond sector.

**See the Report of Independent Accountants*



Colored Gemstones

Part of what makes colored gemstones so alluring is their variety, rarity and individuality. Some stones have rich histories that involve exciting discoveries. One of those gems is tanzanite, which Tiffany & Co. introduced in 1968 after it was unearthed in Tanzania. Tsavorite, a bright green garnet, was introduced by Tiffany in 1974 after its discovery near Kenya's Tsavo National Park.

In communities around the world, mining and trading colored gemstones is a cultural tradition passed down for generations. The gems themselves change hands multiple times around the world before reaching retailers. As a result, the industry is highly fragmented and it can be difficult to trace the origins of colored gemstones. Approximately 80% of the world's colored gemstones come from small-scale, artisanal mines in more than 40 countries. Because of this, we use strict protocols for sourcing the approximately 60 varieties we use in our jewelry.

To achieve greater transparency and improve the responsible sourcing of colored gemstones, we engage deeply with stakeholders at all levels of the supply chain, including miners, traders, cutters and polishers. We are also working to help set standards that account for the realities of the supply chain, while seeking to increase transparency. Where we can, we are enhancing our due diligence and gaining further insight into our colored gemstone supply chain, including, in select cases, insight into the mines.

We believe that the colored gemstone sector can help support sustainable livelihoods for the communities that depend on the mining and trading of these stones, and we will continue to work collaboratively toward this vision.

BURMESE GEMSTONES

Rubies are prized among gemstones, and many of the world's best rubies are mined in Myanmar (Burma). In 2003, due to the severity of human rights violations, the United States passed the U.S. Burmese Freedom and Democracy Act, forbidding the importation of products from the country. In 2008, the passage of the Tom Lantos Block Burmese JADE Act strengthened the original act, prohibiting the import of jadeite and rubies from Myanmar, even if the gems were processed in, and exported from, another country. In recent years, efforts toward democratic reform in Myanmar, including free and fair elections in 2015, resulted in the U.S. lifting sanctions in October 2016.

As a company, there are times that we choose to go above and beyond government regulations. Despite the fact that the U.S. sanctions were lifted in 2016, Tiffany has not purchased gemstones from Myanmar since the original Act was adopted in 2003.

Left: Earrings with rubies from Mozambique



CASE STUDY

Working to Advance Responsible Mining in Myanmar

As a global jeweler, we have a role to play in advancing responsible practices across the mining sector. When the United States lifted sanctions on Myanmar in late 2016, we felt it was an important opportunity to engage directly with the country's mining sector to encourage the adoption of international best practices.

We also wanted to explore whether it was possible to build a transparent, responsible source of Burmese rubies for Tiffany.

We met with a range of stakeholders—including government, gemstone mining companies, international NGOs and local civil society organizations—who all expressed interest in implementing more responsible mining standards. We felt this broad-based engagement was critical to establish a spirit of trust and collaboration within the country's mining sector.

Following these planning conversations, we began to work with select mines to assess their practices with the goal of guiding them on implementing an environmentally and socially responsible approach. Our aim was to ultimately influence Myanmar's colored gemstone sector to establish responsible practices more broadly.

Unfortunately, in the midst of this momentum, violence erupted in Myanmar resulting in over 700,000 refugees fleeing the country by the end of 2017. Given the severity of this humanitarian crisis, we decided to suspend our work in Myanmar.

Over the course of our work in the country, we were encouraged by the gemstone sector's enthusiasm for change and we look forward to the time that we may be able to engage there once again.

Precious Metals

We believe that a sustainable future for precious metals consumption ultimately depends on the responsible development of three sources of metals: large-scale mines, artisanal mines and recycled sources.

The majority of raw silver, gold and platinum used in our manufacturing facilities comes from two main sources: in-ground, large-scale deposits of metals in the United States, and metals from recycled sources. We are also exploring the possibility of sourcing artisanally mined metals that have been certified by third parties as responsibly mined. As described on page 18, we believe that promoting responsible practices in the artisanal mining sector has the potential to dramatically improve working conditions and livelihoods for miners, while protecting the local environment.

SILVER

In 2017, we purchased the raw silver used in our own manufacturing facilities from two U.S. sources: 45%* came from Utah’s Bingham Canyon Mine and 55%* came from recycled sources (down from 57%‡ in 2016).

The Bingham Canyon Mine is an existing mine that produces silver and gold as a by-product of copper mining using a non-cyanide leaching extraction method. While more than a century of mining has contributed to a legacy of environmental issues in Bingham Canyon, the current mine’s owners deserve recognition for acting responsibly and aggressively to address these issues.

*See the Report of Independent Accountants

‡See the Report of Independent Accountants for historical data previously reviewed

GOLD

In 2017, we purchased the raw gold used in our own manufacturing facilities from U.S. and Canadian sources: 18%* of the raw gold came from Utah’s Bingham Canyon Mine, while 75%* came from recycled sources in the U.S. (up from 73%‡ in 2016). The remaining 7% of raw gold came from a refiner in Canada that sources gold from a mixture of mined and recycled sources.

PLATINUM

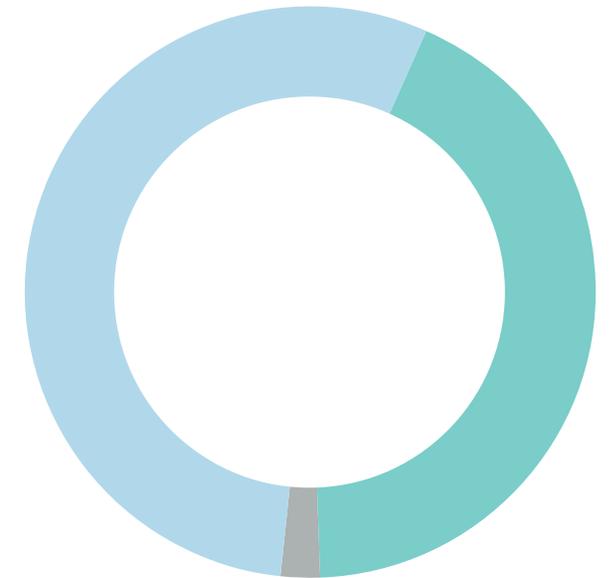
In 2017, we purchased the raw platinum used in our own manufacturing facilities from two sources: 72%* came from Sibanye-Stillwater’s two mining operations located in Montana, and 28% came from a U.S. refiner that sources platinum from a mixture of mined and recycled sources (up from 6% in 2016).

WORKING WITH SUPPLIERS TO UPHOLD OUR STANDARDS

Although we manufacture the majority of our jewelry in our own facilities and predominantly purchase raw precious metals directly, we also purchase components from third parties for use in internal manufacturing and finished goods (including most non-jewelry items). The silver, gold and platinum in these components and finished goods are largely independently sourced by these third-party suppliers.

To uphold our high environmental and social standards, we work closely with these suppliers through the Tiffany & Co. Social Accountability Program. (Read more about this program in the Ethical Sourcing chapter.)

TRACEABILITY OF RAW METALS DIRECTLY PURCHASED* 2017



- 43% TRACEABLE TO MINE
 - 55% TRACEABLE TO RECYCLER
 - 2% TRACEABLE ONLY TO SUPPLIER
- 98% TRACEABLE

POSITION ON CONFLICT MINERALS

Tiffany & Co. has taken a global approach to addressing the most pressing social and environmental issues facing the mining sector, with a focus on precious metals and gemstones. We believe that by supporting rigorous standards-setting efforts and by advocating for more effective oversight, we can help improve global mining conditions over the long term.

We have long recognized that, in some places, mining has been associated with violence, human rights abuses and environmental degradation. However, when managed responsibly, mining can be a source of social and economic development. The situation in the Democratic Republic of the Congo (DRC) and its adjoining countries represents both the challenge and the promise of mining.

While recent estimates indicate that approximately 3% of the world's gold comes from this region, we are committed to contributing to a solution in the region—both through our own voluntary initiatives and by complying with the conflict minerals diligence and disclosure requirements of Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act (Dodd-Frank). While our Company-wide conflict minerals compliance process addresses 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.

We have longstanding relationships with most of our suppliers and we manufacture approximately 60% of our jewelry in our own manufacturing facilities. In connection with our requirements under Dodd-Frank, we developed a process to evaluate the risk of whether the gold, tantalum, tin and tungsten in our supply chain could be originating from the DRC and its adjoining

countries and fueling conflict in that region. For the majority of our gold, the Company has knowledge of the mine, smelter or refiner from which that gold is sourced.

The Board of Directors of Tiffany & Co. has also adopted a Conflict Minerals Policy for the Company. This policy sets forth the Company's expectations that its applicable suppliers complete annual training on the policy, submit an annual conflict minerals survey, and source from a smelter or refiner that has obtained a “conflict-free” designation with an independent private-sector audit, such as those from the Responsible Minerals Assurance Process, the “Good Delivery” list of the London Bullion Market Association and the Responsible Jewellery Council's Chain-of-Custody Standard. This policy also includes a mechanism for suppliers, employees and others to report concerns regarding potential policy violations.

The Tiffany & Co. Conflict Minerals Policy does not ban our suppliers from sourcing minerals from the DRC or adjoining countries; we believe such a ban would adversely impact the mining communities and businesses operating responsibly in the region. While we intend to maintain the guiding principles of our Policy, regardless of regulation, we firmly believe that the continued existence of federal regulation that addresses the sourcing of conflict minerals provides an important framework for industry, laying the foundation for protection of human rights and responsible sourcing efforts in the DRC and beyond. Tiffany & Co.'s disclosure under Dodd-Frank, including both the Form SD and the Conflict Minerals Report, can be found on the [Tiffany & Co. Investor Relations](#) website.

Further, the Conflict Minerals Policy articulates principles for responsible gold mining to our suppliers. Specifically, we encourage them, when selecting sources and mines of origin for gold, to evaluate potential sources by reference to the

Golden Rules. The Golden Rules are a set of criteria for more socially and environmentally responsible mining, developed by Earthworks' No Dirty Gold campaign. Tiffany & Co. was the first jeweler to embrace the principles of the No Dirty Gold campaign in 2005, and the Golden Rules are based on broadly accepted international human rights laws and basic principles of sustainable development. Tiffany & Co. is committed to providing ongoing training in local languages to its suppliers, and employees who liaise with these suppliers, which helps to ensure an understanding of the Tiffany & Co. Conflict Minerals Policy.



Mining and the Environment

Tiffany 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 want to leave behind a world as beautiful and abundant as the one we inherited. Tiffany and The Tiffany & Co. Foundation actively support work—such as efforts to set standards for improving mining practices and cleaning up abandoned mine sites—to mitigate the environmental impacts of mines throughout their lifespan, including after the mines have closed.



PHOTOGRAPH © 2018 ROBERT GLENN KETCHUM I

We also advocate for the protection of public lands and preservation of places with high environmental and cultural significance.

PRESERVING SPECIAL PLACES

In some places, preserving natural beauty means protecting the landscape from mining activity. After 180 years in the industry, we know there are certain places where mining cannot be done without forever destroying landscapes, wildlife and communities.

Many years ago, we began using our voice to help protect places that have a high value to the environment, the cultural traditions of indigenous peoples or the economy of local communities. We began this advocacy in 1995, when we opposed a proposed gold mine that threatened Yellowstone National Park. Since then, we have raised our voice in public forums to call for the permanent protection of other special places across the United States.

One of these places is Alaska's Bristol Bay, home to one of the world's greatest remaining wild salmon watersheds. This area is under threat from the proposed Pebble Mine, which would be one of the largest open-pit gold and copper mines, sitting at the headwaters of this watershed. Tiffany & Co. was one of the first jewelers to sign the Bristol Bay Protection Pledge and declare that, should the proposed Pebble Mine be developed, we will not source gold from it.

Left: Bristol Bay, Alaska

A diverse set of allies—including indigenous people, sport and commercial fishermen, many of our fellow jewelers and other local and national leaders from a variety of sectors—have expressed resounding support for the protection of Bristol Bay, and we are hopeful our unified efforts to halt the mine will prevail.

Despite many years of uncertainty around the future of Bristol Bay, we remain steadfast in our support of protecting this landscape and its salmon habitats, which we believe will have significant long-term benefits, including sustainable jobs and supporting the economy and culture of this region. The ecosystem, and the thousands of jobs it provides, is simply too precious and too valuable to put at risk by developing a mine.

ADVOCATING FOR THE PROTECTION OF U.S. NATIONAL MONUMENTS

Recently, American public lands have come under threat, with opponents working to reverse U.S. National Monument designations that protect these lands. We believe our natural monuments, both at land and sea, are irreplaceable national treasures to be protected forever. As natural resources become scarcer, we must be thoughtful about how public lands are used.

Now is a pivotal time for the protection of public lands from mining. Some of these places received a protected designation more than a century ago, and these lands are simply not suited for resource extraction. Their long-term cultural or ecological value is greater than the short-term worth of the metals that could be mined.



PHOTOGRAPH © JOSHUA DUPELLECHIAN/TROUT UNLIMITED

ABANDONED MINE RECLAMATION AND RESPONSIBLE MINE CLOSURE

In addition to advocating for the protection of public lands, Tiffany and The Tiffany & Co. Foundation also support abandoned mine reclamation and legislative reform that holds mines accountable for responsible closure. In particular, we would like to see the federal government make critical changes to the antiquated U.S. General Mining Law of 1872 and enact legislation to assist in cleaning up abandoned hardrock mines and the surrounding polluted watersheds.

As an American company that sources metals directly from mines in the United States, our focus for reclamation is on the American West, which is home to tens of thousands of abandoned mines from the country's gold rush over 150 years ago. The Tiffany & Co. Foundation's Responsible Mining program supports nonprofit organizations as they remediate land and watersheds affected by historic mining.

We also value the work of "Good Samaritans"—government entities, NGOs, private parties and other organizations—who voluntarily clean up mine-related pollution. The organizations we support through the Foundation set an example for how Good Samaritan cleanup can be done with collaboration from local communities and government. These efforts are reversing the effects of abandoned mines so that nearby bodies of water and wildlife habitats can once again be returned to safe, healthy ecosystems.

Left: Animas River basin in Colorado's San Juan Mountains

“Abandoned mines threaten the health of rivers and streams throughout the American West. For over a decade, the support of The Tiffany & Co. Foundation has allowed Trout Unlimited to demonstrate to state and federal agencies, mining companies and communities that we can take specific actions today to make our rivers and streams healthier. It is difficult to overstate the importance of The Tiffany & Co. Foundation’s support for common sense solutions to common problems for the common good.”

CHRIS WOOD, PRESIDENT AND
CHIEF EXECUTIVE OFFICER, TROUT UNLIMITED[^]

[^] Trout Unlimited is a grantee of The Tiffany & Co. Foundation.



PHOTOGRAPH BY RANDY BEACHAM. ALL RIGHTS RESERVED

CASE STUDY

Restoring Ecosystems in the American West

The American West is home to some of the country's most beautiful natural landscapes, which support communities of people and wildlife, providing food, water and opportunities for the enjoyment of nature and outdoor recreation.

Unfortunately, the West is also home to at least 150,000 abandoned hardrock mines, many of which contaminate rivers and watersheds, threatening native species including elk, trout and grizzly bears. In addition, 40% of the West's headwaters and roughly 127,000 miles of streams are listed as impaired due to metals or acidity, much of which is from mining activity dating back to the gold rush in the 1800s.

Since 2003, The Tiffany & Co. Foundation has awarded more than \$3 million to organizations that are restoring habitats, ensuring clean water for communities and improving recreational opportunities across the American West.

In 2005, we awarded our first grant to Trout Unlimited, which works directly with communities to rehabilitate waterways, recover endangered and native species, and restore ecosystems.

Trout Unlimited has completed over 30 abandoned mine restoration projects and restored 200 miles of streams in six states. We have also supported the Clark Fork Coalition, which has returned approximately 40 billion gallons of water to depleted waterways in Montana's most important watershed, helping rebuild critical wildlife habitats in Montana and Idaho.

These organizations are reversing abandoned mining's toxic legacy and restoring the health and beauty of ecosystems in the American West, which will serve wildlife, native species and local communities for generations to come.

Left: Cliff Lake, Clark Fork watershed, Montana



ETHICAL SOURCING

Our strong ethical sourcing and supplier responsibility programs reflect the values we hold for the Earth, its natural resources and our global communities.

As a company that celebrates nature in our jewelry designs, we aim to protect these resources. That's why we apply the same ethical principles to our products and packaging as we do to the sourcing of our diamonds and precious metals.

We are equally committed to supporting the communities where we operate, and we have brought much of our supply chain under our control. This allows us to provide good working environments and directly support sustainable livelihoods. At our manufacturing facilities in developing countries, we hire people locally, endeavor to pay a living wage to skilled workers and offer employees opportunities to learn new skills and advance in their careers.



PHOTOGRAPH © GUSTAVO FRAZAO

Wood & Paper

Forests are vital to humanity and our planet—providing clean air and water; mitigating climate change; reducing the impacts of floods; providing habitats for plants, animals and birds; and directly supporting 1.6 billion people who depend on forest ecosystems for food, fresh water, clothing, medicine and shelter.

Unfortunately, forests are threatened. Every minute, 85 acres are destroyed, which means we lose millions of acres a year. To realize the full potential of global forests, deforestation and degradation must end.

We have a long track record of sourcing sustainable packaging and catalogues. Beginning in 2004, Tiffany started requesting third-party certifications for our blue bags, with a preference for Forest Stewardship Council® (FSC®) certification, which is considered the gold standard in responsible forest management. In 2014, we required all new global suppliers for print pieces to have FSC® certification.

To help end forest loss, Tiffany & Co. set a goal in 2015 to remove commodity-driven deforestation from its key wood and paper supply chains by 2020.

This goal builds on our strong foundation with catalogues and consumer packaging (e.g., our iconic Tiffany Blue Boxes and bags), as well as expanding to other priority wood and paper materials.

In 2017, we conducted an initial sourcing assessment to help define these other priority materials. This process will take more time than anticipated, as we are being thoughtful about educating and engaging a wide number of suppliers on responsible forestry, surveying suppliers about their raw material supply chains, and assessing Tiffany's greatest areas of opportunity towards our responsible forestry goal. Although we have not yet been able to define other priority materials for our 2020 goal, we aim to use the baseline from our assessment to further inform this effort.

We worked closely with the international nonprofit organization Rainforest Alliance to create formal guidance for sustainably sourcing wood and paper products. This guidance provides a framework for our goal and for how we source wood and paper throughout our business more broadly—from paper and packaging to store design and wood products.

The guidance indicates our strong preference for FSC certification as we seek recycled and virgin content from known, legally designated and well-managed forests where high conservation values, sustainable practices and human rights are respected. In early 2017, as part of our partnership with the Rainforest Alliance, we trained relevant staff and suppliers on our guidance and responsible sourcing expectations. This training highlighted the importance of addressing global deforestation and laid out our implementation plan to do so, including our preferred certification standards.

In addition, our climate and energy work support our responsible forestry goal. In 2017, to offset our Company's carbon emissions, we invested in an initiative to conserve a precious forest ecosystem and support sustainable development in Kenya's Chyulu Hills (read more in the case study on page 46).

[□]FSC and the FSC logo are registered trademarks of the Forest Stewardship Council.

SUSTAINABLE WOOD AND PAPER SOURCING

Tiffany & Co. seeks to remove commodity-driven deforestation from key supply chains by 2020. We worked with the Rainforest Alliance to build on our foundation of ethical sourcing by creating our *Sustainable Wood and Paper Sourcing Guidance*, with a strong preference for FSC® certification. Our Best and Better categories count towards our responsible forestry goal.

SUSTAINABLY SOURCED



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 & 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 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.



