

ALIGNMENT TO
SUSTAINABILITY
REPORTING
FRAMEWORKS
FISCAL YEAR 2018

TIFFANY & Co.

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ALIGNING TO REPORTING FRAMEWORKS

At Tiffany & Co.,** we are committed to regular and transparent reporting on sustainability progress, which provides a mechanism for all stakeholders to access information about our performance. We report* in alignment to three international frameworks that have standardized formats that help companies report on their progress and opportunities. Since their launch in 2015, we have reported on our contributions to the 17 UN Sustainable Development Goals (SDGs). For nine years, since our first year of reporting, Tiffany & Co. has reported in accordance with the Global Reporting Initiative (GRI) and the United Nations Global Compact (UNGC).

For reference, the following links from Tiffany.com/Sustainability are mentioned throughout this document:

- [Sustainability](#)
- [Our Sustainability Approach](#)
- [Philanthropy](#)
- [Sustainability Performance and Metrics Document – FY18](#)

PRODUCT SECTION

- [Product](#)
- [Our Responsible Sourcing Philosophy](#)
- [Responsibly Sourced Materials](#)
- [Craftsmanship](#)

PLANET SECTION

- [Planet](#)
- [Achieving Net Zero Emissions](#)
- [Environmental Impacts](#)
- [Taking Care of the Planet](#)

PEOPLE SECTION

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

Other referenced links on Tiffany.com include:

- [Tiffany & Co. Investor Relations](#)
- [Tiffany & Co. Supplier Code of Conduct](#)
- [Tiffany Careers](#)
- [Customer Service](#)
- [California Transparency in Supply Chains Act/U.K. Modern Slavery Act](#)

Please view the Tiffany & Co. response to the CDP Climate Change Questionnaire on the [CDP website](#).

* Tiffany & Co. is reporting on Fiscal Year 2018 (February 1, 2018–January 31, 2019) unless otherwise specified.

** For the purposes of our reporting, 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.

For more information on our sustainability commitments and progress over the last 20 years, visit [Tiffany.com/Sustainability](#). Please consider the environment before printing this document.

HOW WE SUPPORT THE SUSTAINABLE DEVELOPMENT GOALS

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

BOARD GENDER RATIO

In 2019, we achieved a gender ratio of

45%^o

women on the Tiffany & Co. Board of Directors.

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, committing to provide provenance information for every newly sourced, individually registered diamond we set—further enhancing our commitment to transparency.

IRMA STANDARD FOR RESPONSIBLE MINING

In 2018, the Initiative for Responsible Mining Assurance (IRMA) released the pioneering Standard for Responsible Mining, the result of a decade-long multistakeholder collaboration, including Tiffany & Co., 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 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.

^o As of the 2019 Tiffany & Co. Annual Meeting of Shareholders, held on June 4, 2019, the composition of the Board of Directors is 45% female, 55% male.

HOW WE SUPPORT THE SUSTAINABLE DEVELOPMENT GOALS (CONTINUED)



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. In 2018 and 2019, we earned LEED (Leadership in Energy and Environmental Design) certification for five new retail locations in China.

RENEWABLE ENERGY

We aim to ultimately use 100% renewable energy globally.
In 2018, over

80%

of our global electricity came from clean, renewable sources.



CARBON OFFSETS

For the past two 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 nearly

\$24 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.

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 \$5 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 2020.



UNITED NATIONS GLOBAL COMPACT: COMMUNICATION ON PROGRESS 2018

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.

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. For information on our policies, please see the GRI Index and the “Investor Relations” website. Within the Company, we welcome diversity and strive to offer all employees an equitable and respectful working environment. The Company’s Social Accountability Program 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. For more information, please see Tiffany.com/Sustainability and the “Tiffany & Co. Supplier Code of Conduct.”
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. For more information, please see the GRI Index, the “Investor Relations” website and Tiffany.com/Sustainability .
4	Businesses should uphold the elimination of all forms of forced and compulsory labor.	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. Additionally, Tiffany & Co. supports the strengthening of industry-wide labor standards beyond our immediate operations. For more information, please see Tiffany.com/Sustainability and the “Tiffany & Co. Supplier Code of Conduct.”
5	Businesses should uphold the effective abolition of child labor.	
6	Businesses should uphold the elimination of discrimination in respect of employment and occupation.	

