

## 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 DisabilityIn. 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 supplier diversity platform, Supplier Gateway, 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 Gateway. You can find more information on Supplier Gateway through the following link: [FAQs | SupplierGATEWAY](#)
7. **Is there a registration fee to register in your supplier diversity platform on Supplier Gateway?** 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 DisabilityIn. We also accept self-certifications through valid third-party supplier diversity organizations such as Supplier Gateway.

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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 conduct email campaigns through Supplier Gateway to encourage our suppliers that are diverse, but not certified, to obtain certifications
  3. 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](mailto:SupplierDiversity@tiffany.com)