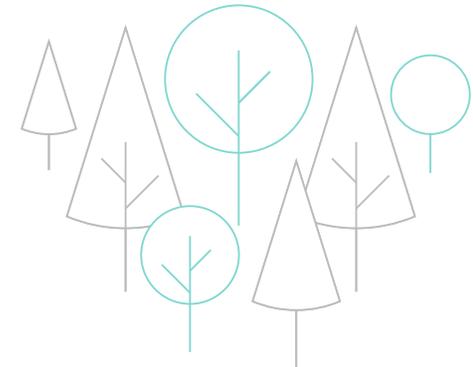
KNOWN & LEGAL

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).



≈ 99%
SUSTAINABLY SOURCED
Catalogues and collateral



≈ 85%
SUSTAINABLY SOURCED
Consumer packaging

“Tiffany & Co. was an early partner of the U.S. Wildlife Trafficking Alliance in the effort to help end the worldwide scourge of wildlife trafficking. They chose to stand up for what is important and what is right. Tiffany’s decision to eliminate ivory and coral products long ago set an example for the rest of the jewelry industry. By taking a strong stand, Tiffany & Co. is doing its part to protect and preserve this Earth’s rich wildlife heritage for future generations.”

SARA WALKER, SENIOR ADVISOR
ON WILDLIFE TRAFFICKING
U.S. WILDLIFE TRAFFICKING ALLIANCE
(A PROGRAM OF ASSOCIATION OF ZOOS & AQUARIUMS)

Other Raw Materials

As a revered house of luxury that is committed to sustainability, we are thoughtful about which raw materials we use—and which we don’t. We carefully consider how these materials are procured and crafted, and we pay special attention to organic or living materials, using guidance from the International Union for Conservation of Nature (IUCN) Red List and the Convention on International Trade in Endangered Species (CITES) Appendices. In select cases, we also take a public stand on species that should be protected.

PEARLS

We source natural and cultured freshwater and saltwater pearls produced by a variety of mollusk species around the world. Healthy mollusks and clean water help improve the quality of pearls. The growing demand for pearls has raised awareness about the potential environmental risks of pearl farming, including improper disposal of nutrients, chemicals and waste. Some pearl farmers have taken measures to protect the environment by using clean water practices. We believe environmental stewardship is an important aspect of responsible pearl farming and, when possible, we source directly from suppliers and pearl farmers that share our beliefs.

LEATHER

We are committed to tracing the source of the leathers we use. In 2017, we were able to trace the source of our leathers in our Home & Accessories line to at least the tannery level. As our Home & Accessories line continues to expand, we remain thoughtful about what types of leather we use and don’t use, and where our materials originate.

CORAL AND IVORY

Long ago, Tiffany & Co. decided not to use coral or ivory in our products. It was a simple choice given the profound threats to reefs and elephants worldwide. Poaching and habitat loss put elephants at great risk of extinction, and given the scourge of illegal trade and the current pace of global warming, coral reefs may disappear by 2050. We are vocal in calling for others to stop their use of these precious materials, and we actively promote their protection. We also use our participation in the U.S. Wildlife Trafficking Alliance to encourage the jewelry industry to eliminate illicit products from their supply chains. (Read more about our efforts to end the ivory trade and support marine conservation in the Charitable Giving chapter.)



A New Atelier for Design Innovation

In 2017, we launched a new atelier to gather the top creative and technical minds from across Tiffany into a single location to focus on one thing: innovation.

Based in the world's creative capital, and just steps from our Company's New York City headquarters, our Jewelry Design and Innovation Workshop provides nearly 17,000 square feet of open space and state-of-the-art technology for our expert designers, jewelers and engineers to collaborate.

Featuring a variety of innovative tools to enhance our skills in jewelry crafting, the workshop design reflects the opportunities for employees across disciplines to create, communicate and collaborate. These features include a prototyping shop with the latest equipment—3D printers and scanners, and laser engravers—for polishing, stone and metal cutting, and surface enhancement.

By creating a space that brings together artisans, technicians and engineers from across Tiffany & Co., this workshop has also helped our Company attract new talent from the jewelry industry and other sectors such as consumer goods.

Our goal is to deliver new jewelry designs, with efficiency and sustainability embedded throughout the process. We do this by gathering talented people under one roof to explore new materials, technology and artisanal processes in support of Tiffany's creative vision.

This marks another important milestone in the evolution of our vertical integration strategy, which allows Tiffany & Co. to spearhead innovation, quality and sustainability.



PHOTOGRAPH © RICKY ZEHAVI

Tiffany Manufacturing & Supplier Responsibility

In our operations, Tiffany & Co. champions a vertical integration model that helps us maintain safe, healthy and welcoming environments; contribute to local economies; and improve traceability. To uphold our standards in quality and social and environmental responsibility, we also work with applicable suppliers through the Tiffany & Co. Social Accountability Program to help ensure that they follow our Supplier Code of Conduct.

TIFFANY MANUFACTURING

The stage was set for the development of our comprehensive vertical integration strategy in the earliest days of our Company, with leadership by our founder, Charles Lewis Tiffany.

Beginning in 1848, Tiffany hired artisans to make our jewelry in-house at a workshop above the Broadway store in New York City. By the late 1800s, Tiffany had also set up silversmith and diamond-cutting and polishing operations. By bringing jewelry manufacturing within the walls of our Company, Tiffany was setting an important precedent that allows the Company to embed our high standards throughout the production process today.

As our Company expanded, we also expanded our model of vertical integration. Today, Tiffany cuts, polishes and grades diamonds internally. The majority of our diamonds are purchased as rough diamonds, and we manufacture the majority of our jewelry ourselves through our six state-of-the-art diamond workshops and five jewelry-making and polishing facilities. Managing our jewelry from production to sales allows us to contribute in a positive way to local economies by creating jobs and training workers.



“We have worked closely with Tiffany & Co. for more than 10 years now to estimate living wages for locations in developing countries where it has factories. In the process, we were able to create a new methodology to measure living wages in a precise way. Tiffany has been truly exemplary throughout this collaboration, both in its support for our work and in the payment of appropriate wages.”

RICHARD ANKER AND MARTHA ANKER
FOUNDERS, ANKER ANALYTICS, LLC.

LOCAL ECONOMIC DEVELOPMENT AROUND THE WORLD

We understand the important contributions manufacturing can make toward local economic development. Through Laurelton Diamonds, our wholly owned subsidiary established in 2002, we strive to create good jobs for our manufacturing workforce in developing countries—jobs that pay a living wage for skilled workers and jobs that give our employees opportunities to learn new skills and advance in their careers.

One of the ways we contribute to local economies is by hiring local people. At our diamond and jewelry facilities abroad, we employ over 3,000 employees from the local communities where these facilities are based. As of the end of 2017, local employees made up 98%* of Laurelton’s global workforce.

We have also sought to support our local employees by helping develop a methodology to determine location-specific living wage. For over 10 years, we have endeavored to pay a living wage to skilled workers at our manufacturing locations in developing countries. In 2018, we are rolling out an expanded program where all full-time regular employees, including unskilled workers, in those facilities will have the opportunity to earn a living wage.

Independent researchers calculate the location-specific living wage based on an innovative methodology we helped pioneer with economist Richard Anker and statistician Martha Anker. This framework measures the local cost of several expenditure groups—food, housing, transportation, education and healthcare—

and then adds a reasonable margin for discretionary activities and emergencies. We increase the living wage annually based on increases in the local cost of living; we also work with experts to assess changes in basic needs and lifestyles in different locations over time.

Another way we strive to create good manufacturing jobs is by investing in employee training and development. In Vietnam, we have a management training program designed to enhance leadership skills; today, most of our supervisory and managerial staff come from the local community. In Cambodia, where we employ approximately 1,100 mostly local employees, we have implemented a development program that has helped advance some of those employees to supervisory positions. (Read more about our global training efforts in the Our Employees chapter.)



*See the Report of Independent Accountants



CASE STUDY

Pioneering a New Approach to Living Wage

After more than a decade of partnership with prominent economist Richard Anker and statistician Martha Anker, Tiffany & Co. has helped pioneer the Anker Methodology, a comprehensive new approach to determining living wage based on international standards and unique characteristics of a specific location.

A living wage goes beyond government minimum wage requirements to provide pay that supports employees and their families at an appropriate level, affords for some discretionary income and reflects the cultural expectations of each society. Historically, it has been difficult to determine living wage, since costs and cultural norms vary from place to place. The Anker Methodology, which can be applied in all country and regional settings, goes beyond earlier techniques of calculation to determine the wage needed to cover the cost of local foods that constitute a healthy diet, as well as local housing, transportation, education for children and healthcare for the family, with an additional amount for discretionary activities and emergencies.

We began working with the Ankers in 2005, when Laurelton Diamonds was planning an expansion into Vietnam. At the time, there was no robust, independent way to determine a living wage for a specific location—therefore the need for development of the Anker Methodology. Since implementing our living wage program over 10 years ago, we have seen how payment of a progressive wage contributes to the lives of our employees, their families and their communities through, for example, improved housing, nutrition and methods of transportation. In addition to Vietnam, Laurelton Diamonds applied the Anker Methodology to its locations in Botswana, Mauritius and most recently, Cambodia.

Through the Global Living Wage Coalition, seven of the world's most influential sustainability standards organizations joined together with the ISEAL Alliance, to recognize this approach and implement it more broadly across various industries. We are also pleased to see that the Anker Methodology we helped pilot is becoming the gold standard to measure living wage.

Left: Laurelton Diamonds cutting and polishing facility in Botswana

TIFFANY & CO. DIAMOND AND JEWELRY MANUFACTURING



1 PELHAM, NEW YORK
Tiffany Gemological Laboratory; final diamond grading and inscription.

2 ANTWERP, BELGIUM
Diamond headquarters; rough sourcing and preparation.

3 GABORONE, BOTSWANA
Diamond cutting and polishing, medium size.

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.

A NEW YORK, NY
Jewelry making, setting and polishing.

B PELHAM, NEW YORK
Jewelry making, setting, polishing and model making.

C LEXINGTON, KENTUCKY
Jewelry making, setting and polishing.

D CUMBERLAND, RHODE ISLAND
Jewelry making, setting, polishing, casting, model making, hollowware and trophy craftwork.

E SANTO DOMINGO, DOMINICAN REPUBLIC
Jewelry assembly and polishing.

THE TIFFANY & CO. SUPPLIER CODE OF CONDUCT

Our sustainability strategy is rooted in our responsible sourcing practices. Not only do the strong social and environmental practices of our supply chain represent a moral imperative, they are important to our brand and our performance as a global business. We strive to hold our suppliers to the same ethical principles to which we hold ourselves.

For years, the Tiffany & Co. Supplier Code of Conduct and Social Accountability Program have helped us uphold our basic expectations with many direct goods and packaging suppliers. In 2016, we updated our Supplier Code of Conduct to expand on and clarify our expectations related to human rights, fair and safe labor practices, environmental protection and ethical business conduct. Today, our code asks suppliers to align with the United Nations Guiding Principles on Business and Human Rights and work conscientiously to operate within that framework.

THE TIFFANY & CO. SOCIAL ACCOUNTABILITY PROGRAM

Through our Social Accountability Program, we work with a key subset of suppliers to review and help them improve their human rights, labor and environmental performance.

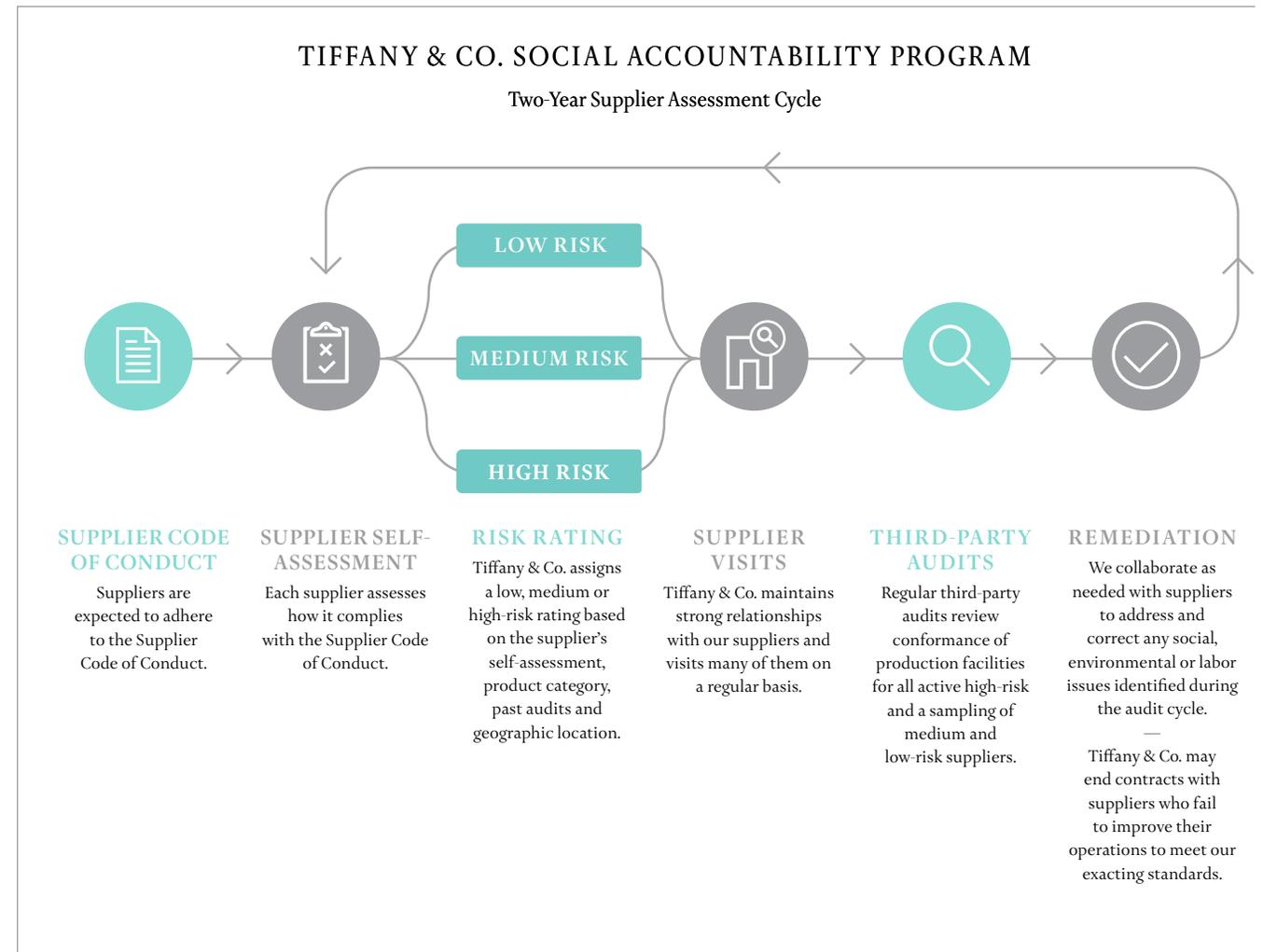
The program includes suppliers that provide us with our finished goods, components, leather goods, polished diamonds, colored gemstones and packaging materials, as well as service providers that repair and perform new sale alterations on Tiffany & Co. merchandise.

We perform regular audits on a targeted subset of these suppliers to review performance in relation to the following: compliance with applicable laws, hours of work, wages and benefits, health and safety, freedom of association and collective

bargaining, child labor, forced labor, harassment or abuse, disciplinary practices, discrimination and environmental protection.

In 2017, we performed an assessment to begin identifying ways we can transform our supplier compliance efforts. We want to ensure that our efforts keep pace with changes in our business and supply chain. Through this assessment, we have

identified opportunities to deepen our dialogue and engagement on responsible sourcing with our suppliers, increase transparency about our key suppliers, and further embed responsible sourcing considerations into our daily business practices. We are exploring how we can best evolve our efforts to further support positive social and environmental change within our supply chain.





ENERGY AND CLIMATE CHANGE

We are active in the global movement to combat climate change, and we have made significant strides toward our long-term net-zero emissions goal. This goal is critical not just for our company but for business and the world at large to meet the Paris Agreement and limit the global temperature rise to below 2° C. To support our commitment, we are implementing a three-pronged strategy to reduce, avoid and offset our carbon emissions. We also continue to use our voice to advocate for responsible climate action.

“The global community’s collaborative efforts on climate action give us hope for the future. The collective drive and passion from business, government and civil society—and the innovation coming from all corners of the world—inspires us to set bold goals. At Tiffany & Co., we are proud to do our part on climate as a responsible corporate and global citizen.”

ANISA KAMADOLI COSTA
CHIEF SUSTAINABILITY OFFICER, TIFFANY & CO.
CHAIRMAN AND PRESIDENT,
THE TIFFANY & CO. FOUNDATION

OUR STRATEGY TO ACHIEVE NET ZERO

We set our target to achieve net-zero emissions by 2050 to align with scientific research and economic data indicating that the world must significantly reduce carbon emissions to avoid the worst impacts of global warming. In making this commitment, we joined with *The B Team*, a nonprofit coalition of business leaders, as well as other global companies who also established similar long-term goals. Together, we are asking world leaders to support a transition to a thriving, net-zero carbon economy by 2050.

While our 2050 goal is long term, we have already begun to take action. We have a three-pronged strategy towards our net zero commitment:

REDUCE

Our first priority is to reduce energy use and emissions through initiatives that improve our operational efficiency. Eventually, we also aim to influence supply chain reductions. We have significantly improved energy efficiency. Coupled with our renewable energy purchases, we are exceeding progress toward our goal to reduce emissions by 15% from 2013 to 2020, regardless of how much our business grows. We remain committed to reducing emissions from our operations and plan to continue improving our energy efficiency as a core component of our net zero ambition.

AVOID

We use clean, renewable energy to help avoid emissions. We installed our first solar array in 2006 and we are also accelerating our purchase of renewable electricity. We aim to expand our renewable energy portfolio to ultimately generate and purchase 100% of our global electricity from renewable sources. In 2017, we reached a major milestone on this path by purchasing renewable

electricity equivalent to 100% of our electricity use in the U.S. and more than 20 other markets where we operate.

OFFSET

The final piece of our strategy is to offset the emissions we are unable to reduce or avoid. We do this by supporting carbon-saving projects outside our business, such as our 2017 investment in an initiative to conserve a precious forest ecosystem and support sustainable development in Kenya's Chyulu Hills (read more in the case study on page 46).

We also seek to influence climate impacts outside of our direct operations through engagement with our value chain and with climate policy. Since deforestation is a major contributor to climate change, we are continuing our efforts to remove deforestation from our key wood and paper supply chains by 2020 (read more in the Ethical Sourcing chapter). In 2018, we aim to complete a more comprehensive assessment of our indirect value chain emissions and identify reduction opportunities. We also continue to use our voice to advocate for smart, effective climate action.

TAKING ACTION TO ACHIEVE NET ZERO BY 2050



EMISSIONS TARGETS

Adopt a longer-term, science-based emissions-reduction target, in addition to our current goal of reducing total global GHG emissions by 15% from 2013 to 2020.



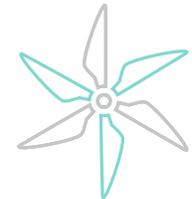
VALUE CHAIN

Assess and report GHG emissions of our value chain in 2018, and identify opportunities to engage stakeholders on reductions.



RESPONSIBLE FORESTRY

Remove commodity-driven deforestation from our key wood and paper supply chains by 2020.



RENEWABLE ENERGY

Increase renewable energy generation and purchases to ultimately procure 100% of our global electricity from renewable sources.



CARBON OFFSETS

Offset remaining operational emissions.



