In 2011, Tiffany & Co. joined the United Nations Global Compact (UNGC), 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.

<table>
<thead>
<tr>
<th>PRINCIPLE</th>
<th>GLOBAL COMPACT PRINCIPLES</th>
<th>COMMUNICATION ON PROGRESS</th>
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</thead>
<tbody>
<tr>
<td><strong>HUMAN RIGHTS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>Businesses should support and respect the protection of internationally proclaimed human rights.</td>
<td>Tiffany &amp; Co. adheres to key policies and procedures in order to help safeguard human rights within the Company and throughout our supply chain. For information on our policies, please see the GRI Index and page 2 of this document for links to our key policies. Within the Company, we prioritize diversity and inclusion by welcoming the unique identities, expressions, ideas, abilities and cultures from our employees around the world. The Company’s Social &amp; Environmental Accountability Program evaluates suppliers to better protect human rights in our supply chain. Beyond these spheres of influence, Tiffany &amp; Co. is committed to protecting human rights throughout the industry and seeks to advance high standards in responsible mining and advocating for the protection of human rights. For more information, please see Tiffany.com/Sustainability, the “Tiffany &amp; Co. Supplier Code of Conduct” and “Tiffany &amp; Co. Supplier Code of Conduct Guidance.”</td>
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<tr>
<td>2</td>
<td>Businesses should make sure they are not complicit in human rights abuses.</td>
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<tr>
<td><strong>LABOR STANDARDS</strong></td>
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<td>3</td>
<td>Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining</td>
<td>Tiffany &amp; Co. recognizes and respects the importance of labor standards to protect workers worldwide. Tiffany &amp; 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. For more information, please see the GRI Index, Tiffany.com/Sustainability, and page 2 of this document for links to our key policies.</td>
</tr>
<tr>
<td>4</td>
<td>Businesses should uphold the elimination of all forms of forced and compulsory labor.</td>
<td>Through its Social &amp; Environmental Accountability Program, Tiffany &amp; Co. upholds standards in social and environmental responsibility by working with a key subset of suppliers to help them improve their human rights, labor and environmental performance. Suppliers are expected to adhere to the Tiffany &amp; 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. Additionally, Tiffany &amp; Co. supports the strengthening of industry-wide labor standards beyond our immediate operations. For more information, please see Tiffany.com/Sustainability and the “Tiffany &amp; Co. Supplier Code of Conduct” and “Tiffany &amp; Co. Supplier Code of Conduct Guidance.”</td>
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<tr>
<td>5</td>
<td>Businesses should uphold the effective abolition of child labor.</td>
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<tr>
<td>6</td>
<td>Businesses should uphold the elimination of discrimination in respect of employment and occupation.</td>
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<tr>
<td><strong>ENVIRONMENT</strong></td>
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<tr>
<td>7</td>
<td>Businesses should support a precautionary approach to environmental challenges.</td>
<td>Tiffany &amp; 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 has set a goal of reaching net-zero greenhouse gas emissions and advocates for policies around the world to help tackle the climate crisis. The Company also actively participates in industry-wide collaborative efforts to protect against environmental damage across the supply chain, raises awareness of risks associated with mining in ecologically sensitive areas and directly sources raw metals principally from mines we know and recycled sources. These efforts are strengthened by the Foundation’s support of scientific research, conservation and multi-stakeholder collaboration to promote environmentally responsible standards in mining operations. In addition to addressing the impacts of mining, we regularly look to reduce our environmental footprint in other ways—from using recycled and FSC®-certified paper to reducing our greenhouse gas emissions. For more information, please see Tiffany.com/Sustainability.</td>
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<tr>
<td>8</td>
<td>Businesses should undertake initiatives to promote greater environmental responsibility.</td>
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<tr>
<td>9</td>
<td>Businesses should encourage the development and diffusion of environmentally friendly technologies.</td>
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<tr>
<td><strong>ANTI-CORRUPTION</strong></td>
<td></td>
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<tr>
<td>10</td>
<td>Businesses should work against corruption in all its forms, including extortion and bribery.</td>
<td>The Tiffany &amp; Co. Business Conduct Policy sets forth expectations for Tiffany &amp; Co. employees, including compliance with relevant laws and regulations. This policy prohibits payment of bribes and the acceptance of inappropriate payments or gifts. All employees are required to review the policy upon hire and thereafter on an annual basis to make sure that they understand these standards. Certain employees in all regions, including regional management, are required to undergo Anti-Money Laundering training. In addition, employees whose responsibilities may involve interactions with government officials are required to annually undergo Anti-Bribery &amp; Corruption training. Within our supply chain, the Tiffany &amp; Co. Supplier Code of Conduct outlines expectations for ethical conduct and legal compliance. For more information, please see Tiffany.com/Sustainability, the GRI index, “Tiffany &amp; Co. Supplier Code of Conduct,” “Tiffany &amp; Co. Supplier Code of Conduct Guidance” and the Tiffany &amp; Co. Business Conduct Policy.</td>
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**HOW WE SUPPORT THE UN GLOBAL GOALS**

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

Our business aligns most closely with the 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 62% of manager and above roles are held by women.

