

Supplier Diversity Frequently Asked Questions (FAQs)

- 1. What is Supplier Diversity?** Supplier diversity is the intentional business strategy of striving to provide equal access to sourcing and purchasing opportunities in historically underutilized businesses. This may include minority-, woman-, LGBTQ-, veteran-, disabled-owned businesses.
- 2. What is a certified diverse supplier?** A certified diverse supplier is an independent organization (non-profit, government, or private business) or publicly owned business, which is at least 51% independently owned, operated, and managed by an underrepresented or underserved group, that has been certified by a qualified independent third-party agency.
- 3. What is Tiffany & Co.'s commitment to supplier diversity?** Tiffany & Co. is committed to striving to create mutually beneficial business relationships with diverse suppliers to achieve the following goals:
 - Strengthen the communities in which we operate by driving innovation and economic growth
 - Provide business opportunities to diverse suppliers who may otherwise be excluded, while satisfying our procurement and contractual standards
 - Support Tiffany & Co. in achieving its corporate Diversity & Inclusion initiatives
- 4. How does Tiffany & Co. identify diverse suppliers?** Tiffany & Co. utilizes several approaches to identify certified diverse suppliers that can match our available business opportunities. We are members of diversity organizations that seek to advocate for and connect diverse suppliers; such as the National Minority Supplier Development Council (NMSDC) and the Women's Business Enterprise National Council (WBENC) and Disability:IN. As corporate members, we have access to their databases in addition to face-to-face interactions at various events. We also search for suppliers who have registered in our designated supplier diversity platform. Supplier.IO, or who have filled out our Diverse Supplier Registration Form.
- 5. I'm a diverse supplier. How do I inform Tiffany & Co. that I'm interested in doing business?** Diverse suppliers interested in doing business with Tiffany & Co. should submit information about their company by using the form in the following link: [Diverse Supplier Registration Form](#)
- 6. If I become a diverse supplier of Tiffany & Co., will I need to register in any diversity platforms?** Yes, Tiffany & Co. uses Supplier.IO. You can find more information on Supplier.IO through the following link: <https://supplier.io/for-suppliers>
- 7. Is there a registration fee to register in your supplier diversity platform on Supplier.IO?** No. There is no fee associated with registering in the database.
- 8. Why is certification important?** Certification is a vital means of identifying that a supplier is 51% owned, managed, and controlled by a qualifying diverse group. Some of the national certifications accepted are: National Minority Supplier Development Council (NMSDC), Women's Business Enterprise National Council (WBENC), National LGBT Chamber of Commerce (NGLCC), NaVOBA (National Veteran Owned Business Association) and Disability:IN. We also accept self-certifications through valid third-party supplier diversity organizations such as Supplier.IO.

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9. **Do diverse suppliers need to be certified to do business with Tiffany & Co.?** Certification is not required to do business with Tiffany & Co.; however, we strongly recommend certification. If a supplier is not certified, we do encourage them to become certified through the diversity organization that best supports them.
10. **What certification does Tiffany & Co. support?** We accept certifications from organizations that have a process that is well documented.
11. **How does Tiffany & Co.'s Supplier Diversity program help diverse suppliers potentially do business with the company?** We promote diversity growth in Tiffany & Co.'s supplier base through the following actions:
 1. We utilize various supplier diversity databases and attend supplier diversity conferences and events to identify prospects for new business or new projects
 2. We gather Tier-2 supplier information from our top Tier-1 suppliers and encourage them to increase their diverse supplier footprint to strive to ensure we can impact supplier diversity throughout the entire supply chain
12. **How can I contact Tiffany's Supplier Diversity team?** For questions on our Supplier Diversity program please email us at SupplierDiversity@tiffany.com