CLIMATE POLICY

Engage responsibly with climate policy.

Reducing Energy and Emissions

To meet our net zero ambition, our first priority is to reduce our own energy and emissions. We established our goal to reduce total global emissions by 15% from 2013 to 2020 so that even as our business grows, we can work to reduce our emissions.

In light of our 2017 purchases of renewable energy and carbon offsets, we are exceeding our commitment to reduce emissions. Despite this important milestone, we remain dedicated to the effective energy-efficiency programs that form the foundation of our emissions-reduction activities. These include our use of LED lighting in retail stores, green building, energy efficiency assessments and our internal Green Fund.

Separate from our purchases of renewable electricity, we held emissions flat between 2013 and 2017, even as our global footprint grew. This means that due to recent and ongoing energy-efficiency initiatives, our emissions per square foot have decreased by 11% over the same period.

ENERGY EFFICIENCY INITIATIVES

Since 2014, we have been rolling out energy-efficient LED lighting in new and existing retail stores. In 2017, we converted lights at more than 20 of our existing stores and installed LED lights at all new stores worldwide. Switching to LED lights in our stores reduces energy use, on average, by approximately 20%. The new energy-efficient

lighting also allows us to showcase our jewelry for customers in what is, quite literally, the best light.

We also improved efficiency by installing building energy-management systems and efficient heating and cooling units; upgrading to energy-efficient office and server technologies; and incorporating green building design principles to improve energy and water efficiency, use recycled materials and improve air quality. One way we measure the environmental attributes of our facilities is through LEED[®] certification, which we have achieved for several of our sites, including:

- Laurelton Diamonds Cambodia facility (LEED certified for New Construction), one of Cambodia's first LEED-certified buildings
- New York headquarters (LEED Platinum certified for Commercial Interiors)
- WuXi, China retail location (LEED Silver for Interior Design & Construction: Retail)

Upon certification in 2018, our retail location in WuXi became our first LEED-certified store in China. We plan to pursue LEED certification for future locations in China as well, and to assess locally-relevant technologies such as air quality monitors inside stores to support a healthy indoor environment for our customers and employees.

In 2017, we conducted energy efficiency assessments at seven of our largest energy-consuming facilities. We chose these sites because they represent the largest percentage of our global energy usage across retail, manufacturing and diamond cutting and polishing operations. We are evaluating the assessment results to further improve our energy efficiency in these facilities.

In addition, we hope to apply the lessons we learn to similar sites across our operations.

We are also identifying innovative opportunities to generate cost, carbon and resource savings through our global Green Fund, which we launched in 2015. Any employee can suggest projects, which are assessed separately from other investments based on financial, environmental and innovative merits. The Green Fund is uncovering ideas that are inspiring conversations about possible new initiatives in our retail and non-retail locations.



OPTIMIZING RETAIL STORES

In 2017, we took several steps to further improve our energy efficiency through retail lighting and building energy-management upgrades. Shown here are 2017 highlights of new and renovated Tiffany & Co. stores.

ROCKEFELLER CENTER
POP-UP STORE
NEW YORK, U.S.A.



THE BLUE BOX CAFE
FLAGSHIP STORE
NEW YORK, U.S.A.

KUALA LUMPUR
PAVILION
MALAYSIA

POST STREET
SAN FRANCISCO, U.S.A.



HOME & ACCESSORIES FLOOR
FLAGSHIP STORE
NEW YORK, U.S.A.



MILAN DUOMO
ITALY

MOSCOW
PETROVKA
RUSSIA



WUXI YAOHAN
CHINA

GLOBAL ENERGY AND EMISSIONS PERFORMANCE SUMMARY

	BASE YEAR			CHANGE 2013-2017
	2013 [‡]	2016 [‡]	2017*	
ENERGY USE				
Total Energy Use (MWh)	107,918	112,980	115,476	7% ↑
Renewable Electricity Use (Percent of Total Global Electricity)	1.2%	1.5%	84%	70x ↑
EMISSIONS (Metric Tons of CO₂e)				
Scope 1	2,556	2,844	3,124	22% ↑
Scope 2 (Location-based)	40,750	39,913	40,201	1% ↓
Total	43,306	42,757	43,325	0% -
<i>Emissions after accounting for Tiffany & Co.'s renewable energy purchases:</i>				
Scope 1	2,556	2,844	3,124	22% ↑
Scope 2 (Market-based)	39,773	40,723	10,496	74% ↓
Total	42,329	43,567	13,620	68% ↓
EMISSIONS INTENSITY (Scope 1 and Scope 2 Location-based)				
By Revenue (Metric Tons of CO ₂ e / \$m Revenue)	10.7	10.7	10.4	3% ↓
By Building Area (Pounds of CO ₂ e / Square Foot)	34.2	30.3	30.4	11% ↓



**REDUCED
OUR EMISSIONS
INTENSITY BY
11%**

Separate from our purchases of renewable electricity, we held emissions flat between 2013 and 2017, even as our global footprint grew. This means that by being more efficient in our operations due to recent ongoing energy-efficiency initiatives, our emissions per square foot have decreased by 11% over the same period.

*See the Report of Independent Accountants

[‡]See the Report of Independent Accountants for historical data previously reviewed (includes Scope 1, Scope 2 Location-based, and Emissions Intensity by Building Area)

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 315 stores, distribution centers, manufacturing and diamond division facilities, and domestic and international offices and repair facilities. For detailed information on our GHG emissions and reporting methodology, please see our response to the CDP Climate Change Request at www.cdp.net.

GLOBAL GREENHOUSE GAS EMISSIONS BY BUILDING TYPE 2017



- 48% RETAIL
- 8% OFFICES
- 44% OTHER (e.g., Manufacturing, Warehouse, Mixed Use)



Improving our Renewable Energy Portfolio

Clean, renewable energy is an essential part of the transition to a net-zero economy. Where practical, we produce our own renewable energy at Tiffany & Co. facilities. We installed our first solar array in 2006, and today, we have solar panels at four of our largest sites around the world. Where we are not generating clean energy for our own use, we look for other options.

We aim to expand our renewable energy portfolio to ultimately generate and purchase 100% of our global electricity from renewable sources.

In 2017, we reached a major milestone toward this goal: for the first time, our company purchased renewable electricity equivalent to 100% of our electricity use in the U.S. and more than 20 other markets where we operate, including Canada, China and much of Europe. Together with the electricity retained from our onsite solar installations, this means that, in total, Tiffany & Co. matched 84%* of our global electricity use in 2017 with renewable electricity.

Our most significant renewable electricity purchase was in the United States, where we sourced Green-e certified Renewable Energy Credits from a solar project in Utah, a state where much of the gold and silver we use is mined. This selection was intentional: we aim to buy tracked, certified, zero-emission renewable electricity from regions where we operate around the world. We will continue to evaluate opportunities to expand and improve our renewable energy portfolio over time to increase positive, lasting impacts.

**See the Report of Independent Accountants*

POWERING A MORE SUSTAINABLE FUTURE WITH RENEWABLE ELECTRICITY

Clean, renewable energy is an essential part of the transition to a net-zero economy. We aim to ultimately generate and purchase 100% of our global electricity from renewable sources.



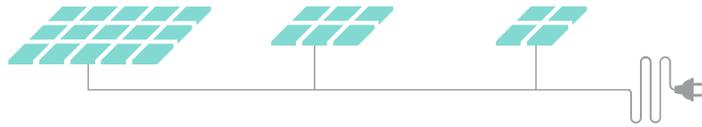
SOLAR ENERGY GENERATED BY TIFFANY & CO.

We generate solar energy at four of our sites and retain a portion of this energy for our own renewable energy use.

NEW JERSEY (2 SITES)
Nearly 2MW Capacity

RHODE ISLAND
250kW Capacity

CAMBODIA
144kW Capacity



PURCHASED RENEWABLE ELECTRICITY

The bulk of our renewable electricity is purchased. Our most significant purchase was in the United States, where we sourced Green-e certified Renewable Energy Credits (RECs) from a solar project in Utah, a state where much of the gold and silver we purchase is mined.

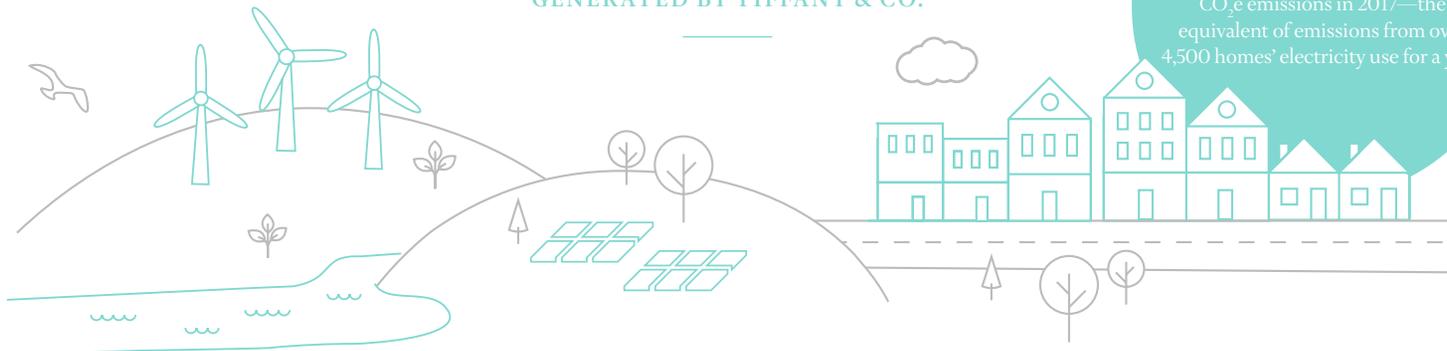
IN 2017, WE PURCHASED RENEWABLE ELECTRICITY EQUIVALENT TO 100% OF OUR ELECTRICITY USE IN THE U.S. AND MORE THAN 20 OTHER MARKETS.

84%*

OF OUR GLOBAL ELECTRICITY USE IN 2017 CAME FROM CLEAN, RENEWABLE SOURCES, INCLUDING PURCHASED RENEWABLE ELECTRICITY AND SOLAR ENERGY GENERATED BY TIFFANY & CO.

RENEWABLES AVOID EMISSIONS

Using 84%* clean electricity globally helped us avoid 30,200 tons of CO₂e emissions in 2017—the equivalent of emissions from over 4,500 homes' electricity use for a year.



*See the Report of Independent Accountants

Offsetting our Carbon Emissions

The final piece of our strategy is to invest in carbon offsets to balance the operational emissions we are unable to reduce through energy efficiency or avoid with renewables. We do this by supporting carbon-saving projects outside our business. We aim to support verified projects that create carbon reductions that would not have happened otherwise. We also look for projects that deliver social, environmental and economic impact beyond just the climate benefits.

In 2017, we invested in carbon offsets from Kenya's Chyulu Hills to help meet our climate goals and promote sustainable development in an area of the world where we source colored gemstones and where we support wildlife conservation.

Through our investment, we purchased nearly 20,000 carbon credits. The carbon offsets and the project's benefits to biodiversity and local communities are certified against the Verified Carbon Standard (VCS) and the Climate, Community and Biodiversity (CCB) Standard. These credits represent an amount equivalent to the carbon emissions from approximately 2.2 million gallons of gasoline.



“Tiffany is demonstrating the gold standard for corporate responsibility. By purchasing these carbon credits at their authentic cost, Tiffany is showing a sincere commitment to climate leadership that can’t be overstated.”

EDWARD NORTON
PRESIDENT, U.S. BOARD OF MAASAI WILDERNESS
CONSERVATION TRUST
UN GOODWILL AMBASSADOR FOR BIODIVERSITY

CASE STUDY

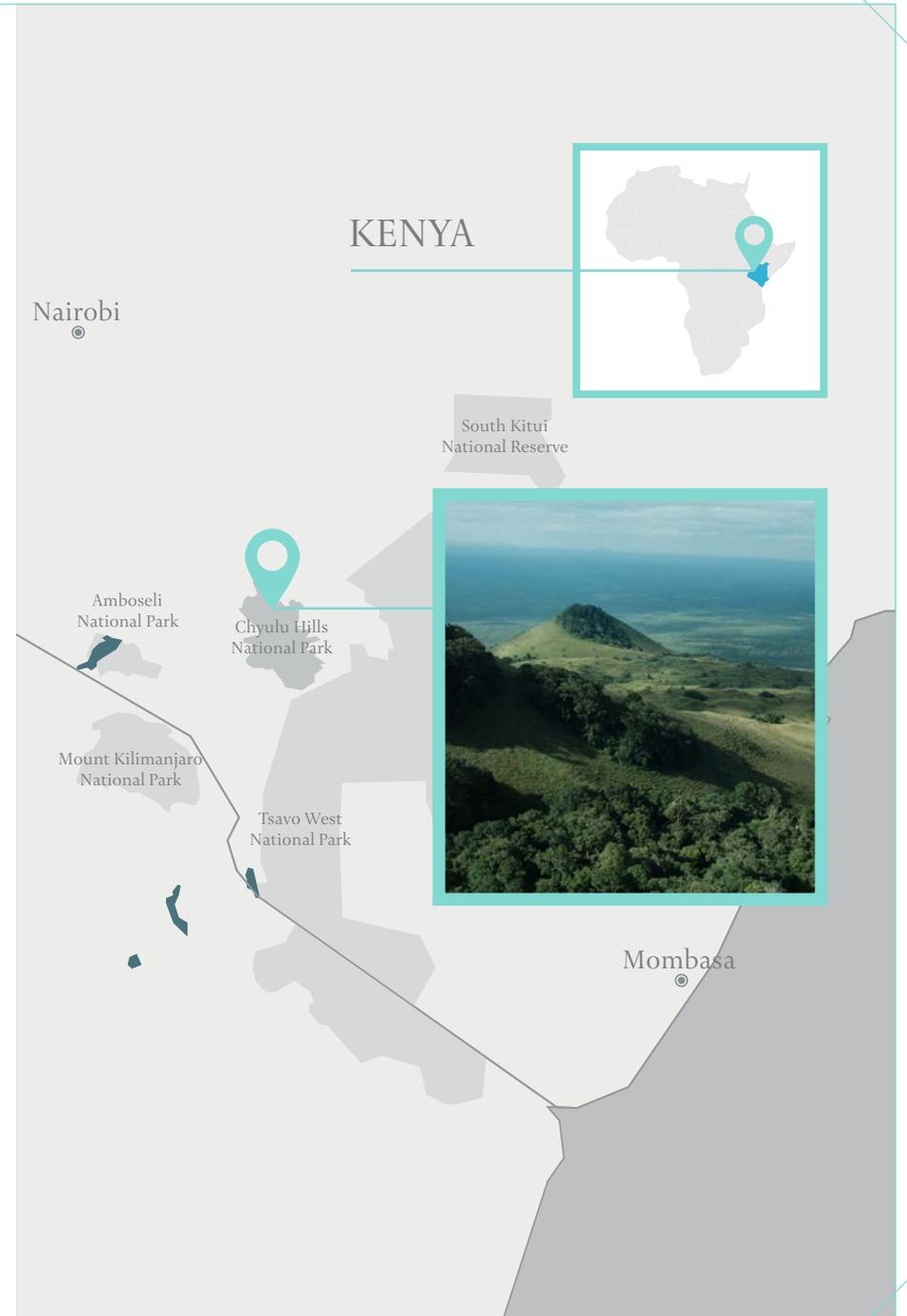
Conserving Kenya's Chyulu Hills to Combat Climate Change and Promote Sustainable Development

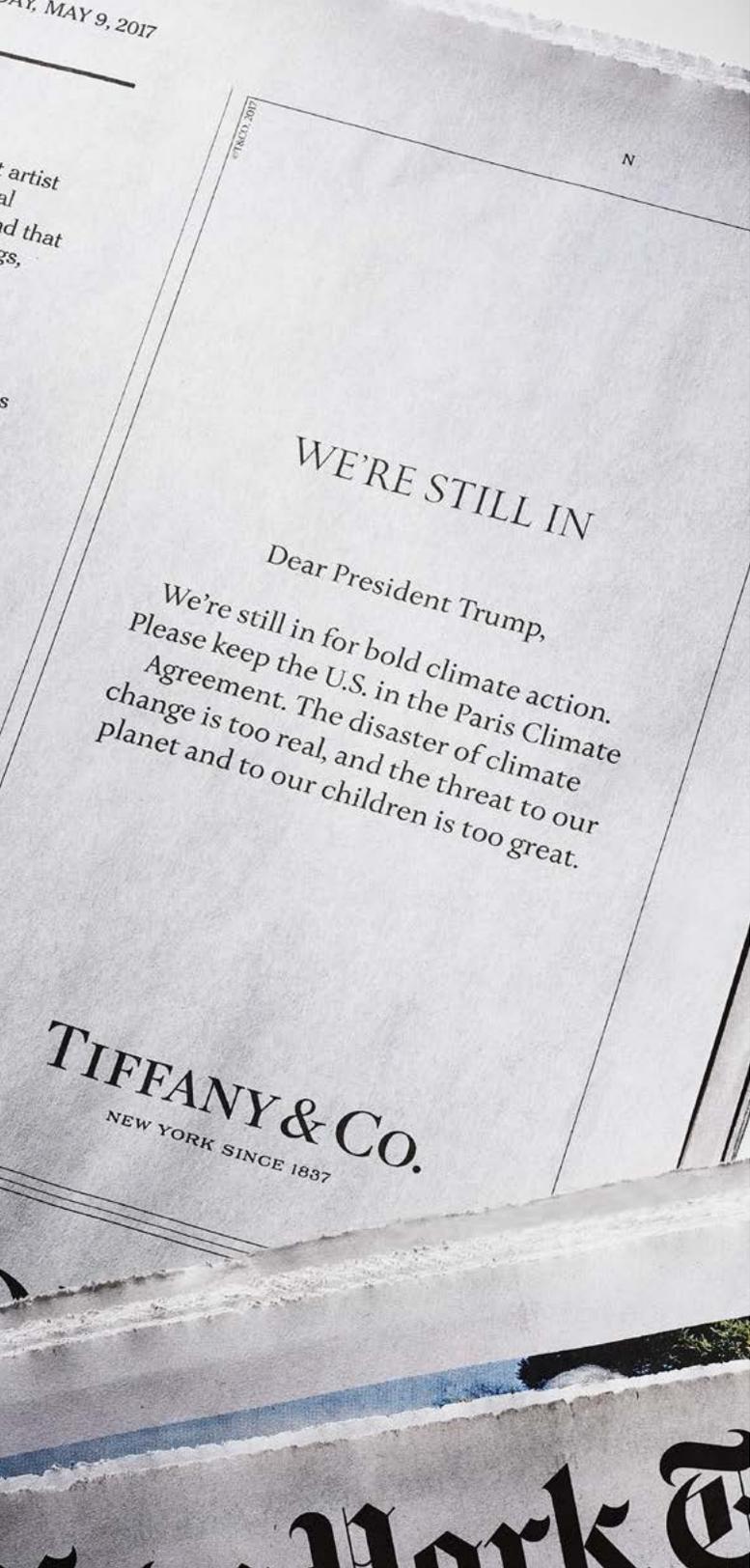
Located between Amboseli and Tsavo National Parks, the Chyulu Hills are home to a lush cloud forest that rises above the savannah grassland and acacia woodlands. Here, more than 140,000 indigenous people, including the Maasai and Kamba, make their living through agriculture and livestock farming. The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