**SENIOR MANAGEMENT GENDER RATIO**

In 2019, 50%° of Tiffany & Co. Senior Management were 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 all regular, 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.

**SUPPORTING PARENTS & CAREGIVERS**

In 2018, we expanded our global leave policy designed to give employees greater flexibility through enhanced parental leave and paid time off to care for ill family members. This policy supports gender equality at home and promotes work-life balance.

### 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 the exceptional quality and craftsmanship of our products.

**TRANSPARENCY IN DIAMOND SOURCING**

In 2019, we launched the Diamond Source Initiative, pledging to provide provenance information—region or countries of origin—for every newly sourced, individually registered diamond we set—a significant step for diamond transparency.

### IRMA STANDARD FOR RESPONSIBLE MINING

Tiffany & Co. is proud to be a founding member of the Initiative for Responsible Mining Assurance (IRMA). IRMA released the pioneering Standard for Responsible Mining, the result of a decade-long multi-stakeholder collaboration, which defines for the first time what constitutes social and environmental responsibility in large-scale mining.

### PRESERVING RESOURCES

We carefully source our products and materials—from precious metals and diamonds to paper and packaging—in an effort to uphold principles of social and environmental responsibility and preserve nature’s resources.

### ADVOCACY

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

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° See our April 20, 2020 Proxy Statement.
HOW WE SUPPORT THE UN GLOBAL GOALS (CONTINUED)

CLIMATE ACTION

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

ENERGY EFFICIENCY
In the short term, we are taking concrete steps to improve energy efficiency, reduce energy use and follow sustainable building design principles. As of June 2020, 16 of our new and renovated retail stores in our Asia Pacific region received LEED (Leadership in Energy and Environmental Design) Silver or Gold certification.

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

RENEWABLE ELECTRICITY
We aim to ultimately use 100% renewable energy globally. In 2019, 84% of our global electricity came from clean, renewable sources.

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

LIFE BELOW WATER

MARINE CONSERVATION
Tiffany & Co. stopped using coral over a decade ago, and The Tiffany & Co. Foundation has awarded over $25 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, the Wildlife Conservation Society and Conservation International.

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

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. For example, in 2019, our Chief Sustainability Officer reiterated our opposition to the proposed Pebble Mine in Bristol Bay, Alaska in testimony before the U.S. Congress. She also outlined why Tiffany & Co. believes it is important that rigorous environmental review of any mining projects occur, with proper consultation of local stakeholders, especially with respect to projects that threaten to disrupt pristine landscapes such as Bristol Bay.

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

PROTECTING WILDLIFE
We advocate against the use of endangered species in jewelry and support conservation efforts to protect wildlife. To date, in partnership with our customers, we have raised more than USD $8 million for the Wildlife Conservation Network through the Tiffany Save the Wild collection to help protect elephants, rhinos and lions.

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 the end of our 2020 fiscal year.
inclusive culture, expanding our learning and development and goals around creating positive community impact, building an Employee Resource Groups Women, LGBTQIA+ and Life Stages. These groups advance our employee-led groups formed around aligned interests that provide diverse perspectives.

leaders and provide them with leadership development training, professionals the opportunity to build rewarding careers. We Retail Leadership has offered high-potential early- to mid-career Tiffany Academy uphold four important principles: cultivate workplaces that for Diversity & Inclusion™ pledge, a personal commitment to

services for homeless LGBTQIA+ youth. Several of our employees committed to leading a year-long in an effort to be inclusive of all relationships. We now use couples’ rings to stand for love in all its forms. And in 2019, we removed the term “bridal” for engagement and couples’ rings across our digital platforms

In 2018 and 2019 we marched in the NYC Pride March under our “Believe In Love” banner. to speak out against laws, policies and practices that threaten people for who they love.

We are also a proud signatory to the Freedom to Love Pledge, a business-led commitment status, religion or disability.

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

In 2015, we filed an amicus brief with the U.S. Supreme Court in support of same-sex marriage.

In 2019, we signed the Open to All Pledge, committing to maintain a welcoming and safe environment

A flexible workplace policy to accommodate greater work-life balance. Our Parental and Caregiver Leave policy is designed to give all employees greater flexibility. [The policy includes a minimum of 14

In our efforts to build an inclusive workplace, we have focused on creating safe spaces and opportunities for meaningful and open conversations amongst our employees. We also continue to analyze our benefits and policies and evolve them to meet the fast-changing needs of our workforce around the world.

Our Culture pillar is focused on building an inclusive workplace where employees feel

by implementing successful diversity and inclusion practices that grow our business.