PRINCIPLE	GLOBAL COMPACT PRINCIPLES	COMMUNICATION ON PROGRESS
ENVIRONMENT		
7	Businesses should support a precautionary approach to environmental challenges.	Tiffany & Co. draws on the natural world for both design inspiration and the precious materials used in our products. At the Company's core is a commitment to preserve, protect and responsibly manage the environment on which we rely for our long-term success. 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. 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 .
8	Businesses should undertake initiatives to promote greater environmental responsibility.	
9	Business 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. 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. For more information, please see Tiffany.com/Sustainability , the GRI index, the "Tiffany & Co. Supplier Code of Conduct" and the "Investor Relations" website.

GLOBAL REPORTING INITIATIVE (GRI) INDEX: INTRODUCTION

Tiffany & Co. reports on the sustainability aspects of our business that we deem most material⁹ to our business and stakeholders.

Unless otherwise specified, the sustainability reporting and disclosures set forth on [Tiffany.com/Sustainability](https://www.tiffany.com/sustainability) covers Tiffany & Co. and its subsidiary operations; figures are rounded to the nearest whole number; and data is reported based on the Fiscal Year (February 1, 2018–January 31, 2019). 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 “Sustainability Performance and Metrics Document – FY18.” In accordance with the Global Reporting Initiative (GRI) Standards, we describe our approach for identifying and responding to our most material social and environmental issues identified throughout [Tiffany.com/Sustainability](https://www.tiffany.com/sustainability).

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

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

Other key topics include:

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

⁹ For the purposes of our sustainability reporting and disclosures throughout [Tiffany.com/Sustainability](https://www.tiffany.com/sustainability), “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 we believe most substantively influences the assessments and decisions of our stakeholders.

Each key topic area of Tiffany & Co.'s sustainability efforts, where appropriate, incorporates economic, environmental and social considerations.

All impact boundaries are global and apply to Tiffany & Co. and its subsidiaries unless otherwise stated throughout Tiffany.com/Sustainability. 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 "Sustainability Performance and Metrics Document – FY18."

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.

GLOBAL REPORTING INITIATIVE (GRI) INDEX

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

INDICATOR	DESCRIPTION	RESPONSE
GRI 102: GENERAL DISCLOSURES		
ORGANIZATIONAL PROFILE		
102-1	Name of the organization	Tiffany & Co.
102-2	Activities, brands, products, and services	Please see the Tiffany & Co. 2018 Form 10-K and Tiffany.com/Sustainability, including in the Product section and the “Sustainability Performance and Metrics Document – FY18.”
102-3	Location of headquarters	New York, New York, U.S.A.
102-4	Location of operations	Tiffany & Co. 2018 Form 10-K
102-5	Ownership and legal form	Tiffany & Co. 2018 Form 10-K
102-6	Markets served	Tiffany & Co. 2018 Form 10-K
102-7	Scale of the organization	Tiffany & Co. 2018 Form 10-K
102-8	Information on employees and other workers	Please see the Tiffany & Co. 2018 Form 10-K and the “Sustainability Performance and Metrics Document – FY18” on Tiffany.com/Sustainability.
102-9	Supply chain	Please see the Tiffany & Co. 2018 Form 10-K, as well as Tiffany.com/Sustainability.
102-10	Significant changes to the organization and its supply chain	Tiffany & Co. 2018 Form 10-K Tiffany & Co. 2018 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 Tiffany.com/Sustainability . Since 2011, Tiffany & Co. has been a member of the United Nations Global Compact. Please see the United Nations Global Compact: Communication on Progress 2018 in this document.
102-13	Membership of associations	Selected memberships are referenced throughout Tiffany.com/Sustainability . The 2018 Annual Political Spending Disclosure can be found on the “Investor Relations” website.

STRATEGY

102-14	Statement from senior decision-maker	Please find our CEO Message on Tiffany.com/Sustainability .
102-15	Key impacts, risks, and opportunities	For information on material risks to Tiffany & Co., please see the Tiffany & Co. 2018 Form 10-K. Information on our sustainability materiality analysis can be found in “Our Sustainability Approach” on Tiffany.com/Sustainability . A description of key sustainability impacts, risks and opportunities can be found within the description of impact boundaries in the introduction to this GRI Index, as well as throughout Tiffany.com/Sustainability .