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

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

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





RESPONSIBLE CLIMATE POLICY

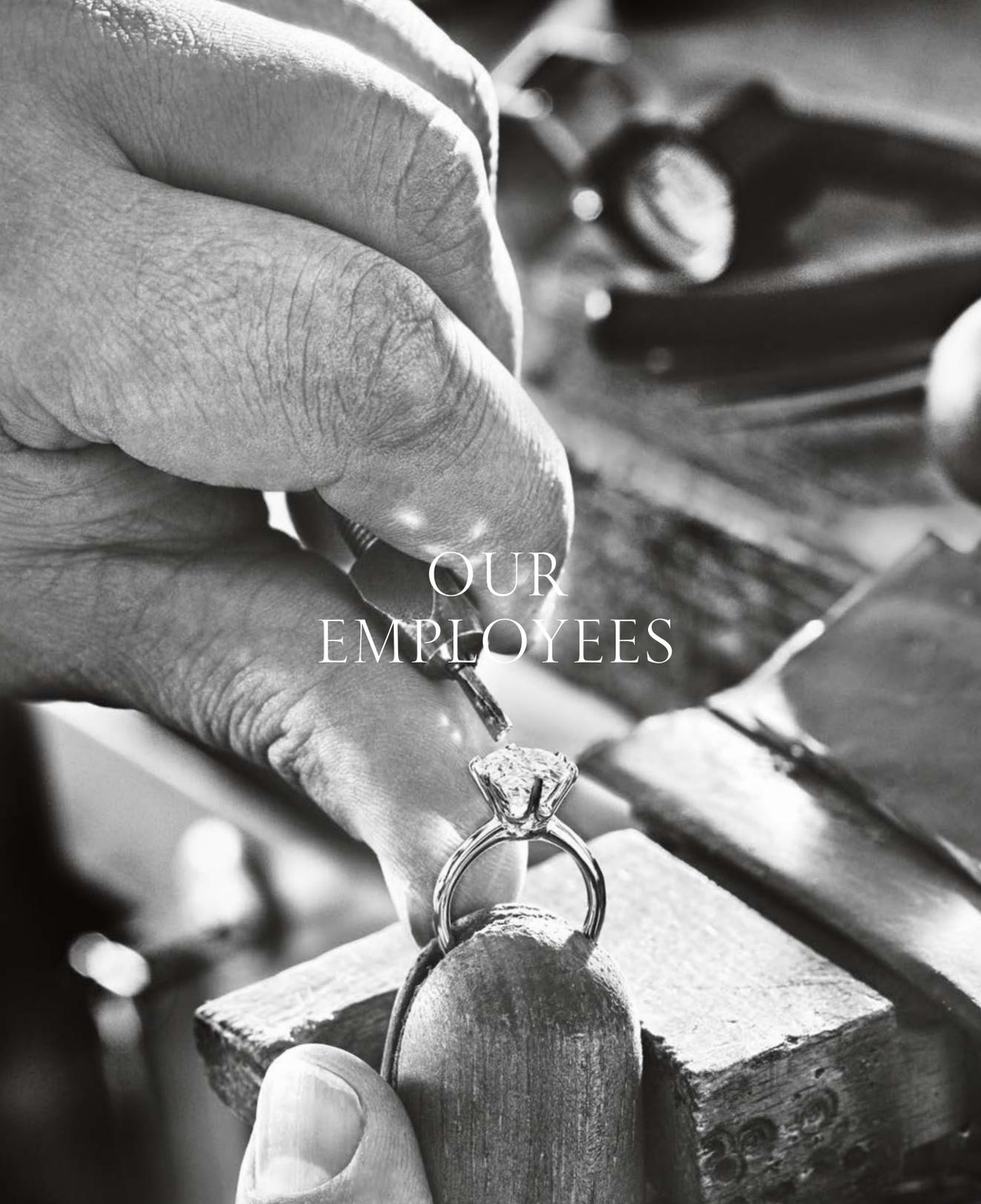
We believe our commitment to our customers, our employees, our communities and the future of the planet requires efforts that extend beyond our business. That's why we collaborate with other leaders across all sectors to advocate for strong, responsible climate action.

In May 2017, as it became clear that the U.S. government was considering withdrawing from the Paris Agreement, Tiffany & Co. placed an ad in *The New York Times* calling for the U.S. to remain in the agreement. When the U.S. ultimately decided to leave the Paris Agreement, we joined a large coalition of businesses, mayors, governors, faith leaders, university presidents and NGOs in a public letter affirming our continued support for climate action. We believe that our Company and the economy will be stronger in a low-carbon future.

We also monitor our memberships to help ensure we do not inadvertently oppose important climate efforts by our association with certain groups. For example, we resigned from the U.S. Chamber of Commerce in 2009 to express our disappointment in the Chamber's approach to legislation and regulatory efforts to address climate change. Beginning in 2015, we added a question about climate policy advocacy to our annual Political Spending Disclosure questionnaire, sent to major trade associations, as defined in the *Tiffany & Co. Principles Governing Corporate Political Spending* (described in the Governance chapter). We also screen all of our memberships against a Union of Concerned Scientists' list of groups that are known to reject climate science.

WASTE AND WATER

We strive to demonstrate responsible stewardship of waste and water in our operations. For example, in 2016, we expanded a project to reduce the resources used in the process to clean polishing compounds off jewelry. This project uses an automated wash line that carefully controls soap concentrations, which improves product quality, reduces soap use and saves energy by reducing how frequently the wash water is evaporated. Because we believe that waste and water impacts in our operations are relatively low, we do not focus our environmental reporting on these issues at this time.



OUR EMPLOYEES

Our Company is only as strong as our employees, and at Tiffany & Co. we strive to match the excellence of our jewelry with a culture of excellence across our operations.

It is our privilege to encourage and reward quality, imagination and collaboration. We do this by actively seeking employee feedback, offering training and development opportunities at all levels, and supporting the health and well-being of our workforce. We also place a high value on diversity and inclusion, with the goal of sustaining and further building a workforce whose unique talents and perspectives contribute to our business success. We are dedicated to maintaining a respectful work environment that allows all of our employees to feel engaged, to contribute their best work and to reach their full potential.

TIFFANY CULTURAL VALUES

Tiffany Cultural Values represent the best elements of our past and help define our culture of excellence today:

HONOR THE CUSTOMER

We build quality relationships by putting the needs of those we serve at the heart of every decision we make and action we take.

LEAD WITH PASSION

We are visibly proud of what we bring to the world and approach every day with infectious energy, curiosity and optimism.

THINK BOLDLY

We combine creativity and intuition with data and analysis to accomplish the extraordinary.

DO THE RIGHT THING

We act with integrity no matter what the circumstances and take ownership of our actions.

BE BRILLIANT TOGETHER

We find productive ways to harness our diverse talents and believe that alone we are smart but together we are amazing.





DIVERSITY, INCLUSION AND RESPECT IN THE WORKPLACE

We value diversity and inclusion because we believe each of our employees can make a unique contribution to our Company and the Tiffany brand. These values help us make authentic connections with our customers and position us to acquire, retain and develop exceptional talent. We want our employees and customers to feel valued and accepted, and we want our business to benefit from the opportunities presented by diverse perspectives and experiences, such as innovative product ideas and new customer opportunities. We also want all of our employees to feel a sense of dignity and respect in our workplace, and we have developed comprehensive policies and training programs to help ensure that this can happen.

We believe that all employees—and all people—should be treated fairly and with respect. We support equal opportunities for employment and the elimination of discrimination in all forms. Beyond our existing training program on respect in the workplace, we proactively launched a comprehensive training focused on sexual harassment prevention in 2018.

Over the last few years, we have provided more opportunities to celebrate our diverse workforce through activities that recognize the heritage of our people. In response to employee feedback, we have created opportunities throughout the year for our employees to connect and learn, speak openly about ideas related to identity, and celebrate each other's differences and accomplishments. We believe these efforts help build a sense of belonging and inclusion that strengthens our employee community, and we plan to continue this moving forward.

We are proud that The Human Rights Campaign Foundation (HRC) gave Tiffany & Co. a top score of

100% in its 2018 Corporate Equality Index, a distinguished U.S. survey on corporate policies and practices related to lesbian, gay, bisexual, transgender and queer (LGBTQ) employees. This designation identifies our Company as one of the “Best Places to Work for LGBTQ Equality,” recognizing our efforts to foster a diverse, engaging and inclusive work environment for LGBTQ employees. We are proud of our history of support for LGBTQ equality, which we champion through recruiting outreach, employee training, and through reflecting the LGBTQ community in our marketing materials.

We complement our global diversity and inclusion strategy at the local level, where our business teams tailor activities to suit their needs. For example, our Cumberland, Rhode Island manufacturing facility collaborates with the National Technical Institute for the Deaf to provide skilled employment opportunities for individuals with hearing impairments, and with support from The Trudeau Center, employs adults with intellectual and developmental disabilities to perform packaging jobs. Our Dominican Republic facility continues to work with Fundación Sur Futuro, a nonprofit organization that provides employment opportunities to individuals facing difficult economic conditions. Recently, we donated 10 polishing machines to the organization to assist in its jewelry production training program. We have subsequently hired graduates of that program, who are eligible to apply for work with us once they complete their training.

Although there are many aspects to diversity, Tiffany & Co. currently reports the diversity of our global workforce by gender and generation, and additionally by ethnicity for U.S. employees. The diversity of our workforce remained relatively consistent between 2016 and 2017.

“The top-rated employers in the 2018 Corporate Equality Index have demonstrated that LGBTQ equality is not just right, but smart business. By implementing LGBTQ-inclusive policies, practices and benefits, Tiffany & Co. is helping to lead the way towards full equality for all, strengthening its ability to attract and retain a diverse, talented workforce and positioning itself to best serve today’s diverse consumer market.”

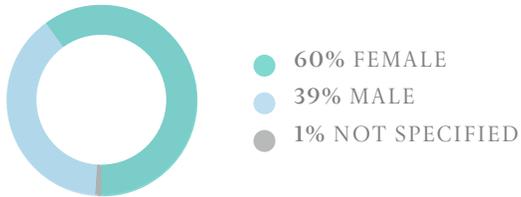
DEENA FIDAS, DIRECTOR
WORKPLACE EQUALITY PROGRAM
HUMAN RIGHTS CAMPAIGN FOUNDATION (HRC)

GENDER DIVERSITY BY MANAGEMENT LEVEL [◇] 2017

GLOBAL WORKFORCE



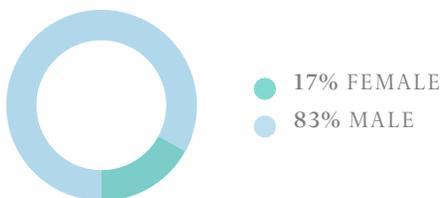
MANAGER AND ABOVE



VICE PRESIDENT AND ABOVE

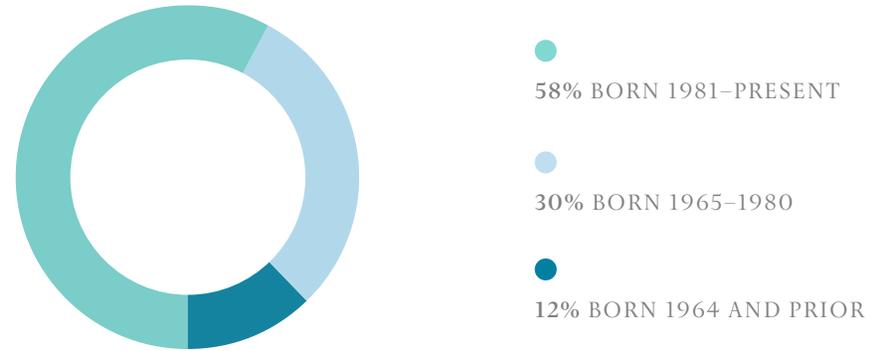


BOARD OF DIRECTORS

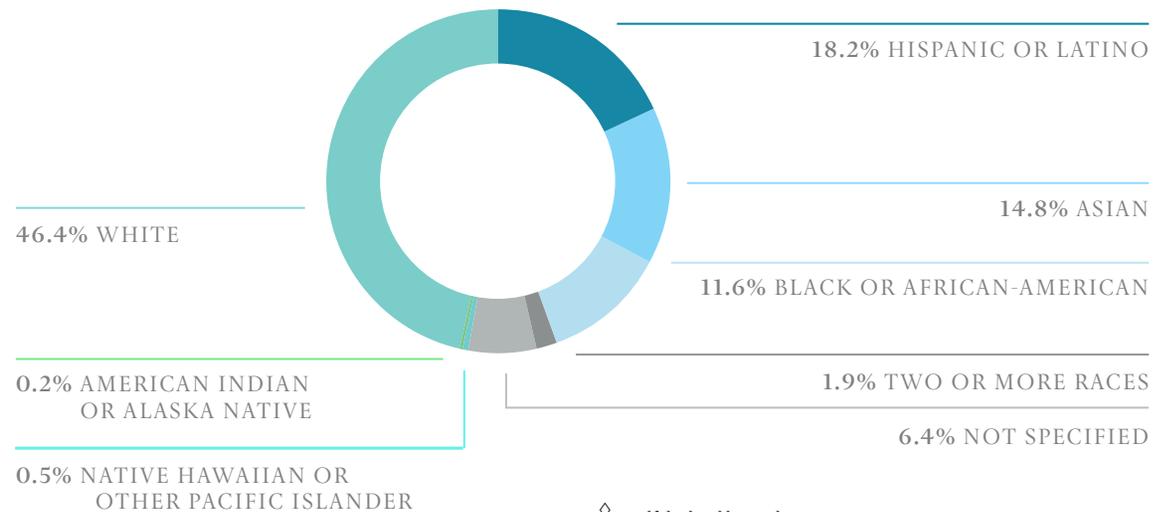


The figures above are as of January 31, 2018. As of the 2018 Tiffany & Co. Annual Meeting of Shareholders, the composition of the Board of Directors is 30% female, 70% male.

EMPLOYEE DIVERSITY BY GENERATION [◇] 2017



U.S. EMPLOYEE ETHNIC DIVERSITY [◇] 2017



[◇] As self-disclosed by employees

*See the Report of Independent Accountants

TIFFANY AND THE UNITED NATIONS WOMEN'S EMPOWERMENT PRINCIPLES

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

OUR COMMITMENT

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

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



OUR PROGRESS

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

Our policy includes:



Enhanced maternity and parental leave



Leave to care for family members who are ill



A flexible workplace policy

WOMEN'S EMPOWERMENT PRINCIPLES



Establish high-level corporate leadership for gender equality.



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



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



Promote education, training and professional development for women.



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



Promote equality through community initiatives and advocacy.



Measure and publicly report on progress to achieve gender equality.

EMPLOYEE DIALOGUE AND ENGAGEMENT

An integral part of our collaborative culture at Tiffany & Co. is our ongoing and open dialogue with employees. We use a variety of tools to share information regularly, and we proactively seek feedback when employees join the Company, during our global employee surveys and when they decide to leave the Company.

Our engagement with employees helps us identify strengths and opportunities to make Tiffany an even better place to work. Based on the results of our 2016 Tiffany global employee survey, we identified three main areas for action: career growth and development, enhanced levels of leadership communications and working together to drive innovation. We are committed to using employees' feedback to make positive changes and enhance their experience, and we will evaluate our progress following our next global employee survey in 2018.

EMPLOYEE DEVELOPMENT AND TRAINING

As a company that values quality, imagination and innovation, we believe we achieve more by investing in the training and development of our workforce. We provide structured opportunities for feedback and recognition, and we offer career development programs for employees at all levels of the organization.

Our employees participate in training and education programs covering topics such as leadership, sales and the development of numerous other skills critical to performing their jobs. We provide these offerings in multiple languages and formats to meet the diverse needs of our workforce.

In 2017, the vast majority of both our retail and non-retail employees participated in job-related programs offered throughout the year. They also had access to additional programs to enhance personal development. In addition, we offer support for external educational programs, which have been popular among our employees; these include professional development, continuing academic education through tuition reimbursement, and a graduate-degree forgivable loan program for eligible U.S. employees.

We launched the Tiffany Academy for Excellence and Diversity in Retail Leadership in 2015 to give high-potential early- to mid-career professionals the opportunity to build rewarding careers. We choose a diverse class of aspiring leaders for this 18-month program, which features rotations in retail management and corporate functions such as merchandising and marketing. Our program further develops leadership using a combination of executive mentoring and participation in critical projects. This cycle continues each year, with select Tiffany Academy graduates taking on permanent roles in our Company and a new class of aspiring leaders beginning their rotations.

We believe that when an employee grows as a professional, we grow as a company. To support this, we launched "Grow with Tiffany" in 2017. This career development program provides a variety of resources designed to help our employees grow in ways that support their career aspirations and our future business objectives. These resources include an online professional skills development tool, available to all employees globally in multiple languages, and covering several essential business topics. Other resources include career mapping exercises and discussion guides, in conjunction with a global rollout of our Career Conversation

Workshop for Managers in 2018. We designed this workshop to help retail and corporate managers engage in productive career conversations with their employees.

As described in our chapter on Ethical Sourcing, we also provide workers in our global manufacturing facilities with extensive training, giving them the opportunity to develop skills that will provide them with a lifelong career. This also contributes to local community development.



HEALTH, WELLNESS AND WORKPLACE SAFETY

We are committed to the health, well-being and safety of Tiffany employees and their families. As such, we have practices and programs to help eliminate workplace hazards and educate employees on how to lead healthy, productive lives.

Our Healthy Tiffany programs include meditation, nutritional counseling, onsite fitness and holistic wellness events. Our global Everyday Resources program provides free professional counseling and online resources for employees who seek such assistance and are undergoing emotional, family, financial or legal challenges.

Workplace safety is also paramount. Tiffany & Co. is committed to safeguarding our employees, customers and the visiting public. With guidance from our internal Safety Committee—which includes senior Company representatives—we have improved our management systems to set and uphold safety standards.

