



## 2021 GLOBAL CORPORATE RESPONSIBILITY REPORT



DELIVERING REAL VALUE EVERY DAY

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## Delivering Real Value

At TJX, our mission is to deliver great value to our customers every day. We do this by offering a rapidly changing assortment of high quality, fashionable, brand name and designer merchandise, all at amazing values. Just as our mission has remained steadfast for nearly 45 years, so has our commitment to acting as a responsible corporate citizen. Looking back to 2020 and into 2021, we, like the rest of the world, face the challenges of navigating a global pandemic and addressing the call for equity and racial justice. These challenges, in tandem with other important issues, including climate change, have helped us continue to define and evolve our current corporate responsibility priorities, whether that is prioritizing the health and well-being of our Associates and customers, or taking additional actions to expand our efforts to support a more inclusive workplace. Above all, this year has reinforced that our corporate responsibility efforts are as important as ever to our commitment to act as a responsible corporate citizen, and we continue to focus these efforts under four key pillars:

- / Our Workplace
- / Our Communities
- / Environmental Sustainability
- / Responsible Business

Many of our corporate responsibility initiatives reflect various United Nations' (UN) global standards and goals. For example, our Global Social Compliance Program is inspired by the UN Guiding Principles on Business and Human Rights. Our most recent greenhouse gas emissions reduction goal is a science-based target in alignment with the UN Paris Agreement guidelines and supports an emissions growth path aimed at limiting global warming to 1.5 degrees Celsius. Additionally, many of our programs support certain UN Sustainable Development Goals. Specifically, we have Workplace programs to support gender equality; Communities programs to support zero hunger, good health and well-being, and quality education; and Environmental programs to support affordable and clean energy as well as climate action.

Our Global Corporate Responsibility Executive Steering Committee reviews and considers our corporate responsibility efforts from a cross-functional and cross-divisional perspective. In doing so, the Committee, among other things, guides corporate responsibility strategies to align them with TJX business priorities, supports our global corporate responsibility efforts across functions and

*/ "For nearly 45 years, our commitment to acting as a responsible corporate citizen has gone hand in hand with our company mission to deliver great value every day." /*

**ERNIE HERRMAN**

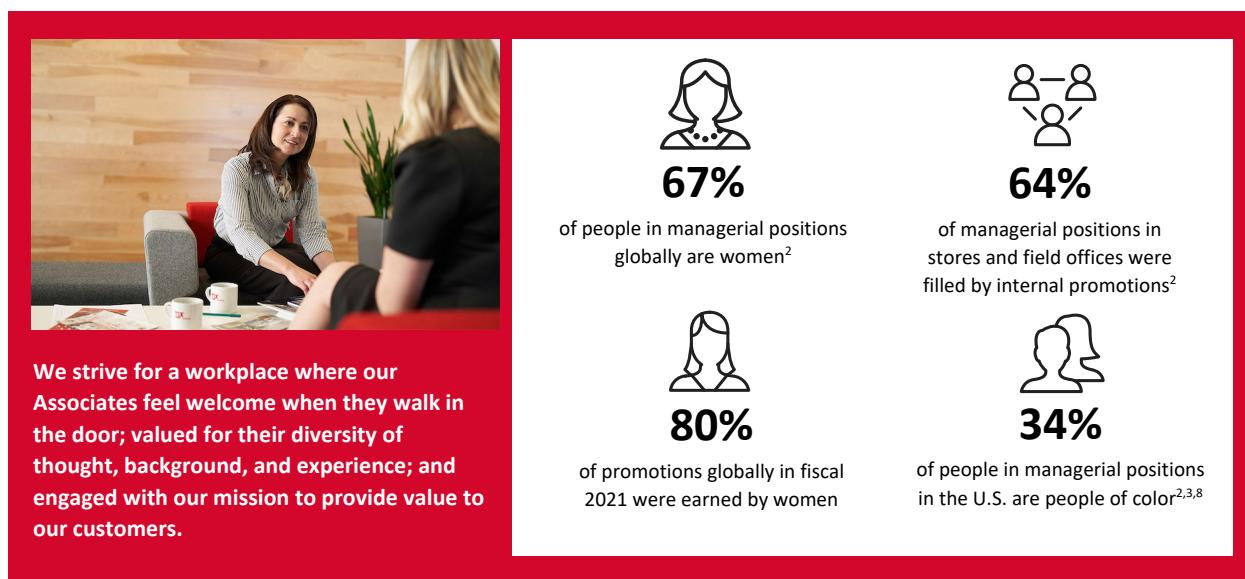
Chief Executive Officer and President

geographies, facilitates corporate responsibility information exchange, recommends additional program efforts, and, through the Committee's executive sponsor, periodically reports on our progress to the Company's senior management and Board of Directors.