ETHICS AND INTEGRITY

102-16	Values, principles, standards, and norms of behavior	<p>Please see the “Tiffany Careers” website for Tiffany & Co.’s cultural values and the “Investor Relations” website for the Tiffany & Co. 2018 Proxy Statement and Tiffany & Co. policies, which include information regarding values, principles, standards and norms of behavior.</p> <p>These policies include the <i>Tiffany & Co. Business Conduct Policy</i> and the <i>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</i>—jointly the <i>Code of Conduct</i>—as well as the <i>Tiffany & Co. Principles Governing Corporate Political Spending</i> and the Company’s Annual Political Spending Disclosure. Employees review the <i>Tiffany & Co. Business Conduct Policy</i> 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. Additionally, 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. Company officers and other key members of management also complete an annual Officer’s Questionnaire to identify, among other matters, potential conflicts of interest.</p> <p>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. For more information regarding our standards of ethics and integrity in our supply chains, please see Tiffany.com/Sustainability and the “Tiffany & Co. Supplier Code of Conduct.”</p>
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INDICATOR	DESCRIPTION	RESPONSE
102-17	Mechanisms for advice and concerns about ethics	<p>The <i>Tiffany & Co. Business Conduct Policy</i> sets forth expectations of our employees, including compliance with all applicable laws and regulations. All employees review the policy when they are hired and receive training as part of an annual review of the policy. We provide the means to 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. For details about the <i>Tiffany & Co. Business Conduct Policy</i> and our confidential reporting mechanisms, please see the Tiffany & Co. 2018 Proxy Statement.</p> <p>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. For more information regarding our standards of ethics and integrity in our supply chains, please see Tiffany.com/Sustainability and the “Tiffany & Co. Supplier Code of Conduct.”</p>

GOVERNANCE

102-18	Governance structure	Information on governance at Tiffany & Co. can be found in the Tiffany & Co. 2018 Proxy Statement. A description of the Governance structure as it relates to corporate responsibility can be found in “Our Sustainability Approach” on Tiffany.com/Sustainability .
102-19	Delegating authority	Please see the Tiffany & Co. 2018 Proxy Statement and “Our Sustainability Approach” on Tiffany.com/Sustainability .
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 (CSR) Committee of the Board of Directors.
102-21	Consulting stakeholders on economic, environmental, and social topics	<p>Information on Tiffany & Co. practices for stakeholder engagement can be found on Tiffany.com/Sustainability, including in “Our Sustainability Approach.”</p> <p>Further information about our stockholder communication processes can be found in the Tiffany & Co. 2018 Proxy Statement.</p>
102-22	Composition of the highest governance body and its committees	For information regarding the composition of the highest governance body and its committees, please see the Tiffany & Co. 2018 Proxy Statement, as well as the People section and “Sustainability Performance and Metrics Document – FY18” on Tiffany.com/Sustainability .
102-23	Chair of the highest governance body	Roger Farah was appointed Chairman of the Board in October 2017.
102-24	Nominating and selecting the highest governance body	Tiffany & Co. 2018 Proxy Statement

INDICATOR	DESCRIPTION	RESPONSE
102-25	Conflicts of interest	Tiffany & Co. 2018 Proxy Statement
102-26	Role of highest governance body in setting purpose, values, and strategy	Please see the Tiffany & Co. 2018 Proxy Statement and Tiffany.com/Sustainability , including in “Our Sustainability Approach.”
102-27	Collective knowledge of highest governance body	Tiffany & Co. 2018 Proxy Statement For a description of the CSR Committee of the Board of Directors, please see “Our Sustainability Approach” on Tiffany.com/Sustainability and the “Investor Relations” website.
102-28	Evaluating the highest governance body’s performance	Tiffany & Co. 2018 Proxy Statement
102-29	Identifying and managing economic, environmental, and social impacts	Please see the Tiffany & Co. 2018 Proxy Statement; Tiffany.com/Sustainability , including in “Our Sustainability Approach”; and the introduction to this GRI Index.
102-30	Effectiveness of risk management processes	Tiffany & Co. 2018 Proxy Statement
102-31	Review of economic, environmental, and social topics	Tiffany & Co. 2018 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. 2018 Proxy Statement We 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.
102-34	Nature and total number of critical concerns	Not disclosed
102-35	Remuneration policies	Tiffany & Co. 2018 Proxy Statement
102-36	Process for determining remuneration	Tiffany & Co. 2018 Proxy Statement