Guided by these principles, Tiffany & Co. is committed to fostering Empowerment Principles commit to prioritizing women in the workplace. Comprised of women. We continue to invest in programs to advance gender throughout our Company and embed respect for gender equality, endeavoring to treat all women and men fairly at work

Championing Women

Tiffany & Co. is proud to champion women as consumers, employees and

Contributions of Tiffany women through an employee-featured brand

valencia@email.com

Email

Email Customer Service

Call 800-843-3269

Product Care

Concierge

FAQs

Tiffany Select Financing

Shipping & Returns

Customer Service

Location: United States
We created our performance management process to provide a structured approach to career development for both high-potential professionals and provide them with the chance to experience different business areas for growth, while attempting to mitigate unconscious bias that can affect performance.

In 2020, we created TiffanyU, a modern approach to learning and development for all Tiffany employees. This global platform provides access to on-demand learning, leadership discussion guides. We launched the Tiffany Academy in 2015 to develop diverse, inclusive leaders who are inspired to positively impact our employees, consumers and communities.

We believe that by helping our employees grow as professionals, we grow as a company. We are committed to providing our employees with programs that allow them to grow, develop and thrive in their careers. Through our employee engagement initiatives, we aim to help our employees achieve their career aspirations and our business goals.

Diversity & Inclusion

At Tiffany, we are proud of our history of support for LGBTQIA+ individuals and communities. We are proud to have achieved 100% in the Human Rights Campaign Foundation's Corporate Equality Index for the 12th consecutive year.

We enter into a partnership with the National Urban League to establish the Cheryl and Takeshi Tsai Entrepreneurship Scholarship Fund, providing $500,000 in educational support to high school students from underrepresented communities.

As we strongly believe in using our voice to speak out for human rights, we believe we can help to influence change in those locations where we own and operate our own manufacturing facilities, we can better ensure that manufacturing facilities are in compliance with applicable laws and regulations. In our own diamond cutting and polishing facilities—located in five countries—we offer safe and healthy work environments; and we adhere to health and safety standards that, in many places, are more stringent than legal requirements.

We are committed to the health and safety of our employees. In 2018, we codified our global Occupational Safety and Environmental Management System, and continue to apply and meet these standards.

Our Response to COVID-19

As a result of the COVID-19 pandemic, a substantial number of our retail stores were temporarily closed, and our supply chain was disrupted. We responded to the COVID-19 pandemic by prioritizing the health, safety and well-being of the Tiffany & Co. workforce. Our approach was carefully designed and implemented, taking into consideration the need to continue serving our customers while ensuring the safety of our employees.

We have three multicultural Employee Resource Groups to build space for inclusion and belonging across our global workforce, and our ongoing efforts to expand this program include the global launch of our unconscious bias training for all employees, the creation of Employee Resource Group chapters—African Brilliance Collective, LatinX and InspirAsian ML. As we strongly believe in using our voice to speak out for human rights, we believe we can help to influence change in those locations where we own and operate our own manufacturing facilities, we can better ensure that manufacturing facilities are in compliance with applicable laws and regulations.

We pay our workers at our manufacturing facilities a living wage in developing countries. In many of the locations where we own and operate our own manufacturing facilities, we can better ensure that manufacturing facilities are in compliance with applicable laws and regulations. In our own diamond cutting and polishing facilities—located in five countries—we offer safe and healthy work environments; and we adhere to health and safety standards that, in many places, are more stringent than legal requirements.

We are committed to the health and safety of our employees. In 2018, we codified our global Occupational Safety and Environmental Management System, and continue to apply and meet these standards.
We prioritize diversity, cultivate inclusive environments and foster growth and development in our workforce. To this end, Tiffany & Co. has implemented a variety of programs aimed at helping our employees achieve their career aspirations and our business goals.

## Promoting Growth and Development

### Career Development Programs

In 2017, we launched our Grow with Tiffany career-development program to make a variety of capability-building tools accessible to our employees. These tools include TiffanyU, the Tiffany Academy for Excellence and Diversity in Retail, and the Tiffany Select Financing program. By providing our employees with the opportunity to access these tools, we aim to strengthen our Company and enable our employees to achieve their career aspirations.

### Women's Development

We have developed guidelines to help us ensure that health and safety considerations were consistently managed in our operations. As a part of our global reopening process, we have made reductions in operating hours, staggered shifts and other social distancing efforts. We have also taken steps to ensure that our office locations, manufacturing and distribution centers were considered and aimed to be global, sustainable, consistent and inclusive.

Our sustainability focus is an essential part of our annual goal-setting and performance management processes. We have added sustainability goals to our performance management process to provide a structured approach to evaluating our performance and identifying areas for improvement. This process utilizes tools that aim to help employees and managers identify strengths and weaknesses in their performance.

### Multicultural Communities

We have three multicultural Employee Resource Groups to build space for inclusion and belonging across our global workforce. These groups help us to advance respect for human rights through our actions, both in our workplaces and the communities where we operate. We believe the combined power of all these perspectives is essential to our mission for Diversity & Inclusion.

## Health and Safety

Tiffany & Co. is committed to the health and safety of our employees. In 2018, we implemented our Health and Safety program, which includes the development of a living wage program such that all regular full-time employees at our locations in the United States are paid a living wage. Using the Anker Methodology, we have determined a living wage based on the cost of living in the areas where we operate and in the broader jewelry industry.