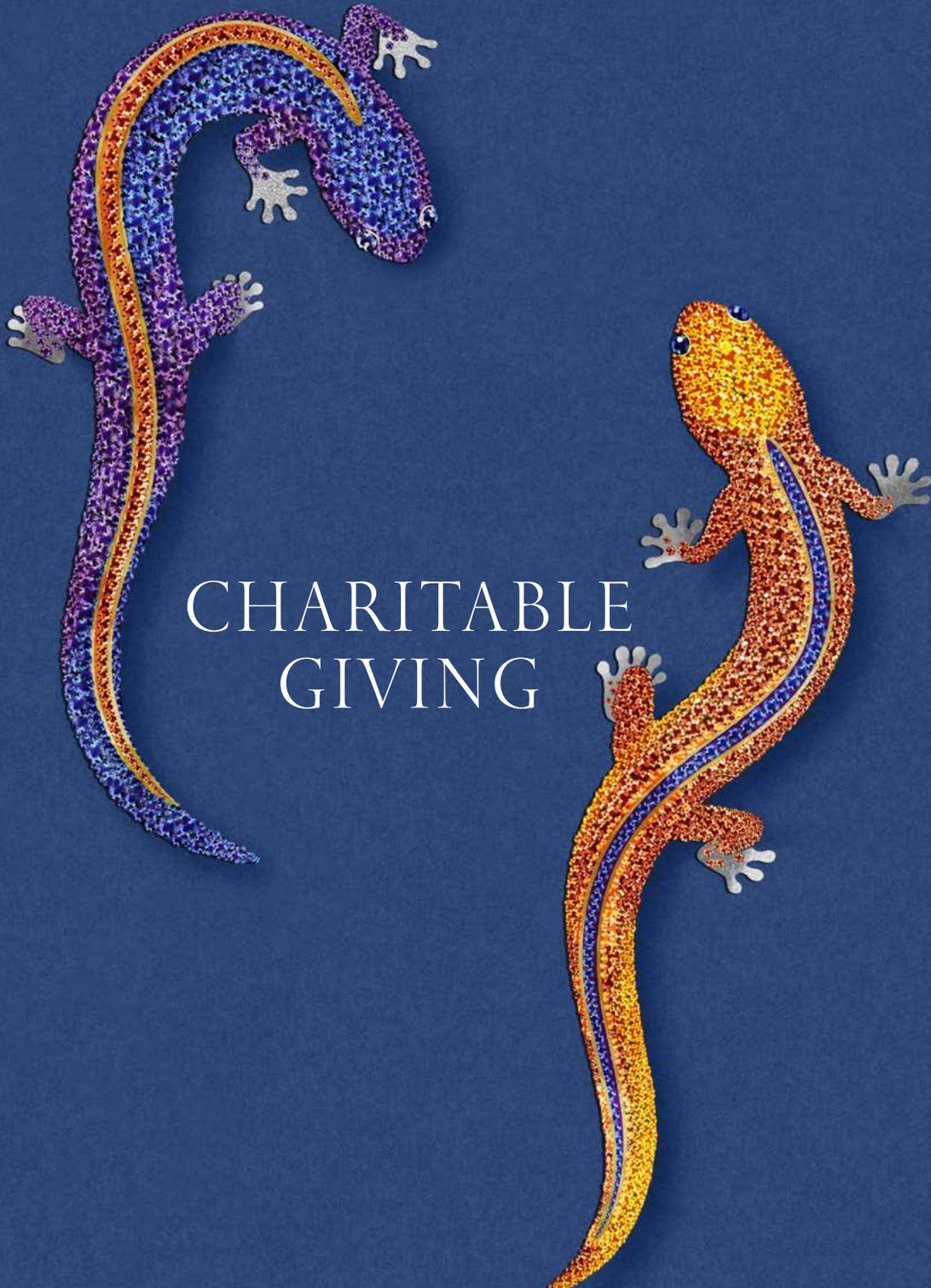
Our global “Safe@Work” program raises awareness and provides safety resources tailored for employees in different work environments, from our manufacturing facilities to our retail stores. As a result, we have seen employees use their new knowledge and tools on safety topics such as emergency response; slips, trips and falls avoidance; fire evacuation; and ergonomics. We also collaborated with engineers to improve the ergonomics of our master jewelers’ workstations.

In 2015, we launched a program to identify and prioritize environmental and safety improvements at our manufacturing facilities (following the ISO 14001 environmental management system model). We began with our U.S. facilities and are continuing to perform assessments in our international locations to support our efforts to create work environments free from recognizable safety hazards. We are also in the process of updating our corporate safety guidelines to provide even greater consistency and efficiency across our global facilities.

In 2017, we enhanced our approach to safety and environmental training by offering both in-person and online safety courses to our U.S. manufacturing, distribution and service center employees. Moving forward, Tiffany will continue to focus on providing the knowledge employees need to do their jobs safely.

Right: Laurelton Diamonds cutting and polishing facility in Mauritius





CHARITABLE GIVING

We believe a successful company has a responsibility to the greater community.

There are many ways Tiffany & Co. strives to benefit people and the planet through our business operations, and we are proud of our history of supporting nonprofit organizations and civic institutions in the cities and communities in which we operate.

“Corporate philanthropy is about more than just giving back—it’s about contributing to long-term social and environmental change. These issues are vital to our business, and we holistically address them by taking a strategic approach to philanthropy that directly aligns with our Company’s sustainability strategy.”

ANISA KAMADOLI COSTA
CHIEF SUSTAINABILITY OFFICER, TIFFANY & CO.
CHAIRMAN AND PRESIDENT,
THE TIFFANY & CO. FOUNDATION

TIFFANY & CO. CHARITABLE GIVING

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



CORPORATE GIVING

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



TIFFANY CARES

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



THE TIFFANY & CO. FOUNDATION

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

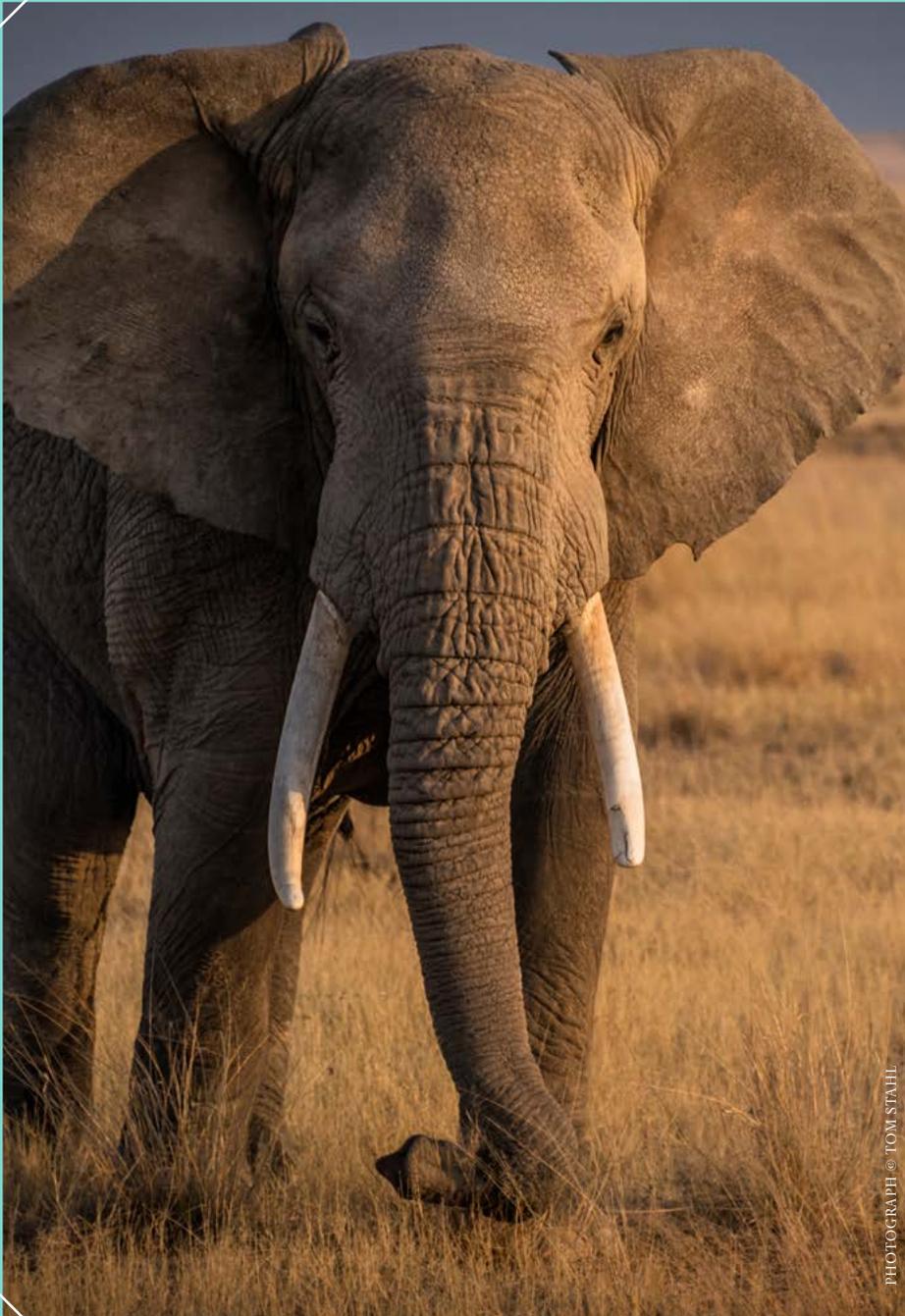
CORPORATE GIVING

In 2017, through our global corporate giving program, we donated more than \$5.5 million in merchandise and financial contributions to local nonprofit organizations. Our retail stores around the world support the communities in which they are located through donations toward the arts, education, health and human services, the environment and other civic causes.

Art inspires Tiffany designers, and we, in turn, support artistic institutions in some of the world's greatest cities. We began this tradition in our hometown of New York City, where our founder Charles Lewis Tiffany and his son, Louis Comfort Tiffany, actively supported The Metropolitan Museum of Art and the New York Society of Fine Arts. In New York today, we are part of a long-term engagement with the Whitney Museum of American Art to sponsor the Whitney Biennial through 2021.

We are also enthusiastic about supporting the next generation of artists. In 2017, Tiffany formed a three-year partnership with the Outset Contemporary Art Fund to create the Tiffany & Co. x Outset Studiomaekers Prize. The prize—available to seven outstanding Master of Fine Arts graduates selected from London's top art schools—gives winners a rent-free studio and a shared exhibition space in London for one year. Prize judges, who represent an esteemed panel of artists, designers, journalists and industry leaders, as well as a representative from Tiffany & Co., remain engaged with prize-winners to offer them additional support as their careers progress.

We believe individual artists and cultural institutions play a valuable role in our communities, using art to open our eyes and inspire a new way of looking at the world.



PHOTOGRAPH © TOM STAHL

CASE STUDY

Tiffany Save the Wild

At Tiffany & Co., our designers are inspired by the beauty, grace and nobility of wildlife. We use our Company's actions and voice, as well as our philanthropic investments, to help protect wildlife.

In 2017, we partnered with the #KnotOnMyPlanet campaign and launched the Tiffany Save the Wild collection to help raise money and awareness for the protection of elephants—a remarkable species being decimated across Africa. Each year, poachers kill up to 30,000 elephants for their tusks that fuel the illegal ivory trade. An astonishing 111,000 elephants have been lost in less than a decade.

One hundred percent of profits from the Tiffany Save the Wild collection benefit the Elephant Crisis Fund (ECF), an initiative of Save the Elephants and the Wildlife Conservation Network.

All donations to the ECF go straight to the ground and in turn, the ECF identifies and invests in innovative projects to stop the killing of elephants and curb the trafficking of and demand for ivory. In the Democratic Republic of the Congo, the ECF has supported advanced intelligence cells to catch poachers in Garamba National Park. In Kenya, with help from the ECF, lawyers monitor courtrooms with innovative mobile applications to ensure ivory poachers are effectively prosecuted and wildlife trafficking is treated as the serious crime that it is.

By December 2017—more than one year ahead of schedule—we reached our minimum commitment of donating \$1 million to this cause.

We are proud that our contributions—which totaled over \$2 million as of April 2018—are helping save elephants and raise awareness of the destruction of elephant populations across Africa. As a company with important ties to Africa, including both sourcing and operations, we are committed to supporting the well-being of its people and protecting its wildlife across the continent.

TIFFANY CARES

Our Company's cultural values guide us to "do the right thing" and "be brilliant together." This extends from our day-to-day work to our approach to employee giving. "Tiffany Cares" enables employees in the U.S. and Canada to take the lead in supporting the causes they are most passionate about. Through this program, we match their charitable donations dollar for dollar, and we also encourage their volunteer efforts by donating \$100 to eligible nonprofit organizations for every 10 hours of volunteer time employees contribute. Regardless of whether employees choose to donate their time or money, we match up to \$1,000 per employee for charitable purposes every year.

Participation in our Employee Giving program increased by 50%, from 6% in 2015 to 9% in 2017. Through this program, we gave more than \$162,000 in 2017. In addition, our employees volunteered more than 3,200 hours to eligible nonprofits, which the Company matched with approximately \$19,000 in monetary donations through the Volunteer Matching program.

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 the Tiffany employees and departments that volunteer in their local communities. We hope participation in these programs will continue to grow in the future.



THE TIFFANY & CO. FOUNDATION

Since its establishment in 2000, The Tiffany & Co. Foundation has supported conservation efforts globally. The mission of The Tiffany & Co. Foundation is to preserve the world's most treasured landscapes and seascapes. The Foundation currently awards grants in two environmental program areas: responsible mining and coral and marine conservation. To date, Tiffany & Co. has contributed approximately \$70 million to the Foundation's endowment, resulting in over \$75 million in grants awarded by the Foundation through 2017.

As a vital component of our sustainability efforts, the Foundation's responsible mining program promotes land remediation and preservation of lands that are culturally or environmentally significant. This program works beyond the Company's direct supply chain in regions where we feel we can have the most impact. For example, the American West features some of the country's most beautiful landscapes, but it is also home to tens of thousands of abandoned mines from the country's gold rush over 150 years ago. As an American company that sources the majority of our metals directly from the United States, we have a unique role to play in protecting and revitalizing this region's critical natural ecosystems. (Read more about our efforts in the Responsible Mining chapter.)

The Foundation made its first grant to support coral conservation in 2000. Since that time, we have grown our marine conservation program to support the expansion of the world's marine protected areas, educational outreach and awareness, and research.

We are especially proud that Foundation grantees have supported the designation of many of the world's largest marine protected areas (MPAs). While the ocean covers 70% of the globe, only about 3.5% of ocean waters are protected, as compared to 15% of land. Today, many organizations, funders and governments are working to expand that coverage. To advance the Sustainable Development Goals, the global community has set a target to conserve at least 10% of coastal and marine areas by 2020.



“The Tiffany & Co. Foundation’s commitment to the planet’s oceans has been remarkable. It requires courage to take on an issue with so many different stakeholders and perspectives, and the Foundation has been a patient funder, with long-term perspective and deep respect for its grantees. Beyond its generosity, The Tiffany & Co. Foundation engages in partnership, collaboration and shared learning communities to bridge divides, identify innovative solutions and amplify impact.”

MELISSA BERMAN, PRESIDENT & CEO
ROCKEFELLER PHILANTHROPY ADVISORS*

*Rockefeller Philanthropy Advisors is a grantee of The Tiffany & Co. Foundation.



CASE STUDY

Collaborating to Protect the World's Oceans

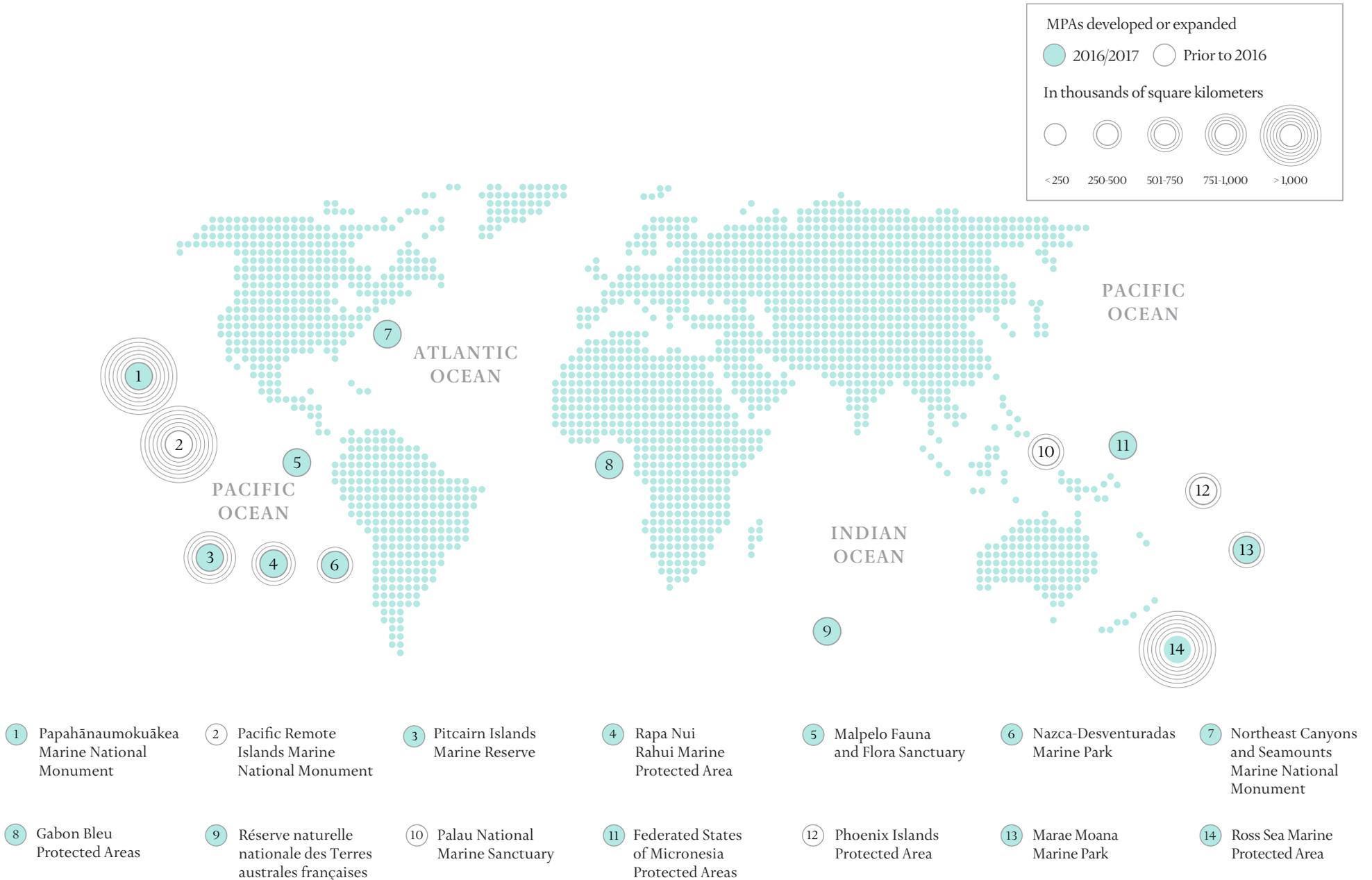
The sheer size of the world's oceans—and the magnitude of the issues that threaten their health—demands that we work together to protect the seas.

Since 2014, The Tiffany & Co. Foundation has been a partner in Oceans 5, a funder collaborative dedicated to protecting the world's oceans. To benefit the oceans and effect real change in local communities around the world, Oceans 5 pools dollars from conservation funders, and sub-grants funds to organizations focused on specific, tangible and measurable outcomes for ocean protection. Oceans 5 is dedicated to building coalitions at both the international and local levels that can effectively work together to accomplish common goals.

One key focus of Oceans 5 is supporting the designation of marine protected areas (MPAs) around the world. The organization has supported the establishment of three of the world's largest protected areas, including the Papahānaumokuākea Marine National Monument off of Hawaii, the Ross Sea MPA in Antarctica and the Cook Islands MPA in the South Pacific. Through 2017, Oceans 5 supported the designation of 30 MPAs covering nearly 6.5 million square kilometers—equivalent to twice the size of India. By 2020, the organization aims to protect at least 2 million new square kilometers of ocean.

The Tiffany & Co. Foundation joined Oceans 5 because its model of collaboration is critical in marine conservation and philanthropy. The model allows us to work together, put the issues first and generate a multiplier effect with our grantmaking. We are proud to partner with others including the Oak Foundation, Leonardo DiCaprio Foundation, Bloomberg Philanthropies and Waitt Foundation in supporting Oceans 5. By joining alongside these powerful philanthropic organizations, The Tiffany & Co. Foundation is able to create an even more lasting impact with our funds.