INDICATOR	DESCRIPTION	RESPONSE
102-37	Stakeholders' involvement in remuneration	Tiffany & Co. 2018 Proxy Statement
102-38	Annual total compensation ratio	Tiffany & Co. 2018 Proxy Statement
102-39	Percentage increase in annual total compensation ratio	Please see the Tiffany & Co. 2018 Proxy Statement and Tiffany & Co. 2017 Proxy Statement.

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, shareholders, nongovernmental organizations, and industry and supply chain partners. Information on Tiffany & Co. practices for stakeholder engagement can be found throughout Tiffany.com/Sustainability, including in "Our Sustainability Approach."
102-41	Collective bargaining agreements	Not disclosed
102-42	Identifying and selecting stakeholders	Information on Tiffany & Co. practices for stakeholder engagement can be found throughout Tiffany.com/Sustainability, including in "Our Sustainability Approach."
102-43	Approach to stakeholder engagement	Information on Tiffany & Co.'s approach to stakeholder engagement can be found throughout Tiffany.com/Sustainability, including in "Our Sustainability Approach."
102-44	Key topics and concerns raised	This information is reported throughout Tiffany.com/Sustainability, including in "Our Sustainability Approach" and in the introduction to this GRI Index.

REPORTING PRACTICE

102-45	Entities included in the consolidated financial statements	Tiffany & Co. 2018 Form 10-K Our sustainability reporting and disclosures on Tiffany.com/Sustainability covers Tiffany & Co. and its subsidiary operations unless otherwise specified.
102-46	Defining report content and topic Boundaries	Please see the introduction to this GRI Index.
102-47	List of material topics	Please see "Our Sustainability Approach" on Tiffany.com/Sustainability and the introduction to this GRI Index.

INDICATOR	DESCRIPTION	RESPONSE
102-48	Restatements of information	In 2017, we reported corporate contributions of \$13.7 million, or 1.8% of pre-tax earnings. This calculation did not include charitable contributions from our Tiffany Save the Wild collection. The correct figure, including charitable contributions made from our Tiffany Save the Wild collection, is \$15.1 million, or 1.99% of pre-tax earnings.
102-49	Changes in reporting	Any explanation of significant changes from previous reporting periods is described in the discussion of that specific metric on Tiffany.com/Sustainability or with the discussion of that topic in this GRI Index.
102-50	Reporting period	Tiffany & Co. is reporting on Fiscal Year 2018 (February 1, 2018 – January 31, 2019) unless otherwise specified.
102-51	Date of most recent report	Tiffany & Co. updates its sustainability reporting and disclosures annually. The Company updated its most recent previous sustainability reporting and disclosures on Fiscal Year 2017 in August 2018.
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	For information on how to contact Tiffany & Co., please see the “Customer Service” website.
102-54	Claims of reporting in accordance with the GRI Standards	The content on Tiffany.com/Sustainability was developed in accordance with the GRI Standards and is “in accordance” at the Core level.
102-55	GRI content index	The content on Tiffany.com/Sustainability 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 and disclosures on the Tiffany.com/Sustainability website. A copy of the PwC report and Tiffany & Co. Management Assertion can be found in the Report of Independent Accountants within the “Sustainability Performance and Metrics Document – FY18” on Tiffany.com/Sustainability .