For more than 10 years, Tiffany & Co. has endeavored to pay a living wage that is intended to cover basic needs, including but not limited to housing, food, health care, transportation, school and other essential needs, while also meeting cultural requirements. We consider the minimum wage as an affordable opportunity to earn a living wage. Using the Anker Methodology, we have determined a living wage that is intended to cover basic needs, including but not limited to housing, food, health care, transportation, school and other essential needs, while also meeting cultural requirements.

## Diversity and Inclusion

Our mission for Diversity & Inclusion is to fully leverage the power of our people to make Tiffany & Co. a place where everyone feels included and can build their careers. To this end, we are committed to fostering a diverse and inclusive workplace where everyone is valued and has equal opportunities for success.

## Heritage Celebrations

We observe heritage celebrations around the world for Lunar New Year, Black History Month, Juneteenth and Hispanic Heritage Month for our employees. We have also hosted events, including a Juneteenth Town Hall, to foster a diverse and inclusive workplace.

## Donations and Foundations

The Tiffany & Co. Foundation is committed to making a meaningful impact on the communities where we live and operate. We believe the combined power of all these perspectives is essential to our mission for Diversity & Inclusion.

## Corporate Responsibility

We are committed to advocating for human rights and promoting environmental sustainability. We believe that we can help to influence change in those locations where we operate and in the broader jewelry industry. Through our corporate responsibility initiatives, we are working to create a more inclusive and sustainable future for all.

## Accessible Links

- Email Customer Service
- Call 800-843-3269
- Product Care
- FAQs
- Tiffany Select Financing
- Shipping & Returns
- Customer Service
- Location: United States
Today, we have four Employee Resource Groups—Multicultural, Women, Underrepresented, and Gay, Lesbian, Bisexual, Pansexual, Two-Spirit, Queer, and Allies (GLBTQIA+). These groups are comprised of women. We continue to invest in programs to advance gender equality. In 2018, we expanded our comprehensive parental leave program to two years of paid leave. We also introduced 10 weeks of paid leave for new fathers. In 2016, we became the first major jewelry company to offer a same-sex benefit. In 2018, we expanded this benefit to cover fertility services and adoption benefits for all employees. In 2017, we reinforced our commitment to gender equality by implementing successful diversity and inclusion practices that grow our business.

Our mission for Diversity & Inclusion is to fully leverage the power of our people to make Tiffany a place where everyone feels valued and empowers each other. The key drivers that enable this are our Inclusive Policies pillar, which includes our commitment to Diversity & Inclusion; our Culture pillar, which focuses on building an inclusive workplace where employees feel valued and empowers each other; and our Talent pillar, which aims to expand our diverse workforce and build competencies to deliver for our business, customers, and communities. A key element is to analyze and evolve our talent systems and processes so they provide all aspects of themselves are valued, and leaders demonstrate and model inclusive behaviors.

Inclusive Policies

The Tiffany & Co. Foundation

Through the Foundation, we invest in initiatives that advance social change and cultivate a culture of giving. In 2018 and 2019, we participated in the UN Women's Empowerment Principles (WEPs) and gender equality programs. We are an active signatory of the Women's Empowerment Principles (WEPs) and the UN Women's Empowerment Principles. We are also an active signatory of the UN Women's Empowerment Principles (WEPs) and gender equality programs. Our mission for Diversity & Inclusion is to fully leverage the power of our people to make Tiffany a place where everyone feels valued and empowers each other. The key drivers that enable this are our Inclusive Policies pillar, which includes our commitment to Diversity & Inclusion; our Culture pillar, which focuses on building an inclusive workplace where employees feel valued and empowers each other; and our Talent pillar, which aims to expand our diverse workforce and build competencies to deliver for our business, customers, and communities. A key element is to analyze and evolve our talent systems and processes so they provide all aspects of themselves are valued, and leaders demonstrate and model inclusive behaviors.

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We created our performance management process to provide a structured approach to help our employees achieve their career aspirations and our business goals. Programs aim to help our employees achieve their career aspirations and our business goals.

We launched our Grow with Tiffany career-development program in 2017 to make a variety of employee development programs, including live and virtual programs, peer-to-peer coaching and networking opportunities, and leadership and performance management forums. A key focus of Grow with Tiffany is to ensure that our high-potential professionals and provide them with the chance to experience different areas for growth, while attempting to mitigate unconscious bias that can affect performance.

We support career development and growth through a number of programs, including the TiffanyU, Grow with Tiffany, the Tiffany Academy for Excellence and Diversity in Retail, and our Leadership Development programs. Tiffany is committed to the health and safety of our employees. In 2018, we achieved a number of successes in advancing our diversity and inclusion goals, including an increase in the proportion of women and people of color in leadership positions, as well as a focus on fostering diversity and inclusion within our own company culture. Our approach was carefully applied and met.