TIFFANY & CO. FOUNDATION GRANTEES HAVE SUPPORTED THE DEVELOPMENT OF MARINE PROTECTED AREAS (MPAs) AROUND THE WORLD

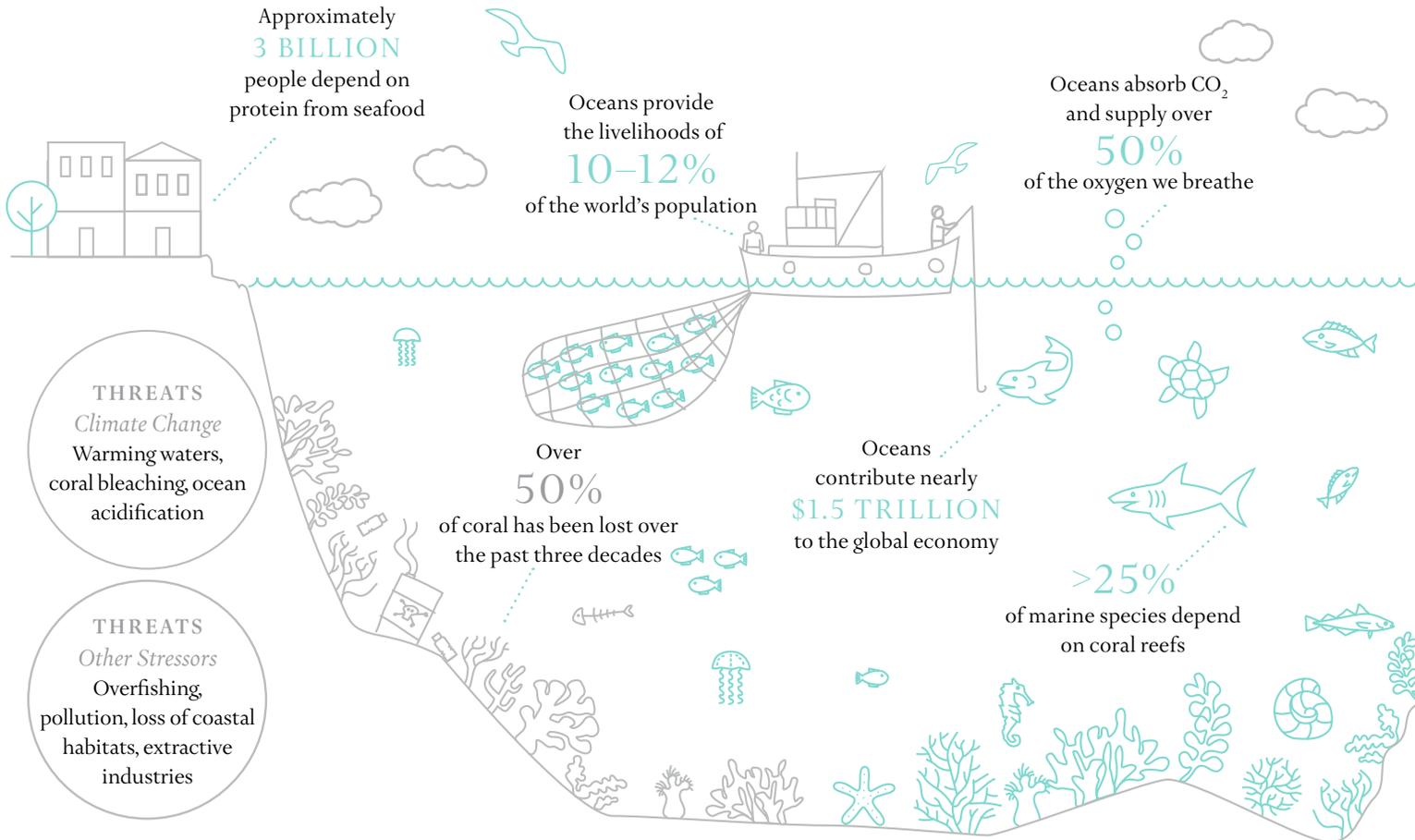


As of December 2017. Map not to scale.

PROTECTING OCEANS AND CORAL

Oceans are fundamental to human life and coral reefs support hundreds of thousands of species. They have also inspired some of our most beautiful jewelry designs. There are many threats to marine environments and only a tiny fraction of the ocean is protected.

WHY DO OCEANS MATTER AND WHAT ARE THE THREATS?



WHAT TIFFANY IS DOING

We were one of the **FIRST JEWELERS** to stop using coral.

The Tiffany & Co. Foundation has awarded over **\$20 MILLION** in grants to coral and marine conservation projects since 2000.

To date, Foundation grantees have helped protect approximately **8 MILLION KM²** of ocean, an area roughly equivalent to the size of the United States.

Over **2.5 MILLION** viewers have experienced *Valen's Reef*, the Foundation-supported virtual reality film focused on marine conservation.

2017 GRANTMAKING

In Calendar Year 2017, The Tiffany & Co. Foundation awarded grants totaling \$5,880,000.* The Foundation's 990-PF, the United States Internal Revenue Service's Return of Private Foundation, can be found on [GuideStar](#) upon filing.

For more information, including program guidelines and a listing of the Foundation's grantees, please visit [The Tiffany & Co. Foundation](#) website.

GRANTMAKING BY PROGRAM AREA

The Tiffany & Co. Foundation | Calendar Year 2017



* See the Report of Independent Accountants



GOVERNANCE

We maintain our commitment to responsible business through a well-established system of governance principles and accountability structures. These systems help our directors, officers and employees provide oversight for the ethical principles embodied within the Company's practices and standards.

“Sustainability is a core driver of Tiffany’s successful long-term growth. It serves as a brand differentiator, talent motivator and competitive advantage. Active oversight from the Corporate Social Responsibility Committee at the Board level exemplifies Tiffany’s leadership commitment to managing social and environmental priorities on behalf of all of the Company’s stakeholders.”

LAWRENCE K. FISH, CHAIRMAN
CORPORATE SOCIAL RESPONSIBILITY COMMITTEE
TIFFANY & CO. BOARD OF DIRECTORS

CSR COMMITTEE OF THE BOARD OF DIRECTORS

Established in 2009, the CSR Committee assists the Board of Directors in providing oversight of the Company's initiatives, plans and practices with respect to corporate social responsibility matters of significance to the Company and the communities in which it operates.

ALESSANDRO BOGLIOLO
CHIEF EXECUTIVE OFFICER

ANISA KAMADOLI COSTA
CHIEF SUSTAINABILITY OFFICER

Sets the strategic sustainability agenda, and develops corporate responsibility initiatives for the Company to better ensure continuous improvement of social and environmental performance, and alignment with long-term business objectives.

To view the full charter of the CSR Committee, visit the [Tiffany & Co. Investor Relations](#) website.

INTEGRATING SUSTAINABILITY

With leadership from the CSR Committee of the Board of Directors, the CEO, the Chief Sustainability Officer (CSO) and Senior Management, Tiffany seeks to integrate and align environmental and social efforts into its long-term business objectives and practices.

In a dynamic business environment with constantly evolving stakeholder expectations, we periodically revisit our sustainability priorities and refine our strategy to ensure we can meet these new demands and achieve our Company's objectives. As we have done twice before, we are performing a materiality[†] analysis in 2018. This holistic process will help us reassess our environmental, social and governance priorities, taking into account the perspectives of a variety of internal and external stakeholders. Based on the results, we will define our sustainability framework and strategy for the coming years, and integrate them across our Company.

POLICIES AND PROCEDURES

A number of sustainability policies and practices guide the Company's operations, in line with our values of ethical behavior, environmental protection and social responsibility.

The *Tiffany & Co. Code of Business and Ethical Conduct for Directors, the Chief Executive Officer, the Chief Financial Officer and All Other Officers of the Company* outlines the principles we expect these leaders to adhere to and to advocate for in the performance of their corporate duties. In addition, these officers and other key members of management complete an annual Officer's Questionnaire to identify, among other matters, potential conflicts of interest.

The *Tiffany & Co. Business Conduct Policy* sets forth the expectations we have of our employees globally, including compliance with all applicable laws and regulations. It prohibits payment of bribes and the acceptance of inappropriate business gifts or services. The policy also sets expectations in areas such as potential conflicts of interest and use of Company funds for political contributions. All employees review the 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.

We also provide the means to anonymously report ethical and other concerns via a third-party service provider. Reporting mechanisms are available globally, except where prohibited or limited by local law. Reports are evaluated and, if warranted, issues are investigated and remediated. A summary of these matters is shared with the Audit Committee of the Board of Directors.

We have established additional policies, procedures and training programs to help ensure that employees are operating in an ethical fashion; this includes annual Anti-Money Laundering training, as well as Anti-Bribery & Corruption training.

In 2018, we consolidated certain key compliance-related activities under the oversight of a newly created Global Compliance & Privacy team within Tiffany's Legal department. The team evaluates the Company's key compliance and reputational risks, designs and oversees programs to address these risks, develops training and communication strategies regarding compliance, and engages in compliance-related investigations.

[†]For the purposes of this Sustainability Report, materiality is defined as that which is most important to the Company and reflects our most significant environmental and social impacts, as well as that which most substantively influences the assessments and decisions of our stakeholders.

The Tiffany & Co. Internal Audit Department, the head of which reports to the Audit Committee of the Board of Directors, provides independent, objective assurance and control advisory services to the Company to evaluate the effectiveness of risk management, control and governance processes. The Internal Audit Department, in collaboration with other key departments, also provides oversight of Company policies to foster a positive and ethical work environment for employees.

POLITICAL CONTRIBUTIONS AND LOBBYING

Company policy strictly limits corporate political spending. The Tiffany & Co. Board of Directors adopted the [*Tiffany & Co. Principles Governing Corporate Political Spending*](#) in 2011. These principles apply globally to Tiffany & Co. and its controlled affiliates. A report on the Company's [*Annual Political Spending Disclosure*](#) is provided during the first CSR Committee of the Board of Directors meeting of each year and can be found on the [*Tiffany & Co. Investor Relations*](#) website.



ABOUT THIS REPORT

The eighth annual Tiffany & Co. Sustainability Report is based on our performance for Fiscal Year 2017 (February 1, 2017–January 31, 2018) unless otherwise specified. We plan to continue to report on our progress annually.

Our goal is to be open, transparent and honest in our reporting and to improve it over time. For eight years, Tiffany & Co. has reported in accordance with the *Global Reporting Initiative (GRI)* and the *United Nations Global Compact (UNGC)*. Tiffany & Co. continues to support the GRI principles. This year, Tiffany & Co. has transitioned from the GRI G4 Sustainability Reporting Guidelines framework to the GRI Standards. This report has been prepared in accordance with the GRI Standards: Core option.

Tiffany & Co. also supports the *United Nations Sustainable Development Goals (SDGs)*. Tiffany & Co. contributes to progress on many of the 17 SDGs, and since 2015, it has reported on the SDGs most closely aligned with its business: Gender Equality, Responsible Consumption and Production, Climate Action, Life Below Water, and Life on Land.



Tiffany & Co. chooses to voluntarily report on our sustainability performance and has designed processes to collect and/or estimate, assess and report on this data. Tiffany & Co. Management is responsible for the completeness, accuracy and validity of the information contained in the 2017 Sustainability Report. We engaged PricewaterhouseCoopers LLP (PwC), an independent registered public accounting firm, to review and report on Management's Assertion on select sustainability metrics set forth in this report. Items with an asterisk (*) are part of Management's Assertion on select sustainability metrics, which PwC has performed limited assurance over, as indicated in the Report of Independent Accountants. Items with a double dagger (‡) are historical data that has also been subject to previous PwC review procedures. PricewaterhouseCoopers LLP's Report of Independent Accountants on Management's Assertion is included herein.

Corporate responsibility data can be measured using various measurement techniques. The selection of different but acceptable measurement criteria can result in materially different measurements. Standardized calculations have been used to convert units of measure where appropriate. 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 invoices 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 potential information sources can be found in the About This Report—Definition of Metrics section for metrics included within this report. Unless otherwise specified, the report covers Tiffany & Co. and its subsidiary operations; figures are rounded to the nearest whole number; and data is reported based on the Fiscal Year (February 1, 2017–January 31, 2018).

UNDERSTANDING OUR MOST MATERIAL ENVIRONMENTAL AND SOCIAL ISSUES

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

Our sustainability efforts focus on our most material social and environmental issues such as responsible mining and sourcing of raw materials. Tiffany & Co. is committed to obtaining precious metals, diamonds and colored gemstones and crafting our jewelry in ways that are socially and environmentally responsible. We have long understood that these are our most material issue areas and have worked for many years to advance responsible mining practices.

We regularly analyze the issues facing our business and industry and monitor trends in our fields. We conducted our most recent materiality assessment in 2013, which reaffirmed the most important issues that we continue to focus on as a company. The framework for the analysis included a review of business risks and opportunities, priorities, industry benchmarks, sustainability leader benchmarks, comparisons with leading reporting frameworks and stakeholder engagement. As we have done twice

[†]For the purposes of this Sustainability Report, materiality is defined as that which is most important to the Company and reflects our most significant environmental and social impacts, as well as that which most substantively influences the assessments and decisions of our stakeholders.

before, we are performing a materiality analysis in 2018. This holistic process will help us reassess our environmental, social and governance priorities, taking into account the perspectives of a variety of internal and external stakeholders. Based on the results, we will define our sustainability framework and strategy for the coming years, and integrate them across our Company. As a publicly traded U.S. company, Tiffany & Co. reported its 2017 financial performance and material risk factors in the [Tiffany & Co. 2017 Form 10-K](#) and its [quarterly filings on Form 10-Q](#).

In accordance with the Global Reporting Initiative Standards, we describe our approach for identifying and responding to our most material social and environmental issues throughout the contents of this report. The key pillars of Tiffany & Co.'s sustainability efforts include:

- Responsible Mining
- Ethical Sourcing
 - Wood & Paper
 - Tiffany Manufacturing & Supplier Responsibility
- Energy and Climate Change
- Our Employees
- Charitable Giving
- Governance

Each pillar, where appropriate, incorporates environmental, social and economic considerations.

All impact boundaries are global and apply to Tiffany & Co. and its subsidiaries unless otherwise

stated throughout the content of this report. We discuss the Company's economic, environmental and social impact boundaries below. Specific information about the boundaries of key metrics can be found in the About This Report – Definition of Metrics section.

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 work. 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.



DEFINITION OF METRICS

This table defines the sustainability metrics reported in this report or used as a basis for the statements made. Items with an asterisk (*) are part of Management’s Assertion on sustainability metrics which has been assured, as indicated in the Report of Independent Accountants.

TERM	DEFINITION
RESPONSIBLE MINING	
Jewelry Manufactured Internally	The approximate percentage, by dollar value, of jewelry sold by Tiffany & Co. that is internally manufactured relative to all finished goods sold.
Rough Diamonds Purchased	The weight in carats of rough diamonds purchased by Tiffany & Co. via Laurelton Diamonds; all rough diamonds purchased by Tiffany & Co., regardless of country of origin, are processed through either Botswana or Belgium. Data is tracked in Botswana in the calendar year and in Belgium in the fiscal year as evidenced by the supplier invoice.
ROUGH DIAMOND TRACEABILITY	
Rough Diamonds Traceable to Mine or Source*	The weight in carats, expressed as a percentage, of rough diamonds received by Tiffany & 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. All rough diamonds purchased by Tiffany & Co., regardless of country of origin, are processed through either Botswana or Belgium. Data includes purchases via Laurelton Diamonds in Botswana in the calendar year and in Belgium in the fiscal year and is indicated by either the contractual terms with the supplier which require the diamonds to be purchased from a specific mine(s), the details listed on the invoice received or information available on the specific supplier’s website with respect to mining location.
Polished Diamonds Purchased	The weight in carats of polished diamonds purchased by Tiffany & Co. in the calendar year as evidenced by receipts, and Laurelton Diamonds or third-party supplier invoices.
POLISHED DIAMOND TRACEABILITY	
Polished Diamonds from Internally Sourced Rough Diamonds	The percentage, by dollar value, of polished diamonds purchased by Tiffany & Co. in the calendar year from Laurelton Diamonds as indicated by receipts and Laurelton Diamonds invoices.
Third-Party-Sourced Polished Diamonds	The percentage, by dollar value, of polished diamonds purchased by Tiffany & Co. in the calendar year from a third-party supplier as indicated by receipts and the supplier invoice.

*See the Report of Independent Accountants

TERM	DEFINITION
Metals Purchased	The weight in troy ounces of silver, gold and platinum procured by Tiffany & Co. either as a direct purchase from a mine, metal recycler or metal refiner, or included in third-party manufactured components or finished goods.
METAL TRACEABILITY	
Raw Direct Metals Traceable to Mine*	The weight in troy ounces, expressed as a percentage, of raw silver, gold and platinum procured directly from a mine as evidenced by the contractual terms with the supplier which require the metals to be purchased from a specific mine(s) or the details listed on the invoice received.
Raw Direct Metals Traceable to Recycler*	The weight in troy ounces, expressed as a percentage, of raw silver, gold and platinum procured directly from a recycler as evidenced by the details listed on a chain-of-custody material transfer document received from the supplier or a statement on the recycler's website stating that the metal is 100% recycled.
Raw Direct Metals Traceable Only to Supplier	The weight in troy ounces, expressed as a percentage, of raw silver, gold and platinum that is traceable to a supplier with mixed sources not otherwise traceable directly to a mine or a recycler.
Economic Beneficiation (Botswana)*	The U.S. dollar equivalent of beneficiation paid during the calendar year by Tiffany & Co. in Botswana (a diamond-producing country whose government requires beneficiation). This amount includes payments to domestic suppliers for rough diamonds, materials and services, taxes, community donations and payroll and benefit costs related to the Laureton Diamonds facility.
ETHICAL SOURCING—WOOD & PAPER	
Wood and Paper Use	The weight of wood and paper materials purchased by Tiffany & Co. including consumer packaging materials (e.g., blue bags, set-up boxes, C-fold boxes, corrugated boxes and tissue), catalogue and printed collateral paper, store design, visual merchandising and finished goods containing wood or paper.
Recycled Content	The percentage of recycled and post-consumer recycled material, as evidenced by certifications provided on supplier invoices or supplier claims and product descriptions.
WOOD AND PAPER SOURCING GUIDELINE CATEGORIES	
Best	The percentage, by weight, of materials that are either: (1) FSC®-certified or (2) verified as made from 100% recycled content as evidenced by certification claims on supplier invoices.

*See the Report of Independent Accountants

TERM	DEFINITION
Better	The percentage, by weight, of materials that are either: (1) made with content a supplier has third-party assessed to meet controlled wood standards for which Tiffany & Co. uses the FSC® standards (FSC-STD-40-005) to define and evaluate; (2) certified to regional PEFC standards and originate from countries listed as “low risk” for conversion and high conservation values by the Global Forest Registry; (3) content originally certified (per FSC standards), but not provided to Tiffany as certified by its direct supplier or (4) made from reclaimed or repurposed wood and uncertified recycled paper, excluding any wood species protected by CITES or listed as Near Threatened or Threatened on the IUCN Red List.
Known and Legal	The percentage, by weight, of materials that are either: (1) made with content which originates from countries listed as “low risk” for legality by the Global Forest Registry or (2) verified by a third party which provides assurance of legality.

ETHICAL SOURCING—OTHER RAW MATERIALS

LEATHER TRACEABILITY

Traceable to Farm and Tannery	The quantity of each leather type purchased for products in our Home & Accessories line (excludes leather types used on watch straps and jewelry) that is traceable to the farm and tannery as a percentage of overall purchases as evidenced by supplier invoices and contractual terms.
Traceable to Tannery	The quantity of each leather type purchased for products in our Home & Accessories line (excludes leather types used on watch straps and jewelry) that is traceable only to the tannery as a percentage of overall purchases as evidenced by supplier invoices and contractual terms.

ETHICAL SOURCING—TIFFANY MANUFACTURING & SUPPLIER RESPONSIBILITY

Local Employee Ratio*	The diversity of the Laurelton global workforce, including temporary and seasonal employees, according to local or expatriate status as evidenced by Human Resources records, as of the end of the year.
Supplier Risk Level	The percentage of suppliers in the Social Accountability Program at each risk level (High, Medium, Low, Unrated) during the two-year audit cycle. The supplier risk level is calculated through a multilayered risk assessment process based on the supplier’s self-assessment, industry and geographic location.
Audits	The percentage of active high-risk suppliers in the Social Accountability Program that have undergone a third-party audit during the two-year audit cycle.