INDICATOR	DESCRIPTION	RESPONSE
GRI 103: MANAGEMENT APPROACH		
GENERAL REQUIREMENTS FOR REPORTING THE MANAGEMENT APPROACH		
103-1	Explanation of the material topic and its Boundary	Please see Tiffany.com/Sustainability for information on our material topics, as well as the introduction to this GRI Index 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. 2018 Form 10-K.</p> <p>Our sustainability management approach and the management approaches of our material sustainability topics are outlined in our policies and throughout Tiffany.com/Sustainability. Please see the introduction to this GRI Index 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 “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. 2018 Form 10-K.</p>
103-3	Evaluation of the management approach	<p>Please see the introduction to this GRI Index for an explanation of our Economic, Environmental and Social Impact boundaries.</p> <p>The mechanisms we use to evaluate the effectiveness of the management approaches of our material sustainability topics include our periodic materiality assessments, which include stakeholder feedback, and our external PwC assurance process. Information on our sustainability materiality analysis can be found on “Our Sustainability Approach” at Tiffany.com/Sustainability.</p>

INDICATOR	DESCRIPTION	RESPONSE
ECONOMIC		
GRI 201: ECONOMIC PERFORMANCE		
201-1	Direct economic value generated and distributed	<p>Financial information can be found in the Tiffany & Co. 2018 Form 10-K.</p> <p>Information on Tiffany & Co. donations and The Tiffany & Co. Foundation's grantmaking can be found on Tiffany.com/Sustainability.</p> <p>Information on Tiffany & Co.'s work on paying a living wage and economic beneficiation in diamond-producing countries can be found in the following on Tiffany.com/Sustainability:</p> <ul style="list-style-type: none"> • Product section <ul style="list-style-type: none"> - "Product" - "Craftsmanship" • People section <ul style="list-style-type: none"> - "People" - "Our Approach to Human Rights" <p>The 2018 Annual Political Spending Disclosure can be found on the "Investor Relations" website.</p>
201-2	Financial implications and other risks and opportunities due to climate change	<p>For information on material risks to Tiffany & Co., please see the Tiffany & Co. 2018 Form 10-K.</p> <p>Please see "Achieving Net Zero Emissions" on Tiffany.com/Sustainability for additional information on climate risk and the Tiffany & Co. response to the CDP Climate Change Questionnaire, which is publicly available on the CDP website.</p>
201-3	Defined benefit plan obligations and other retirement plans	Tiffany & Co. 2018 Form 10-K
201-4	Financial assistance received from government	<p>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. 2018 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 9.74% of total number of shares of common stock outstanding as of March 22, 2019.</p>

INDICATOR	DESCRIPTION	RESPONSE
GRI 202: MARKET PRESENCE		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	<p>A discussion of Tiffany & Co. living wage practices at our manufacturing locations in developing countries can be found in the following on Tiffany.com/Sustainability:</p> <ul style="list-style-type: none"> • Product section <ul style="list-style-type: none"> - “Product” - “Craftsmanship” • People section <ul style="list-style-type: none"> - “People” - “Our Approach to Human Rights”
202-2	Proportion of senior management hired from the local community	<p>A discussion of Tiffany & Co. local hiring practices at our manufacturing locations in developing countries can be found in the following on Tiffany.com/Sustainability:</p> <ul style="list-style-type: none"> • Product section <ul style="list-style-type: none"> - “Craftsmanship” • People section <ul style="list-style-type: none"> - “People” - “Our Approach to Human Rights” • “Sustainability Performance and Metrics Document – FY18”
GRI 203: INDIRECT ECONOMIC IMPACTS		
203-1	Infrastructure investments and services supported	Please see Tiffany.com/Sustainability for information on the investments and impacts Tiffany & Co. makes in the communities in which we operate.
203-2	Significant indirect economic impacts	Please see Tiffany.com/Sustainability.
GRI 204: PROCUREMENT PRACTICES		
204-1	Proportion of spending on local suppliers	Information on the use of local suppliers by Tiffany & Co. can be found throughout Tiffany.com/Sustainability.

INDICATOR	DESCRIPTION	RESPONSE
GRI 205: ANTI-CORRUPTION		
205-1	Operations assessed for risks related to corruption	The Global Compliance and Privacy Team within Tiffany’s Legal Department evaluates the Company’s key compliance and reputational risks. For information on our risk assessment processes, please see the Tiffany & Co. 2018 Proxy Statement.
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 <i>Tiffany & Co. Business Conduct Policy</i> . 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.
GRI 206: ANTI-COMPETITIVE BEHAVIOR		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	None
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. For more information, please see the “Sustainability Performance and Metrics Document – FY18” on Tiffany.com/Sustainability .
301-2	Recycled input materials used	Information on the recycled materials we use, including our precious metals and packaging, can be found in the following on Tiffany.com/Sustainability : <ul style="list-style-type: none"> • Product section <ul style="list-style-type: none"> - “Product” - “Responsibly Sourced Materials” • Planet section <ul style="list-style-type: none"> - “Planet” - “Environmental Impacts” • “Sustainability Performance and Metrics Document – FY18”