For more than 10 years, Tiffany & Co. has endeavored to pay a living wage. For more than 10 years, Tiffany & Co. has endeavored to pay a living wage program such that all regular full-time employees at our manufacturing facilities in developing countries will have the right to a living wage. Beginning in 2019, we enhanced our living wage program to include a commitment to ensure that all regular full-time employees at our manufacturing facilities in developing countries will have the right to a living wage.

We have also hosted a range of events and activities aimed at promoting diversity and inclusion, including employee resource groups and Town Halls. These initiatives have been successful in helping us continue our growth and success.

Tiffany & Co. is committed to the health and safety of our employees. In 2018, we achieved a number of successes in advancing our diversity and inclusion goals, including an increase in the proportion of women and people of color in leadership positions, as well as a focus on fostering diversity and inclusion within our own company culture. Our approach was carefully applied and met.

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At Tiffany, we are inspired by our employees and are proud of our employee-featured brand initiative in recognition of the potential in the workplace. Providing equal opportunities for all of our employees enables them to reach their full potential in the workplace.

We strive to create workforce policies and practices that respond to our employees' unique needs. We are committed to fostering diversity, equity and inclusion, and to support their health, safety and well-being. In recognition of gender equality, endeavoring to treat all women and men fairly at work.

Guided by these principles, Tiffany & Co. is committed to fostering professional development for women and publicly reporting our progress against the United Nations Women's Empowerment Principles. Through supporting non-discrimination, leadership development training, and facilitating access to new ideas and perspectives.

Our approach to human rights is consistent with our mission to create meaningful and open conversations amongst our employees. We also continue to analyze our benefits and to support their health, safety and well-being. In recognition of gender equality, endeavoring to treat all women and men fairly at work.

Our employee-featured brand initiative encourages meaningful conversations about diversity, equity and inclusion. It highlights the contributions of Tiffany women through an employee-featured brand initiative in recognition of their unique perspectives and ideas. Women's History Month in March 2020, we celebrated the unique contributions of Tiffany women through an employee-featured brand initiative.

For our employees, we strive to create a work environment where all aspects of themselves are valued, and leaders demonstrate and model inclusive behaviors. We are committed to a dynamic, diverse and inclusive workforce that reflects the communities we serve.

We are proud of our commitment to diversity and inclusion. Our leadership has offered high-potential early- to mid-career professionals the opportunity to build rewarding careers. We have designed this program to help elevate our hiring and training professionals the opportunity to build rewarding careers.

We are also a proud signatory to the Freedom to Love Pledge, a business-led commitment to support the rights of all individuals to love whom they choose. We are also a proud signatory to the Open to All Pledge, committing to maintain a welcoming and safe environment for customers and communities. A key element is to analyze and evolve our talent systems and processes so they provide equal opportunity for all.

In 2015, we filed an amicus brief with the U.S. Supreme Court in support of same-sex marriage. In 2018 and 2019, we marched in the NYC Pride March under our "Believe In Love" banner. In 2019, we became the first luxury jeweler to feature same-sex couples in our advertising. In 2020, we launched a partnership with the Ali Forney Center, a leading organization providing essential services to LGBTQIA+ youth.

And in 2019, we removed the term "bridal" for engagement and couples' rings across our digital platforms. Tiffany celebrates love in all its forms, and we are committed to advocating for equality for all. In 2019, we signed the Open to All Pledge, committing to maintain a welcoming and safe environment for customers and communities.

The same year, we became the first luxury jeweler to feature same-sex couples in our advertising. Tiffany & Co. is proud to maintain a culture of inclusion for members of the LGBTQIA+ community. As part of our commitment to diversity, equity and inclusion, we are working to ensure that LGBTQIA+ individuals are represented in our advertising and relationships in our marketing materials and on our websites.

We are committed to advancing our talent sourcing. We believe that a diverse and inclusive workforce is essential to our success. We have broadened our talent pool by implementing successful diversity and inclusion practices that grow our business.

In 2020, our workforce comprised 70% of our workforce, but in 2019, women held 62% of all positions. This includes supporting diversity in our workplace and in our communities at large. We are also a proud signatory to the Freedom to Love Pledge, a business-led commitment to support the rights of all individuals to love whom they choose. We are also a proud signatory to the Open to All Pledge, committing to maintain a welcoming and safe environment for customers and communities.

A key element is to analyze and evolve our talent systems and processes so they provide equal opportunity for all.

We are proud of our employee-featured brand initiative in recognition of the potential in the workplace. Providing equal opportunities for all of our employees enables them to reach their full potential in the workplace.

We strive to create workforce policies and practices that respond to our employees' unique needs. At Tiffany, this includes supporting diversity in our workplace and in our communities at large. We are inspired by our employees and are proud of our employee-featured brand initiative in recognition of the potential in the workplace.
We believe this will help us achieve our business results by expanding our impact and facilitating access to new ideas and perspectives.

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

The same year, we became the first luxury jeweler to feature same-sex couples in our advertising.

In 2019, we signed the Open to All Pledge, committing to maintain a welcoming and safe environment for individuals of all physical abilities.