*See the Report of Independent Accountants

TERM	DEFINITION
ENERGY AND CLIMATE CHANGE	
Energy Use	The actual and estimated energy use by Tiffany & Co., expressed in MWh, including electricity, natural gas, diesel, steam, chilled water, propane, acetylene, wax and vehicle fuels.
Greenhouse Gas Emissions*	The quantity in metric tons of carbon-dioxide-equivalent greenhouse gas emissions, including direct (Scope 1), indirect (Scope 2 location-based or market-based) and total emissions. Direct and indirect emissions include electricity, natural gas, diesel, steam, chilled water, propane, acetylene, wax, vehicle fuels and refrigerants.
Carbon Intensity: Building Area (Greenhouse Gas Emissions Per Square Foot)*	The quantity in pounds of carbon-dioxide-equivalent greenhouse gas emissions per square foot of operated space, including total direct (Scope 1) and indirect (Scope 2 location-based or market-based) emissions.
Carbon Intensity: Revenue (Greenhouse Gas Emissions Per Million USD)	The quantity in metric tons of carbon-dioxide-equivalent greenhouse gas emissions per million U.S. dollars of revenue (\$m), including both direct (Scope 1) and indirect (Scope 2 location-based or market-based) emissions.
Electricity from Renewable Sources*	The amount of electricity from renewable sources (e.g., solar and wind), either procured from the market or produced on-site expressed in total MWh or as a percent of global electricity use.

OUR EMPLOYEES

Ethnic Diversity (United States)*	The diversity of the Tiffany & Co. U.S. workforce, including temporary and seasonal employees, according to ethnicity as self-reported and recorded by employees in the Company’s Human Resources systems from October 1–14, 2017.
Gender Diversity by Management Level*	The diversity of the Tiffany & Co. global workforce, including temporary and seasonal employees, according to gender as self-reported and management level as recorded in the Company’s Human Resources systems as of the end of the year. The Board of Directors is separately tracked and presented.
Generation Diversity*	The diversity of the Tiffany & Co. 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 the end of the year.

*See the Report of Independent Accountants

TERM	DEFINITION
CHARITABLE GIVING	
Charitable Giving as a Percentage of Pre-Tax Earnings	Total contributions by Tiffany & Co. through our corporate giving program, Employee Giving and Volunteer Matching programs and to The Tiffany & Co. Foundation endowment, as a percentage of fiscal year pre-tax earnings.
Corporate Giving	Total U.S. dollar contribution by type of donation (monetary, merchandise) to charitable organizations globally.
Employee Giving Program	Total Tiffany & Co. contributions through the Employee Giving program open to U.S. and Canadian employees, tracked by the matching monetary donations, the number of unique employees participating in the program and the number of charities to which donations have been made.
Volunteer Matching Program	Total Tiffany & Co. monetary contributions through the Volunteer Matching program made to charities where U.S. and Canadian employees have volunteered their personal time, tracked by the matching monetary donations, the number of unique employees participating in the program, the number of hours volunteered and the number of charities to which donations have been made.
Foundation Grantmaking*	The U.S. dollar amount of grants that The Tiffany & Co. Foundation paid to U.S. nonprofit organizations during the calendar year.

*See the Report of Independent Accountants

GLOBAL REPORTING INITIATIVE (GRI) INDEX

This report has been prepared in accordance with the GRI Standards: Core option. For further information on Tiffany & Co.'s materiality process, data collection methodology, reviews for completeness, accuracy and validity or external assurance, please see elsewhere in the About This Report chapter of this report.

INDICATOR	DESCRIPTION	RESPONSE
GRI 102: GENERAL DISCLOSURES		
ORGANIZATIONAL PROFILE		
102-1	Name of the organization	Tiffany & Co.
102-2	Activities, brands, products, and services	Tiffany & Co. 2017 Form 10-K Executive Summary
102-3	Location of headquarters	New York, New York, U.S.A.
102-4	Location of operations	Tiffany & Co. 2017 Form 10-K
102-5	Ownership and legal form	Tiffany & Co. 2017 Form 10-K
102-6	Markets served	Tiffany & Co. 2017 Form 10-K
102-7	Scale of the organization	Tiffany & Co. 2017 Form 10-K
102-8	Information on employees and other workers	Tiffany & Co. 2017 Form 10-K Our Employees
102-9	Supply chain	Tiffany & Co. 2017 Form 10-K Responsible Mining Ethical Sourcing
102-10	Significant changes to the organization and its supply chain	Tiffany & Co. 2017 Form 10-K Tiffany & Co. 2017 Proxy Statement
102-11	Precautionary Principle or approach	Tiffany & Co. supports the precautionary approach to environmental challenges.

INDICATOR	DESCRIPTION	RESPONSE
102-12	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 this report. Since 2011, Tiffany & Co. has been a member of the United Nations Global Compact. Please see the About This Report – United Nations Global Compact: Communication on Progress 2017 section of this report.
102-13	Membership of associations	Selected memberships are listed in the Responsible Mining chapter and throughout the content of this report. The 2017 Annual Political Spending Disclosure can be found on the Tiffany & Co. Investor Relations website.

STRATEGY

102-14	Statement from senior decision-maker	CEO Message
102-15	Key impacts, risks, and opportunities	For information on material risks to Tiffany & Co., please see the Tiffany & Co. 2017 Form 10-K. Description of key sustainability impacts, risks and opportunities can be found throughout the content of this report, and detailed in the About This Report – Understanding our Most Material Environmental and Social Issues section of this report.

ETHICS AND INTEGRITY

102-16	Values, principles, standards, and norms of behavior	Tiffany & Co. 2017 Proxy Statement Our Employees Governance
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. For details about the Tiffany & Co. Business Conduct Policy and our confidential reporting mechanisms, please see the Tiffany & Co. 2017 Proxy Statement and the Governance chapter of this report.

INDICATOR	DESCRIPTION	RESPONSE
GOVERNANCE		
102-18	Governance structure	Information on governance at Tiffany & Co. can be found in the Tiffany & Co. 2017 Proxy Statement. A description of the Governance structure as it relates to corporate responsibility can be found within the Governance chapter of this report.
102-19	Delegating authority	Tiffany & Co. 2017 Proxy Statement Governance
102-20	Executive-level responsibility for economic, environmental, and social topics	Tiffany & Co.'s Chief Sustainability Officer reports directly to the CEO and liaises with the Corporate Social Responsibility Committee of the Board of Directors.
102-21	Consulting stakeholders on economic, environmental, and social topics	Information on Tiffany & Co. practices for stakeholder engagement can be found within the Executive Summary chapter and throughout the content of this report. Further information about our stockholder communication processes can be found in the Tiffany & Co. 2017 Proxy Statement.
102-22	Composition of the highest governance body and its committees	Tiffany & Co. 2017 Proxy Statement Our Employees
102-23	Chair of the highest governance body	Michael J. Kowalski served as Chairman of the Board from January 1, 2017–October 1, 2017. Roger Farah was appointed Chairman of the Board effective October 2, 2017.
102-24	Nominating and selecting the highest governance body	Tiffany & Co. 2017 Proxy Statement
102-25	Conflicts of interest	Tiffany & Co. 2017 Proxy Statement
102-26	Role of highest governance body in setting purpose, values, and strategy	Tiffany & Co. 2017 Proxy Statement Governance
102-27	Collective knowledge of highest governance body	Tiffany & Co. 2017 Proxy Statement For a description of the Corporate Social Responsibility Committee of the Board of Directors, please see the Governance chapter of this report.
102-28	Evaluating the highest governance body's performance	Tiffany & Co. 2017 Proxy Statement
102-29	Identifying and managing economic, environmental, and social impacts	Tiffany & Co. 2017 Proxy Statement Governance About This Report
102-30	Effectiveness of risk management processes	Tiffany & Co. 2017 Proxy Statement

INDICATOR	DESCRIPTION	RESPONSE
102-31	Review of economic, environmental, and social topics	Tiffany & Co. 2017 Proxy Statement
102-32	Highest governance body's role in sustainability reporting	Tiffany & Co.'s CSR Committee assists the Board in providing oversight with respect to CSR reporting, stakeholder engagement and transparency.
102-33	Communicating critical concerns	Tiffany & Co. 2017 Proxy Statement Governance
102-34	Nature and total number of critical concerns	Not disclosed
102-35	Remuneration policies	Tiffany & Co. 2017 Proxy Statement
102-36	Process for determining remuneration	Tiffany & Co. 2017 Proxy Statement
102-37	Stakeholders' involvement in remuneration	Tiffany & Co. 2017 Proxy Statement
102-38	Annual total compensation ratio	Tiffany & Co. 2017 Proxy Statement
102-39	Percentage increase in annual total compensation ratio	This is Tiffany & Co.'s first year of reporting.

STAKEHOLDER ENGAGEMENT

102-40	List of stakeholder groups	We have long recognized and embraced the important role that stakeholders play in our business, including our employees, stockholders, nongovernmental organizations (NGOs), and industry and supply chain partners. Information on Tiffany & Co. practices for stakeholder engagement can be found within the Executive Summary chapter and throughout the content of this report.
102-41	Collective bargaining agreements	Not disclosed
102-42	Identifying and selecting stakeholders	Information on Tiffany & Co. practices for stakeholder engagement can be found within the Executive Summary chapter and throughout the content of this report.
102-43	Approach to stakeholder engagement	Information on Tiffany & Co.'s approach to stakeholder engagement can be found within the Executive Summary chapter and throughout the content of this report.
102-44	Key topics and concerns raised	This information is reported throughout the content of this report.

INDICATOR	DESCRIPTION	RESPONSE
REPORTING PRACTICE		
102-45	Entities included in the consolidated financial statements	Tiffany & Co. 2017 Form 10-K This Sustainability Report covers Tiffany & Co. and its subsidiary operations unless otherwise specified.
102-46	Defining report content and topic Boundaries	About This Report – Understanding our Most Material Environmental and Social Issues
102-47	List of material topics	About This Report – Understanding our Most Material Environmental and Social Issues
102-48	Restatements of information	This report does not include any corrections or restatements of information provided in previous reports.
102-49	Changes in reporting	Any explanation of significant changes from previous reporting periods is described in the discussion of that specific metric in the report or with the discussion of that topic in this GRI Index.
102-50	Reporting period	Tiffany & Co. is reporting on Fiscal Year 2017 (February 1, 2017–January 31, 2018) unless otherwise specified.
102-51	Date of most recent report	Tiffany & Co. publishes its Sustainability Report annually. The Company published its most recent previous report on Fiscal Year 2016 in August 2017.
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	For information on how to contact Tiffany & Co., please see Customer Service .
102-54	Claims of reporting in accordance with the GRI Standards	This report was developed in accordance with the GRI Standards and is “in accordance” at the Core level.
102-55	GRI content index	This report was developed in accordance with the GRI Standards and is “in accordance” at the Core level.
102-56	External assurance	Tiffany & Co. engaged PricewaterhouseCoopers LLP (PwC) to provide limited assurance on select sustainability metrics set forth within the Tiffany & Co. Sustainability Report. A copy of the PwC report and Tiffany & Co. Management Assertion can be found in the Report of Independent Accountants.

INDICATOR	DESCRIPTION	RESPONSE
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GRI 103: MANAGEMENT APPROACH

GENERAL REQUIREMENTS FOR REPORTING THE MANAGEMENT APPROACH

103-1	Explanation of the material topic and its Boundary	Please see About this Report – Understanding our Most Material Environmental and Social Issues section of this report for an explanation of our Economic, Environmental and Social Impact boundaries
103-2	The management approach and its components	<p>Our general management approach is discussed in the Tiffany & Co. 2017 Form 10-K.</p> <p>Our sustainability management approach is outlined in our policies and throughout the various chapters of this report. Please see About this Report – Understanding our Most Material Environmental and Social Issues section of this report for an explanation of our Economic, Environmental and Social Impact boundaries.</p> <p>As a publicly traded U.S. company, Tiffany & Co. reports its economic performance in regular financial statements, all of which are available on the Tiffany & Co. Investor Relations website. The entities included in the Company’s financial statements and the basis for preparation of the Company’s financial statements are described in the Tiffany & Co. 2017 Form 10-K.</p> <p>We report on our approach for collecting information about certain grievances and taking corrective action in the Governance chapter of this report.</p>
103-3	Evaluation of the management approach	<p>Please see About this Report – Understanding our Most Material Environmental and Social Issues section of this report for an explanation of our Economic, Environmental and Social Impact boundaries.</p> <p>The mechanisms we use to evaluate the effectiveness of our management approach to material sustainability topics include our periodic materiality assessments, which include stakeholder feedback, and our external PwC assurance process.</p>

ECONOMIC

GRI 201: ECONOMIC APPROACH

201-1	Direct economic value generated and distributed	<p>Financial information can be found in the Tiffany & Co. 2017 Form 10-K.</p> <p>Information on Tiffany & Co. donations and The Tiffany & Co. Foundation’s grantmaking can be found within the Charitable Giving chapter of this report.</p> <p>Information on Tiffany & Co.’s living wage practices can be found within the Ethical Sourcing – Tiffany Manufacturing & Supplier Responsibility section of this report.</p> <p>The 2017 Annual Political Spending Disclosure can be found on the Tiffany & Co. Investor Relations website.</p>
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INDICATOR	DESCRIPTION	RESPONSE
201-2	Financial implications and other risks and opportunities due to climate change	For information on material risks to Tiffany & Co., please see the Tiffany & Co. 2017 Form 10-K. For additional information, please see the Tiffany & Co. response to the CDP Climate Change Request, publicly available at www.cdp.net .
201-3	Defined benefit plan obligations and other retirement plans	Tiffany & Co. 2017 Form 10-K
201-4	Financial assistance received from government	The Company does not receive financial assistance from government, provided, however, it does take ordinary tax credits and tax relief available to all eligible persons under applicable tax codes in the jurisdictions in which it operates. As reported in the Tiffany & Co. 2017 Proxy Statement, Qatar Investment Authority, a sovereign wealth fund owned by the Government of the State of Qatar, owns 11,822,436 shares of Tiffany & Co. common stock, which represented 9.49% of total number of shares of common stock outstanding as of March 19, 2018.

GRI 202: MARKET PRESENCE

202-1	Ratios of standard entry level wage by gender compared to local minimum wage	For a discussion of Tiffany & Co. living wage practices at our manufacturing locations in developing countries, please see the Ethical Sourcing – Tiffany Manufacturing & Supplier Responsibility section of this report.
202-2	Proportion of senior management hired from the local community	For a discussion of Tiffany & Co. local hiring practices at our manufacturing locations in developing countries, please see the Ethical Sourcing – Tiffany Manufacturing & Supplier Responsibility section of this report.

GRI 203: INDIRECT ECONOMIC IMPACTS

203-1	Infrastructure investments and services supported	Please see the Responsible Mining – Tiffany Diamonds and Ethical Sourcing – Tiffany Manufacturing & Supplier Responsibility sections of this report for information on the investments and impacts Tiffany & Co. makes in the communities in which we operate.
203-2	Significant indirect economic impacts	Responsible Mining Ethical Sourcing Charitable Giving – The Tiffany & Co. Foundation

GRI 204: PROCUREMENT PRACTICES

204-1	Proportion of spending on local suppliers	For information on the use of local suppliers by Tiffany & Co., please see the Responsible Mining chapter of this report.
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INDICATOR	DESCRIPTION	RESPONSE
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GRI 205: ANTI-CORRUPTION

205-1	Operations assessed for risks related to corruption	For information on our risk assessment processes, please see the Governance chapter of this report.
205-2	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. Certain employees in all regions, including regional management, are required to undergo Anti-Money Laundering training. In addition, employees whose responsibilities are likely to involve interactions with government officials are required to annually undergo Anti-Bribery & Corruption training. For further information, please see the Governance chapter of this report.

GRI 206: ANTI-COMPETITIVE BEHAVIOR

206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	None
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ENVIRONMENTAL

GRI 301: MATERIALS

301-1	Materials used by weight or volume	Tiffany & Co. does not disclose the exact quantity of materials that we use, as we find this information to be proprietary. However, traceability of raw materials is important to Tiffany & Co., as a way to help understand and improve social and environmental practices along our supply chain.
301-2	Recycled input materials used	Information on the recycled materials we use can be found within the Responsible Mining – Precious Metals and Ethical Sourcing – Wood & Paper sections of this report.

GRI 302: ENERGY

302-1	Energy consumption within the organization	Energy and Climate Change The Tiffany & Co. response to the CDP Climate Change Request is publicly available at www.cdp.net .
302-4	Reduction of energy consumption	Energy and Climate Change The Tiffany & Co. response to the CDP Climate Change Request is publicly available at www.cdp.net .

INDICATOR	DESCRIPTION	RESPONSE
GRI 303: WATER		
303-2	Water sources significantly affected by withdrawal of water	We do not focus our environmental reporting on water at this time as we believe that our water impacts are relatively low.
303-3	Water recycled and reused	We do not focus our environmental reporting on water at this time as we believe that our water impacts are relatively low.
GRI 304: BIODIVERSITY		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside of protected areas	Not known
304-2	Significant impacts of activities, products, and services on biodiversity	A description of the potential impacts to biodiversity by raw material sourcing, and how Tiffany & Co. works with our supply chain to minimize these impacts, can be found within the Responsible Mining, Ethical Sourcing and Charitable Giving chapters of this report.
304-3	Habitats protected or restored	Responsible Mining Ethical Sourcing Energy and Climate Change Charitable Giving
GRI 305: EMISSIONS		
305-1	Direct (Scope 1) GHG emissions	Energy and Climate Change The Tiffany & Co. response to the CDP Climate Change Request is publicly available at www.cdp.net .
305-2	Energy indirect (Scope 2) GHG emissions	Energy and Climate Change The Tiffany & Co. response to the CDP Climate Change Request is publicly available at www.cdp.net .
305-3	Other indirect (Scope 3) GHG emissions	The Tiffany & Co. response to the CDP Climate Change Request is publicly available at www.cdp.net .
305-4	GHG emissions intensity	Energy and Climate Change The Tiffany & Co. response to the CDP Climate Change Request is publicly available at www.cdp.net .
305-5	Reduction of GHG emissions	Energy and Climate Change The Tiffany & Co. response to the CDP Climate Change Request is publicly available at www.cdp.net .

INDICATOR	DESCRIPTION	RESPONSE
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GRI 306: EFFLUENTS AND WASTE

306-3	Significant spills	Tiffany & Co. did not have any significant spills within this reporting period.
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GRI 307: ENVIRONMENTAL COMPLIANCE

307-1	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 2017.
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GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT

308-1	New suppliers that were screened using environmental criteria	For information on our Social Accountability Program, please see the Ethical Sourcing – Tiffany Manufacturing & Supplier Responsibility section of this report.
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308-2	Negative environmental impacts in the supply chain and actions taken	For information about the environmental impacts in our supply chain, please see the Responsible Mining and Ethical Sourcing chapters of this report.
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SOCIAL

GRI 401: EMPLOYMENT

401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	A description of benefits by region can be found on the Tiffany Careers website.
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401-3	Parental leave	For more information on Parental Leave, please see the Our Employees chapter of this report.
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INDICATOR	DESCRIPTION	RESPONSE
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GRI 403: OCCUPATIONAL HEALTH AND SAFETY

403-1	Workers representation in formal joint management-worker health and safety committees	Manufacturing and distribution locations have health and safety committees that participate in deployment of the location's proactive safety efforts. Each location has various tasks, department, ad hoc and other committees to develop and implement health and safety programs based on the location's strategic health and safety plan. These leadership groups include a cross-section of personnel from the facility.
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Not disclosed

GRI 404: TRAINING AND EDUCATION

404-2	Programs for upgrading employee skills and transition assistance programs	Please see the Our Employees chapter of this report and the Tiffany Careers website for further information on training and career development programs.
404-3	Percentage of employees receiving regular performance and career development reviews	Employees receive annual performance and career development reviews.