INDICATOR	DESCRIPTION	RESPONSE
GRI 302: ENERGY		
302-1	Energy consumption within the organization	Information on our energy consumption within the organization can be found in the “Sustainability Performance and Metrics Document – FY18” on Tiffany.com/Sustainability and the Tiffany & Co. response to the CDP Climate Change Questionnaire, which is publicly available on the CDP website.
302-2	Energy consumption outside the organization	Please see “Achieving Net Zero Emissions” on Tiffany.com/Sustainability.
302-4	Reduction of energy consumption	Information on reduction of energy consumption can be found in the following on Tiffany.com/Sustainability: <ul style="list-style-type: none"> • Planet section <ul style="list-style-type: none"> - “Planet” - “Achieving Net Zero Emissions” • “Sustainability Performance and Metrics Document – FY18” <p>Additionally, please see the Tiffany & Co. response to the CDP Climate Change Questionnaire, which is publicly available on the CDP website.</p>
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

INDICATOR	DESCRIPTION	RESPONSE
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 throughout Tiffany.com/Sustainability, including “Philanthropy” and the Product and Planet sections.
304-3	Habitats protected or restored	Please see Tiffany.com/Sustainability, including “Philanthropy” and the Product and Planet sections.
GRI 305: EMISSIONS		
305-1	Direct (Scope 1) GHG emissions	Please see the “Sustainability Performance and Metrics Document – FY18” on Tiffany.com/Sustainability and the Tiffany & Co. response to the CDP Climate Change Questionnaire, which is publicly available on the CDP website.
305-2	Energy indirect (Scope 2) GHG emissions	Please see the “Sustainability Performance and Metrics Document – FY18” on Tiffany.com/Sustainability and the Tiffany & Co. response to the CDP Climate Change Questionnaire, which is publicly available on the CDP website.
305-3	Other indirect (Scope 3) GHG emissions	Please see “Achieving Net Zero Emissions” on Tiffany.com/Sustainability for information regarding steps taken to assess Scope 3 emissions. Please see the Tiffany & Co. response to the CDP Climate Change Questionnaire, which is publicly available on the CDP website.
305-4	GHG emissions intensity	Please see the “Sustainability Performance and Metrics Document – FY18” on Tiffany.com/Sustainability and the Tiffany & Co. response to the CDP Climate Change Questionnaire, which is publicly available on the CDP website.
305-5	Reduction of GHG emissions	Please see the Planet section on Tiffany.com/Sustainability and the Tiffany & Co. response to the CDP Climate Change Questionnaire, which is publicly available on the CDP website.
GRI 306: EFFLUENTS AND WASTE		
306-3	Significant spills	Tiffany & Co. did not have any significant spills within this reporting period.
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 2018.

INDICATOR	DESCRIPTION	RESPONSE
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT		
308-1	New suppliers that were screened using environmental criteria	For information on our Social Accountability Program, please see “Craftsmanship” on Tiffany.com/Sustainability.
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 Product and Planet sections on Tiffany.com/Sustainability.
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.
401-3	Parental leave	Please see the People section on Tiffany.com/Sustainability and the “Tiffany Careers” website.
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

INDICATOR	DESCRIPTION	RESPONSE
GRI 404: TRAINING AND EDUCATION		
404-2	Programs for upgrading employee skills and transition assistance programs	<p>Please see the following on Tiffany.com/Sustainability:</p> <ul style="list-style-type: none"> • People section • Product section <ul style="list-style-type: none"> - “Craftsmanship” <p>For more information on training and career development programs, please see the “Tiffany Careers” website.</p>
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	<p>Information on the composition of the Board of Directors can be found in the Tiffany & Co. 2018 Proxy Statement.</p> <p>Information on the diversity of our workforce can be found in the “Sustainability Performance and Metrics Document – FY18” on Tiffany.com/Sustainability.</p>
405-2	Ratio of basic salary and remuneration of women to men	We do not externally report the information specified in this indicator at this time.
GRI 406: NON-DISCRIMINATION		
406-1	Incidents of discrimination and corrective actions taken	<p>We 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.</p> <p>We do not disclose quantitative information about these matters externally at this time.</p>