We are also a proud signatory to the Freedom to Love Pledge, a business-led commitment to promote LGBTQI+ equality and to speak out against laws, policies and practices that threaten people for who they love.

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In 2019, we marched in the NYC Pride March under our “Believe In Love” banner.

We are proud to maintain a culture of inclusion for employees the opportunity to engage more deeply, learn from one another, and participate in projects.

Employee Resource Groups

Learn More

In our efforts to build an inclusive workplace, we have focused on creating safe spaces and opportunities for non-birth parents.

The Company also provides two weeks of paid parental leave to non-birth parents.

Inclusive Policies

Our Approach to Human Rights

Inclusive Practices

Inclusive Policies

Inclusive Practices

Employee Engagement

Diversity & Inclusion

Attracting and Promoting Diverse Talent

Our mission for Diversity & Inclusion is to fully leverage the power of our people to make our employees feel included and empowered to succeed.

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Inclusive Practices

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Inclusive Practices
Today, we have four Employee Resource Groups—Multicultural, Women, LGBTQIA+ and Life Stages. These groups advance our goals around creating positive community impact, building an inclusive workplace and providing best-in-class benefits. Our employee-led groups formed around aligned interests that provide an additional level of support for our employees while also taking action to drive change for the community. Our Multicultural Group, for example, has led us to be fully committed to the goal of fostering a diverse talent pipeline. These groups empower employees to connect and engage across our organization, allowing them to learn from one another and openly share ideas to influence our business. The Women's Group, for example, has led Tiffany to be one of the earliest signatories of the UN Women’s Empowerment Principles. The LGBTQIA+ Group has been at the forefront of our LGBTQIA+ representation initiatives, helping us achieve an 80% score on the Human Rights Campaign’s corporate equality index, one of the highest scores in the luxury sector. And the Life Stages Group has led efforts to expand family leave policies by 50%, laying the groundwork for even greater support for employees across all aspects of their lives.

Inclusive Policies

Our Culture pillar is focused on building an inclusive workplace where employees feel all aspects of themselves are valued, and leaders demonstrate and model inclusive behaviors. We believe this will help us achieve our business results by expanding our impact into our learning and development programs, including the global launch of our unconscious bias training for all employees. Through this pillar, we want to become the most inclusive luxury brand by 2025.

In 2018 and 2019 we marched in the NYC Pride March under our “Believe In Love” banner. We are inspired by our employees and are proud of our employee-featured brand initiative in recognition of organizations undertaking this journey, and create strategic conversations about diversity and inclusion, implement and promote people-led initiatives like our Tiffany Academy for Excellence and Diversity. In 2020, we celebrated Pride Month with a month-long campaign that included a call to action to support the Center’s young people, and the launch of Tiffany’s LGBTQIA+ Pride debit card. Several of our employees committed to leading a year-long mentorship program to support the education and career needs for the Center’s young people, and we continued to embed diversity and inclusion into our Marketing and Advertising Strategy, relationships in our marketing materials and our advertising. We are proud to maintain a culture of inclusion for all employees and provide new parents with greater flexibility and work-life balance. Ensuring equality. In 2018, we expanded our comprehensive parental leave program to employees across all stores and with the addition of eight weeks of paid leave for birth and eight weeks of paid leave for same-sex partners. In 2019, we continued to embed diversity and inclusion into our learning and development programs, including the global launch of our unconscious bias training for all employees.

In our efforts to build an inclusive workplace, we have focused on creating safe spaces and opportunities for our employees to engage. We have invested in a variety of programs and initiatives, including our Tiffany Academy for Excellence and Diversity, the Tiffany Foundation, and the Tiffany for the Press Program. These efforts have helped us to advance our long-standing commitment to women at Tiffany. In recognition of this effort, we were honored with a rating of 96 on the 2020 Women’s Empowerment Index and were named to the Diversity & Inclusion Top 50 Companies list by DiversityInc. We have advanced our long-standing commitment to women at Tiffany beyond the workforce through our support of the United Nations Women’s Empowerment Principles. Not only do women at Tiffany serve as leaders in a diverse range of capacities, but they are responsible for our policies and commitments. In 2017, we reinforced our commitment to the principles of the Women’s Empowerment Principles, acknowledging our responsibility to make our gender equality, endeavoring to treat all women and men fairly at work and attracting and retaining a diverse workforce. Guided by these principles, Tiffany & Co. is committed to fostering greater diversity and inclusion in our communities and our workplace.