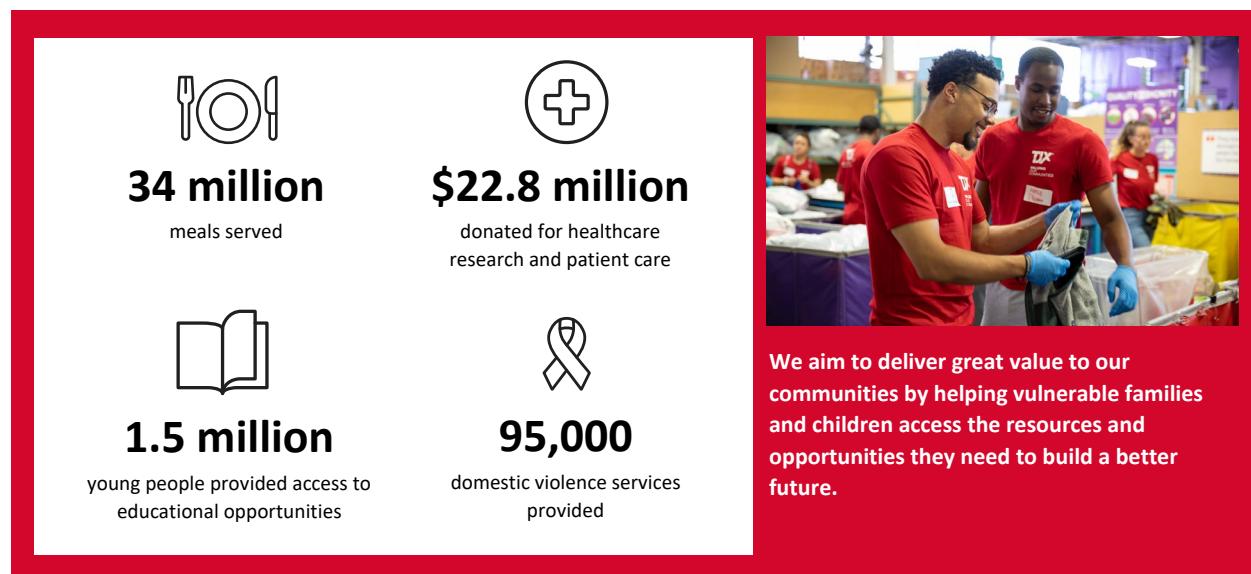
We think of our global corporate responsibility program as ever evolving, and we are pleased to present our continued progress here. Corporate responsibility has been part of the fabric of who we are from day one, and we remain committed to making a positive impact on the world, with our efforts reflecting our core values of honesty, integrity, and treating each other with dignity and respect.

## FY21 KEY HIGHLIGHTS<sup>1</sup>

### OUR WORKPLACE



### OUR COMMUNITIES



## ENVIRONMENTAL SUSTAINABILITY



We are committed to pursuing initiatives that are environmentally responsible and smart for our business, continually making progress on our sustainability efforts to help mitigate our impact on the environment.



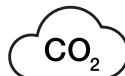
**1.5°C**

science-based GHG emissions reduction target aligned with United Nation's global warming reduction goals



**A-**

score received in the CDP Climate Change Information Request<sup>4</sup>



**154,000**

metric tons reduction in global greenhouse gas emissions<sup>5</sup>



**240,000**

metric tons of waste diverted from landfill<sup>5</sup>

## RESPONSIBLE BUSINESS



**83%**

of our Board Members are independent



**67%**

of Board Members reflect diversity (gender, race, ethnicity, LGBTQ+)



**2,000+**

audits either conducted by TJX's third-party auditors directly or accepted from accredited sources



**~75**

number of compliance training sessions held across the globe over the last 5 years<sup>6</sup>



We strive to operate a responsible business and do so by focusing on strong corporate governance practices at the Board level, fostering a culture that reflects our core values and supports our position as a destination of choice for consumers, and operating and sourcing ethically to meet our customers' desire for great value on ever-changing selections of quality, fashionable, brand name, and designer merchandise.

## OUR REPORTING

At TJX, our global corporate responsibility efforts are part of the fabric of who we are and reflect our core values of honesty, integrity, and treating each other with dignity and respect. We are proud of our accomplishments – both those achieved this year and in years past. At the same time, we recognize that corporate responsibility is a journey. We remain passionate about continuously improving our programs and our reporting, and working to make a positive, sustainable impact on the world. After all, we believe that the real value we bring to the world is as important as what we sell.

Additional to information on our workplace, environment, community and responsible business initiatives and metrics, this report maps to global ESG frameworks which are included in the [Appendix](#): Sustainability Accounting Standards Board (SASB), Global Reporting Initiative (GRI) Standards, and the United Nations Sustainable Development Goals (UN SDGs). All data in this report is for TJX's Fiscal Year 2021, which ended January 30, 2021, except when noted.