INDICATOR	DESCRIPTION	RESPONSE
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	<p>Through our Social Accountability Program, we perform regular audits on a targeted subset of suppliers to review performance on topics such as human rights, labor and environmental performance, particularly focusing on a variety of areas including freedom of association and collective bargaining, among others.</p> <p>For more information, please see “Craftsmanship” on Tiffany.com/Sustainability. In addition, please see the “Tiffany & Co. Supplier Code of Conduct.”</p>
GRI 408: CHILD LABOR		
408-1	Operations and suppliers at significant risk for incidents of child labor	<p>Through our Social Accountability Program, we perform regular audits on a targeted subset of suppliers to review performance on topics such as human rights, labor and environmental performance, particularly focusing on a variety of areas including child labor, among others.</p> <p>Tiffany & Co. facilities are required to abide by our corporate standards and accordingly do not engage or participate in child labor. For more information, please see “Craftsmanship” on Tiffany.com/Sustainability. In addition, please see the “Tiffany & Co. Supplier Code of Conduct.”</p>
GRI 409: FORCED OR COMPULSORY LABOR		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<p>Tiffany & Co. facilities are required to abide by our corporate standards and accordingly do not engage or participate in forced labor. Through our Social Accountability Program, we perform regular audits on a targeted subset of suppliers to review performance on topics such as human rights, labor and environmental performance, particularly focusing on a variety of areas including forced labor, among others.</p> <p>For more information, please see “Craftsmanship” on Tiffany.com/Sustainability and the “California Transparency in Supply Chains Act/U.K. Modern Slavery Act” on Tiffany.com. In addition, please see the “Tiffany & Co. Supplier Code of Conduct.”</p>
GRI 411: RIGHTS OF INDIGENOUS PEOPLES		
411-1	Incidents of violations involving rights of indigenous peoples	<p>Information on how Tiffany & Co. supports indigenous rights and affected communities can be found in the following on Tiffany.com/Sustainability:</p> <ul style="list-style-type: none"> • Product section <ul style="list-style-type: none"> - “Our Responsible Sourcing Philosophy” • Planet section

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 in the following on Tiffany.com/Sustainability: <ul style="list-style-type: none"> • Product section • People section <ul style="list-style-type: none"> - “People” - “Our Approach to Human Rights”
412-2	Employee training on human rights policies or procedures	Tiffany & Co. officers and employees perform an annual review of the <i>Tiffany & Co. Business Conduct Policy</i> . The vast majority of employees received online training on the <i>Tiffany & Co. Business Conduct Policy</i> . In 2018, those employees who did not receive the online training performed an annual review of the <i>Tiffany & Co. Business Conduct Policy</i> in their local language.
GRI 413: LOCAL COMMUNITIES		
413-1	Operations with local community engagement, impact assessments, and development programs	Information on our operations’ impact on the community can be found in the following on Tiffany.com/Sustainability: <ul style="list-style-type: none"> • Product section • People section <ul style="list-style-type: none"> - “People” - “Our Approach to Human Rights”
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 throughout Tiffany.com/Sustainability, including in “Craftsmanship.”
GRI 414: SUPPLIER SOCIAL ASSESSMENT		
414-1	New suppliers that were screened using social criteria	For information on our Social Accountability Program, please see “Craftsmanship” on Tiffany.com/Sustainability. For information on conflict minerals due diligence, please see “Our Responsible Sourcing Philosophy” on Tiffany.com/Sustainability.
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 throughout Tiffany.com/Sustainability.

INDICATOR	DESCRIPTION	RESPONSE
GRI 415: PUBLIC POLICY		
415-1	Political contributions	The 2018 Annual Political Spending Disclosure can be found on the “Investor Relations” website.
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. did not have any significant instances of non-compliance concerning the health and safety impacts of products and services during this reporting period.
GRI 417: MARKETING AND LABELING		
417-3	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 2018.
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 2018.

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