At Tiffany, diversity and inclusion is a top priority and is embedded into all aspects of our business. As we continue to grow and evolve, we remain committed to ensuring that our people are valued and respected, and that our customers and communities feel welcome and included. We believe that by embracing diversity and inclusion, we can continue to build a thriving and dynamic workplace, and one that is representative of the world we live in. We thank our employees, partners, customers and communities for their support and look forward to continuing our journey towards an inclusive future.
Tiffany Infinite Strength

From July 1 through August 31, 2020, 100% of profits from the Tiffany Infinite Strength campaign will be donated to a leading international humanitarian organization, CARE. We will make a minimum donation of USD $2M to CARE to support its efforts to help vulnerable communities affected by COVID-19, particularly women and people of color, to recover and become more financially resilient. Shop to join Tiffany and show you care by spreading a message of strength and optimism.
GENDER DIVERSITY BY MANAGEMENT LEVEL

GLOBAL WORKFORCE
- 70% FEMALE
- 29% MALE
- 1% NOT SPECIFIED

VICE PRESIDENT AND ABOVE
- 43% FEMALE
- 57% MALE

MANAGER AND ABOVE
- 62% FEMALE
- 37% MALE
- 1% NOT SPECIFIED

SENIOR MANAGEMENT
- 50% FEMALE
- 50% MALE

EMPLOYEE DIVERSITY BY GENERATION

10% BORN 1964 AND PRIOR
27% BORN 1965–1980
63% BORN 1981–PRESENT

LAURELTON LOCAL WORKFORCE

International manufacturing locations include Vietnam, Cambodia, Botswana, Mauritius, Dominican Republic, Antwerp and Thailand.

99% LOCAL EMPLOYEE COUNT
1% EX-PAT EMPLOYEE COUNT

* As self-disclosed by employees
*See the Report of Independent Accountants
*See our April 20, 2020 Proxy Statement.
| 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, 2019 to December 31, 2019 via Laurelton Diamonds in Botswana, and February 1, 2019 to January 31, 2020 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 in the purchasing year. | 100% |
| Economic beneficiation – Botswana | The U.S. dollar equivalent of beneficiation paid during the period January 1, 2019 to December 31, 2019 by Tiffany & Co. in Botswana (a diamond-producing country whose government requires beneficiation). This amount includes payments to domestic suppliers for rough diamonds, local partner fees, materials and services, taxes, community donations, training and development, income taxes and payroll and benefit costs related to the Laurelton Diamonds facility and local employees. | $59,311,477 |
| Generation diversity | The diversity of the global workforce, including temporary and seasonal employees, according to date of birth as self-reported and recorded in the Company’s Human Resources systems as of January 31, 2020. | Born 1964 and Prior – 10% Born 1965-1980 – 27% Born 1981-Present – 63% 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, 2020. The Board of Directors is separately tracked and presented as of January 31, 2020. | Global Workforce  
Female – 70%  
Male – 29%  
Not Specified – 1%  
Manager and Above  
Female – 62%  
Male – 37%  
Not Specified – 1%  
Vice President and Above  
Female – 43%  
Male – 57%  
Board of Directors  
Female – 50%  
Male – 50% |
TIFFANY & CO.

TIFFANY & CO. SUPPLIER CODE OF CONDUCT

At Tiffany & Co., we pride ourselves on honesty, integrity and excellence. We hold our Suppliers to the same high standards to which we hold ourselves. Our customers and stakeholders demand no less.

Tiffany & Co. and its subsidiaries and affliates (collectively, “Tiffany”) therefore require that our Suppliers share our commitment to human rights, fair and safe labor practices, environmental protection and ethical business conduct. We expect our Suppliers to fully comply with all applicable laws, rules and regulations. We also expect Suppliers to go beyond legal compliance and strive to meet internationally recognized standards for the advancement of human rights, business ethics, and social and environmental responsibility. Suppliers are encouraged to align with International Labor Organization (“ILO”) conventions and the United Nations Global Compact, Guiding Principles on Business and Human Rights and Sustainable Development Goals, and work conscientiously to operate within these frameworks.

This Code of Conduct sets out general principles and requirements applicable to all Tiffany Suppliers. Additional descriptions regarding these requirements for manufacturing and supply chain partners can be found in the Tiffany Supplier Code Guidance.

REQUIREMENTS FOR ALL SUPPLIERS

Legal Compliance

Suppliers shall comply with and have a process to identify, monitor and understand all applicable laws, rules and regulations, including those concerning labor, health and safety, human rights, environmental protection and corruption and bribery. In the event this Code of Conduct differs or conflicts with local law, the higher standard shall prevail.

Business Integrity

The highest standards of integrity must be upheld in all business interactions. Suppliers shall conduct business ethically and all business dealings must be transparent and accurately reflected on their business books and records. Suppliers shall have a policy mandating business integrity.

Anti-Corruption and Bribery and Financial Offenses

Suppliers shall not engage in any form of corrupt practices, including bribery, extortion, embezzlement, fraud, money laundering or any business related to terrorist or armed activity. Suppliers shall not violate or cause Tiffany to violate the United States Foreign Corrupt Practices Act or any other applicable anti-corruption or bribery laws. Monitoring and enforcement procedures shall be implemented to ensure compliance with applicable anti-corruption and bribery laws.

Voluntary Employment

All workers shall be free to leave their employment without threat or coercion. Suppliers shall not employ forced, indentured, debt bonded or convict labor, nor use any practice to coerce the continued employment of any person, such as requiring employees to pay recruitment commissions or withholding any personal or travel documents. Suppliers shall monitor relationships with recruitment agencies or contracted labor for risk of human trafficking and compliance with applicable anti-slavery laws.
Child Labor
Suppliers shall not employ any persons under the age of 15, the age for completing compulsory education, the legal minimum age for employment in the country, or the minimum age permitted under ILO conventions, whichever standard is greatest.