GRI 405: DIVERSITY AND EQUAL OPPORTUNITY

405-1	Diversity of governance bodies and employees	Information on the composition of the Board of Directors can be found in the Tiffany & Co. 2017 Proxy Statement. Information on the diversity of our workforce can be found within the Our Employees chapter of this report.
405-2	Ratio of basic salary and remuneration of women to men	We do not externally report the information specified on this indicator at this time.

GRI 406: NON-DISCRIMINATION

406-1	Incidents of discrimination and corrective actions taken	We report on our process for collecting information about labor practices grievances and taking corrective action in the Governance chapter of this report, but do not disclose quantitative information about these matters externally at this time.
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INDICATOR	DESCRIPTION	RESPONSE
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GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Please see the Ethical Sourcing – Tiffany Manufacturing & Supplier Responsibility section of this report for an understanding of how this matter is reviewed within our supply chain.
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GRI 408: CHILD LABOR

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. Information on the assessment of our supply chain for these risks can be found in the Ethical Sourcing – Tiffany Manufacturing & Supplier Responsibility section of this report.
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GRI 409: FORCED OR COMPULSORY LABOR

409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Tiffany & Co. facilities are required to abide by our corporate standards and accordingly do not engage or participate in forced labor. Information on the assessment of our supply chain for these risks can be found in the Ethical Sourcing – Tiffany Manufacturing & Supplier Responsibility section of this report and our statement on the <i>California Transparency in Supply Chains Act/U.K. Modern Slavery Act</i> .
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GRI 411: RIGHTS OF INDIGENOUS PEOPLE

411-1	Incidents of violations involving rights of indigenous peoples	Information on how Tiffany & Co. supports indigenous rights and affected communities can be found within the Responsible Mining chapter of this report.
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INDICATOR	DESCRIPTION	RESPONSE
GRI 412: HUMAN RIGHTS ASSESSMENT		
412-1	Operations that have been subject to human rights reviews or impact assessments	Information about our human rights review practices can be found within the Responsible Mining, Ethical Sourcing and Governance chapters of this report.
412-2	Employee training on human rights policies or procedures	Tiffany & Co. officers and employees perform an annual review of the Tiffany & Co. Business Conduct Policy. Beginning in 2010, English-speaking employees received online training on the Business Conduct Policy and this program has been translated for use by the vast majority of the Company. In 2017, those employees who did not receive the online training performed an annual review of the Business Conduct Policy in their local language.
GRI 413: LOCAL COMMUNITIES		
413-1	Operations with local community engagement, impact assessments, and development programs	For information on our operations' impact on the community, please see the Ethical Sourcing – Tiffany Manufacturing & Supplier Responsibility section of this report.
413-2	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 Ethical Sourcing – Tiffany Manufacturing & Supplier Responsibility section and Energy and Climate Change chapter of this report.
GRI 414: SUPPLIER SOCIAL ASSESSMENT		
414-1	New suppliers that were screened using social criteria	For information on our Social Accountability Program, please see the Ethical Sourcing – Tiffany Manufacturing & Supplier Responsibility section of this report. For information on conflict minerals due diligence, please see the Responsible Mining chapter of this report.
414-2	Negative social impacts in the supply chain and actions taken	Information about our Social Accountability Program and human rights review practices can be found within the Responsible Mining chapter and Ethical Sourcing – Tiffany Manufacturing & Supplier Responsibility section of this report.
GRI 415: PUBLIC POLICY		
415-1	Political contributions	The 2017 Annual Political Spending Disclosure can be found on the Tiffany & Co. Investor Relations website.

INDICATOR	DESCRIPTION	RESPONSE
GRI 416: CUSTOMER HEALTH AND SAFETY		
416-1	Assessment of the health and safety impacts of product and service categories	Tiffany & Co. places a high priority on product safety, with dedicated departments focused on evaluating and reviewing our merchandise based on quality and product safety.
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Tiffany & Co. recalled its Wheat Leaf crystal glass mug sold between October and December 2017, following reports of the mug breaking when hot liquid was poured into it. No injuries were reported and recalls were conducted under applicable government supervision in the jurisdictions in which the mugs were sold (U.S., Canada and Australia).
GRI 417: MARKETING AND LABELING		
417-3	Incidents of non-compliance concerning marketing communications	Tiffany & Co. was not subject to any significant fines or significant non-monetary sanctions for non-compliances for marketing communications in 2017.
GRI 418: CUSTOMER PRIVACY		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Not disclosed
GRI 419: SOCIOECONOMIC COMPLIANCE		
419-1	Non-compliance with laws and regulations in the social and economic area	Tiffany & Co. was not subject to any significant fines or significant non-monetary sanctions for non-compliance with laws and regulations in the social and economic area in 2017.

UNITED NATIONS GLOBAL COMPACT: COMMUNICATION ON PROGRESS 2017

In 2011, Tiffany & Co. joined the United Nations Global Compact, a strategic policy initiative for businesses committed to aligning their operations and strategies with 10 principles in the areas of human rights, labor standards, environment and anti-corruption. The table below shows how we are communicating on progress for the Ten Principles.

For further information on the UN Global Compact, please see www.unglobalcompact.org.

PRINCIPLE	GLOBAL COMPACT PRINCIPLES	COMMUNICATION ON PROGRESS
HUMAN RIGHTS		
1	Businesses should support and respect the protection of internationally proclaimed human rights.	Tiffany & Co. adheres to key policies and procedures in order to help safeguard human rights within the Company and throughout our supply chain. These policies and procedures are detailed in the Governance chapter of this report. Within the Company, we welcome diversity and strive to offer all employees an equitable and respectful working environment (see the Ethical Sourcing – Tiffany Manufacturing & Supplier Responsibility section and Our Employees chapter). The Company’s Social Accountability Program (see the Ethical Sourcing – Tiffany Manufacturing & Supplier Responsibility section) evaluates suppliers to better protect human rights in our supply chain. Beyond these spheres of influence, Tiffany & Co. is committed to protecting human rights throughout the industry and seeks to advance high standards in responsible mining and advocating for the protection of human rights (see the Responsible Mining chapter).
2	Businesses should make sure they are not complicit in human rights abuses.	
LABOR STANDARDS		
3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Tiffany & Co. recognizes and respects the importance of labor standards to protect workers worldwide. Tiffany & Co. provides guidance to employees and the Human Resource function of its organization to enhance compliance with applicable employment laws and regulations to foster a positive and ethical work environment (see the Our Employees and Governance chapters). Through its Social Accountability Program, Tiffany & Co. upholds standards in social 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 (see the Ethical Sourcing – Tiffany Manufacturing & Supplier Responsibility section). Additionally, Tiffany & Co. supports the strengthening of industry-wide labor standards beyond our immediate operations (see the Responsible Mining chapter).
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.	

INDICATOR	DESCRIPTION	RESPONSE
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ENVIRONMENT

7	Businesses should support a precautionary approach to environmental challenges.	Tiffany & Co. draws on the natural world for both design inspiration and the precious materials used in our products. At the Company’s core is a commitment to preserve, protect and responsibly manage the environment on which we rely for our long-term success. The Company promotes environmental responsibility by leveraging the Tiffany brand. For example, the Company 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 metals principally from mines we know and recycled sources. These efforts are strengthened by the Foundation’s support of scientific research, conservation and multistakeholder collaboration to promote environmentally responsible standards in mining operations (see the Responsible Mining chapter). In addition to addressing the impacts of mining, we regularly look to reduce our environmental footprint in other ways, from using recycled and FSC®-certified paper to reducing our greenhouse gas emissions (see the Ethical Sourcing – Wood & Paper section and Energy and Climate Change chapter).
8	Businesses should undertake initiatives to promote greater environmental responsibility.	
9	Businesses should encourage the development and diffusion of environmentally friendly technologies.	

ANTI-CORRUPTION

10	Businesses should work against corruption in all its forms, including extortion and bribery.	The <i>Tiffany & Co. Business Conduct Policy</i> 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 (see the Governance chapter). Certain employees in all regions, including regional management, are required to undergo Anti-Money Laundering training. In addition, employees whose responsibilities are likely to involve interactions with government officials are required to annually undergo Anti-Bribery & Corruption training. Within our supply chain, the Tiffany & Co. Supplier Code of Conduct outlines expectations for ethical conduct and legal compliance (see the Ethical Sourcing – Tiffany Manufacturing & Supplier Responsibility section).
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Forward-Looking Statement

This Tiffany & Co. Sustainability Report, including documents or reports incorporated herein 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. makes 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” and “expects” and other words and terms of similar meaning and expression in connection with any discussion of future sustainability initiatives 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 based on Tiffany & Co.’s current plan and involve inherent uncertainties and assumptions that could cause actual outcomes to differ materially from the current or reported plan. Tiffany & Co.’s forward-looking statements and goals are not guarantees or promises that the goals will be met. The statistics and metrics included in this Sustainability Report 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 all instances, and suppliers bear primary 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 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 this report, whether as a result of new information, future events, changes in sustainability objectives and expectations or otherwise.





APPENDIX: REPORT OF INDEPENDENT ACCOUNTANTS



Tiffany & Co. chooses to voluntarily report on our sustainability performance and has designed processes to collect and/or estimate, assess and report on this data.

Tiffany & Co. Management is responsible for the completeness, accuracy and validity of the information contained in the 2017 Sustainability Report. We engaged PricewaterhouseCoopers LLP (PwC), an independent registered public accounting firm, to review and report on Management's Assertion on select sustainability metrics set forth in this report. A copy of their findings can be found herein.



Report of Independent Accountants

To the Board of Directors and Management of Tiffany & Co.

We have reviewed the management assertion of Tiffany & Co., included in the accompanying Appendix A, that the selected sustainability metrics identified below and denoted by an asterisk (*) within the Tiffany & Co. Sustainability Report for the periods as indicated below, are presented in conformity with the assessment criteria set forth in management's assertion in Appendix A.

- Percentage raw direct metals traceable to mine – February 1, 2017 to January 31, 2018
- Percentage raw direct metals traceable to recycler – February 1, 2017 to January 31, 2018¹
- Percentage rough diamonds traceable to the mine or source:
 - Botswana – January 1, 2017 to December 31, 2017
 - Belgium – February 1, 2017 to January 31, 2018
- Economic beneficiation – Botswana – January 1, 2017 to December 31, 2017
- Generation diversity – as of January 31, 2018
- Gender diversity by management level – as of January 31, 2018
- Ethnic diversity – United States – October 1, 2017 to October 14, 2017
- Local employee ratio – as of January 31, 2018
- Foundation grantmaking – January 1, 2017 to December 31, 2017
- Greenhouse gas emissions – Scope 1, scope 2 and total (location-based and market-based) – February 1, 2017 to January 31, 2018¹
- Greenhouse gas emissions – Total scope 1 and scope 2 (location-based and market-based) per square foot – February 1, 2017 to January 31, 2018¹
- Electricity from renewable sources – February 1, 2017 to January 31, 2018

Tiffany & Co.'s management is responsible for its assertion and for the selection or development of the criteria, which management believes provide an objective basis for measuring and reporting on the selected sustainability metrics. Our responsibility is to express a conclusion on management's assertion based on our review.

¹Metrics in the Sustainability Report for which historical data has also been subject to our previous review procedures are denoted by a double dagger (‡), including: Percentage Raw Direct Metals Traceable to Recycler for year ended January 31, 2017 and the denoted subset of Greenhouse Gas Emissions metrics for years ended January 31, 2014 and January 31, 2017.

Our review was conducted in accordance with the attestation standards established by the American Institute of Certified Public Accountants (AICPA) in AT-C section 105, *Concepts Common to All Attestation Engagements*, and AT-C section 210, *Review Engagements*. Those standards require that we plan and perform the review to obtain limited assurance about whether any material modifications should be made to management’s assertion in order to be fairly stated. A review is substantially less in scope than an examination, the objective of which is to obtain reasonable assurance about whether management’s assertion is fairly stated, 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.

In performing our review, we have complied with the independence and other ethical requirements of the Code of Professional Conduct issued by the AICPA.

We applied the Statements on Quality Control Standards established by the AICPA and, accordingly, maintain a comprehensive system of quality control.

Greenhouse gas (“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 or metrics being reported.

The preparation of the other sustainability 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 of different but acceptable measurement techniques could result in materially different amounts or metrics being reported.

As discussed in management’s assertion in Appendix A, the Company has estimated GHG emissions for certain emissions sources for which no primary usage data is available.

Based on our review, we are not aware of any material modifications that should be made to management of Tiffany & Co.’s assertion presented in Appendix A in order for it to be fairly stated.

A handwritten signature in cursive script that reads "PricewaterhouseCoopers LLP".

June 4, 2018

Appendix A

Management Assertion

Tiffany & Co. is responsible for the completeness, accuracy and validity of the sustainability metrics contained in the Sustainability Report 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 metrics in the Tiffany & Co. Sustainability Report 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. Metrics in the Sustainability Report for which historical data has also been subject to previous review procedures are denoted by a double dagger (‡), including: Percentage Raw Direct Metals Traceable to Recycler for year ended January 31, 2017 and the denoted subset of Greenhouse Gas Emissions metrics for years ended January 31, 2014 and January 31, 2017. 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.

Metric Description	Definition of Metric and Assessment Criteria	Metric Quantity
Percentage raw direct metals traceable to mine	The weight in troy ounces, expressed as a percentage, of raw silver, gold and platinum procured by Tiffany & Co. manufacturing facilities directly from a mine during the period February 1, 2017 to January 31, 2018 as indicated by either (1) the contractual terms with the supplier, which require metals to be purchased from a specific mine(s) or if unavailable (2) the details listed on the invoice received.	Total Precious Metals Traceable to Mine – 43% Silver – 45% Gold – 18% Platinum – 72%
Percentage raw direct metals traceable to recycler	The weight in troy ounces, expressed as a percentage, of raw silver, gold and platinum procured by Tiffany & Co. manufacturing facilities directly from a recycler during the period February 1, 2017 to January 31, 2018 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 recycler’s website as of January 31, 2017 and January 31, 2018 stating that the metal is 100% recycled.	Total Precious Metals Traceable to Recycler – 55% Silver – 55% Gold – 75% Platinum – 0%
Percentage rough diamonds traceable to the mine or source	The weight in carats, expressed as a percentage, of rough diamonds received by Tiffany & 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, 2017 to December 31, 2017 via Laurelton Diamonds in Botswana, and February 1, 2017 to January 31, 2018 via Laurelton Diamonds in 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.	100%

Economic beneficiation – Botswana	The U.S. dollar equivalent of beneficiation paid during the period January 1, 2017 to December 31, 2017 by Tiffany & Co. in Botswana (a diamond-producing country whose government requires beneficiation). This amount includes payments to domestic suppliers for rough diamonds, materials and services, taxes, community donations and payroll and benefit costs related to the Laurelton Diamonds facility.	\$40,101,719
Generation diversity	The diversity of the global workforce, including temporary and seasonal employees, according to the date of birth as self-reported and recorded in the Company’s Human Resources systems as of January 31, 2018.	Born 1964 and Prior – 12% Born 1965–1980 – 30% Born 1981–Present – 58% No Birthdate Listed – 0%
Gender diversity by management level	The diversity of the global workforce, including temporary and seasonal employees, according to the gender as self-reported and recorded, and management level as recorded in the Company’s Human Resources systems, as of January 31, 2018. The Board of Directors is separately tracked and presented as of January 31, 2018.	<u>Global Workforce</u> Female – 70% Male – 29% Not Specified – 1% <u>Manager and Above</u> Female – 60% Male – 39% Not Specified – 1% <u>Vice President and Above</u> Female – 46% Male – 54% Not Specified – 0% <u>Board of Directors</u> Female – 17% Male – 83%
Ethnic diversity – United States	The diversity of the workforce, including temporary and seasonal employees, employed in the United States according to the ethnicity as self-reported and recorded in the Company’s Human Resources systems during the time period of October 1, 2017 to October 14, 2017.	White – 46.4% Hispanic or Latino – 18.2% Asian – 14.8% Black or African-American – 11.6% Two or More Races – 1.9% Native Hawaiian or Other Pacific Islander – 0.5% American Indian or Alaska Native – 0.2% Not Specified – 6.4%
Local employee ratio	The diversity of the Laurelton global workforce, including temporary and seasonal employees, according to local or expatriate status as recorded in the Company’s Human Resources records as of January 31, 2018.	Local Headcount – 98% Expatriate Headcount – 2%
Foundation grantmaking	The U.S. dollar amount of grants that The Tiffany & Co. Foundation paid to United States nonprofit organizations during the period January 1, 2017 to December 31, 2017.	\$5,880,000

Greenhouse gas emissions	The quantity in metric tons of carbon dioxide equivalent greenhouse gas emissions during the period February 1, 2017 to January 31, 2018. See below for additional information on GHG emission factors and estimates.	Scope 1 – 3,124 Scope 2 (location-based) – 40,201 Scope 2 (market-based) – 10,496 Total (location-based) – 43,325 Total (market-based) – 13,620
Greenhouse gas emissions per square foot	The quantity in pounds of carbon dioxide equivalent greenhouse gas emissions per square foot of operated space during the period of February 1, 2017 to January 31, 2018. See below for additional information on GHG emission factors and estimates.	Total Scope 1 and Scope 2 (location-based) – 30.4 Total Scope 1 and Scope 2 (market-based) – 9.6
Electricity from renewable sources	The amount of electricity that is generated and procured from renewable sources, expressed as a percentage of total global electricity in megawatt-hours (MWh) used during the period February 1, 2017 to January 31, 2018 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 operations, or (4) contracts for specific utility products; and in all cases where Tiffany retains the exclusive claim to the environmental attributes through proof of generation, contractual ownership, or retirement of the environmental attribute certificates.	Renewable Electricity – 76,062 MWh Total Electricity – 90,050 MWh Percentage of Electricity from Renewable Sources – 84%

GHG base data

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, 2016 actual data is used.

Approximately 22% of the Scope 1 and 2 (location-based) emissions are estimated for the period February 1, 2017 to January 31, 2018.

Facility Type	Global Estimation Factors		
	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	3.993
Warehouse	0.02218	1.330	
Manufacturing	0.03512	1.428	
Retail	0.00989	3.075	
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.

Organizational boundary

In conformance with the GHG protocol, reported direct and indirect GHG emissions represent 100% of the emissions from the facilities where Tiffany & Co. has operational control.

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 annually. Tiffany & Co. used the most current factors available as of February 1, 2018.

The table below 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 Climate Change and Energy Efficiency.
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), Rest of the world	Electricity	For all other locations, Tiffany & Co. uses national emission factors provided by the International Energy Agency (IEA). Emissions for Guam and Mauritius are not covered by the IEA factor set, so Tiffany & Co. uses the IEA emission factors for Jamaica for both as 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 assuming the steam is produced from natural gas combustion and the energy content delivered to Tiffany & Co. at an efficiency of 80%.

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 below 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 on-site solar generation where Renewable Energy Credits generated are retained by Tiffany; and for purchased renewable energy attribute certificates applied to Tiffany 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	Europe: Tiffany & Co. uses available country emission factors from Association of Issuing Bodies (AIB).
Location-based factors	If none of the above options are available, Tiffany & Co. uses location-based factors as described in the table above.