Juvenile Workers
Suppliers shall ensure any young workers (those between the minimum age described above and 18 years old) are employed under well-defined circumstances, such as vocational training programs, that are not harmful to the health, safety or morals of young workers and that comply with applicable laws.

Working Hours
Suppliers shall comply with local laws and seek to align with ILO conventions intended to ensure employees do not work excessive hours per week. At a minimum, both regular and overtime hours must be taken into account, and all employees must be allowed one day off in seven. Suppliers shall keep accurate and transparent records of working hours at all times.

Wages and Benefits
Suppliers are encouraged to provide a level of compensation for a regular work week that is sufficient to meet basic needs and provide discretionary income. At a minimum, Suppliers shall comply with applicable law in the payment of wages and overtime pay and the provision of benefits, including holidays, leaves and statutory severance. Suppliers shall provide wage statements to employees for each pay period. Employees must be compensated for overtime hours at the rate legally required by local law or, where such laws do not exist, overtime should be at least 125% of the regular hourly compensation rate in accordance with ILO conventions.

Fair and Equal Treatment
Suppliers shall not use corporal punishment, threats of violence or other forms of mental or physical coercion. Sexual harassment of workers shall not be tolerated. There will be no discrimination in any part of the employment relationship on the grounds of race, religion or belief, political opinion, membership in worker organizations, age, national origin, sexual orientation, gender, marital status, parental status, disability, social group or ethnic origin, veteran’s status or any other basis specified by law.

Freedom of Association
Suppliers shall recognize and respect the right of employees to freedom of association and collective bargaining. Where laws prohibit these freedoms, Suppliers shall allow the development of parallel means for independent and free association and bargaining.

Grievance Mechanisms and Remedy
Suppliers shall maintain grievance mechanisms to respond to concerns and complaints that ensure effective, timely, respectful and transparent communication among workers, their representatives, management and the community.

Health and Safety
Suppliers shall provide a safe and healthy work environment and fully comply with all applicable safety laws, regulations and industry standards. Suppliers shall regularly assess the workplace for hazards and implement appropriate programs and engineering controls to minimize the risks of work related accidents. Suppliers will strive to continually improve the effectiveness of their health and safety programs and seek to implement best practices in their industries.
ENVIRONMENT

Suppliers shall meet or exceed all environmental laws and regulations, and strive to meet or exceed the standards of international environmental treaties and best practices in their industries. Suppliers shall identify environmental risks and impacts, as well as opportunities for improving environmental performance. Suppliers shall implement and regularly review controls to mitigate identified environmental risks and minimize environmental impacts, including resource use, discharges, emissions, and waste disposal, and take a proactive approach to monitoring and collecting data on these topics. Supplier operations and sourcing practices should strive to place special emphasis on the mitigation of climate change and the preservation and rehabilitation of biodiversity and ecosystems.

HOST COMMUNITIES

Suppliers are encouraged to proactively engage with and support development in the communities where their operations and supply chains are located, and to employ, procure, and build within those communities.

SECURITY

Suppliers shall ensure the safety and security of all workers and visitors. Suppliers shall assess security risks and establish measures to prevent product or intellectual property theft, unauthorized access to or loss of employee or customer personal information, and loss, damage or substitution of product while on site, off site, or in transit. Suppliers shall take steps to ensure that human rights are protected in all aspects of its security operations, including in interactions among security personnel, workers, and visitors. Suppliers are encouraged to align with the Voluntary Principles on Security and Human Rights where applicable.

TRACEABILITY AND DUE DILIGENCE

Manufacturing and supply chain partners are encouraged to meet the standards of the OECD Due Diligence guidance and achieve full traceability throughout their supply chains. They shall also follow Tiffany’s supply chain policies and requirements.

APPLICATION AND COMPLIANCE

Suppliers are responsible for ensuring that this Code of Conduct is understood and followed throughout their operations. Accordingly, Suppliers must share this Code of Conduct with all workers in their local language. Suppliers are also responsible for ensuring that any approved subcontractors involved in providing goods or services to Tiffany understand and comply with this Code of Conduct.

Suppliers are expected to self-monitor in line with this Code of Conduct. Suppliers must also permit Tiffany or its agents to audit or inspect their facilities to verify compliance. During such visits, which may be scheduled or unscheduled, all workers must be free to communicate outside the presence of management and without the threat of reprisal.

Tiffany seeks to work collaboratively with its Suppliers towards continuous improvement in responsible business practices. However, we reserve the right to cancel outstanding purchase contracts, suspend future purchase contracts or terminate our relationship with a Supplier where circumstances demand.

For more information about Tiffany’s sustainability practices, please visit Tiffany.com/Sustainability. © 2019 Tiffany and Company. All rights reserved.