## LETTER FROM ERNIE HERRMAN

### TO OUR ASSOCIATES, CUSTOMERS, NEIGHBORS, VENDORS, AND SHAREHOLDERS:



At TJX, honesty, integrity, and treating each other with dignity and respect matter. For nearly 45 years, our commitment to acting as a responsible corporate citizen has gone hand in hand with our company mission to deliver great value every day. Never did these long-held principles become more important than during the past two years as our resiliency as individuals and organizations was tested beyond what we could have imagined.

Over 2020 and 2021, we, like the rest of world, have faced the challenges of navigating a global pandemic and addressing the call for equity and racial justice. I want to thank our global Associates for their efforts during this time, especially those in our stores and distribution centers who continued to come to work, keeping the ongoing commitment to the health and safety of our Associates and customers top of mind. I am grateful for your continued hard work and dedication to TJX.

Facing these recent challenges, as well as other important issues like climate change, have helped us continue to define and evolve our environmental, social, and governance (ESG) priorities. This year has reaffirmed that these priorities play a critical role in supporting a sustainable, equitable future.

For more than 10 years, we have formally reported on our global corporate responsibility efforts. We are proud of our accomplishments, and the progress we have made across our four pillars of work: workplace, communities, environment, and responsible business. Below are a few examples of recent progress:

**Our Workplace:** Inclusion and diversity have long been a priority at TJX. Building upon our commitment to stand up for our Black Associates, customers, and communities, and stand for equity and racial justice, we have done a great deal of listening to our Associates. Town halls, listening sessions, focus groups, and a global survey are all helping to inform our long-term inclusion and diversity strategy. We continue to focus on driving sustainable, organizational changes and are pleased to be making progress in key areas, including Associate education, training, and development; recruitment of diverse candidates; and an expanded focus on processes and programs to support an inclusive work environment. Our work is ongoing as we strive for an inclusive workplace where Associates feel welcome in the Company, valued for their perspectives and contributions, and engaged with our business mission.

**Our Communities:** We continued helping vulnerable families and children access the resources and opportunities they need to build a better future. In addition to the millions of dollars we contributed to organizations to help those affected by COVID-19, we also committed \$10 million in grant funding over 2020 and 2021 to organizations that support equity and racial justice. In addition to these efforts, we partnered with groups that fulfill basic needs, provide education and training, support research and care for life-threatening illnesses, and empower women.

**Our Environment:** In 2020, we set a long-term global goal to reduce greenhouse gas emissions from our direct operations by 55% by fiscal 2030 against a baseline of fiscal 2017. This is a science-based target in alignment with the United Nations' 1.5 degrees Celsius Paris Agreement guidelines. Managing and mitigating our climate impact are a key part of our environmental sustainability program, along with waste and chemicals management.

**Responsible Business:** We recognize our obligation to operate a responsible business. For us, that includes excellence in governance, engaging with our stakeholders, operating ethically, and sourcing responsibly. We are a large, complex organization, and we expect our approximately 21,000 vendors to comply with our Vendor Code of Conduct, which is central to our social compliance strategy. Our expectations are also clearly defined in our global codes of conduct, with which our Associates and Board of Directors are expected to comply.

Looking ahead, we recognize there is growing interest in ESG topics that we focus on through our corporate responsibility efforts. As we continue to drive this critical work forward, we will share our journey as it evolves by reporting our efforts and commitments here on this website.

As always, I am eternally grateful to the thousands of TJX Associates around the globe who embody our core values every day and bring our corporate responsibility efforts to life.

Sincere regards,

A handwritten signature in black ink, appearing to read "Ernie Herrman".

**Ernie Herrman**  
Chief Executive Officer and President  
The TJX Companies, Inc.

September 2021



## ASSOCIATES BRING OUR BUSINESS TO LIFE

We fully appreciate that our Associates bring our business to life, and we aim to support them by making TJX a terrific place to work. It's very important for us to attract talented individuals, teach them our off-price model, and support their careers. We are also very proud of our culture and are committed to our core values of honesty, integrity, and treating each other with dignity and respect. In fact, developing talent and championing our culture are global business priorities year in and year out. We believe this encourages Associates to join us not just to find a job, but to build a career.



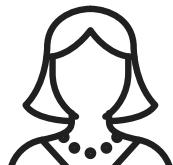
*Inclusion and diversity have long been a priority at TJX, and we are continuing our work to do more and be better.*

The diversity of our Associates makes us a stronger Company and better able to serve our broad and diverse base of customers around the world. We strive for an inclusive workplace where our Associates feel welcome when they walk in the door; valued for their diversity of thought, background, and experience; and engaged with our mission to provide value to our customers. Our programming is grounded in the understanding that inclusion welcomes a range of differing opinions and perspectives. Our decades-long, open door philosophy not only supports, but encourages this. We embrace that our workforce encompasses people of different races, ethnicities, ages, sexual orientations, gender identities, abilities, experiences, religions, and much more, who come together to move our business forward.

As a business, we do not tolerate discrimination or hate of any kind. **In addition to our ongoing work to support inclusion and diversity across many underrepresented populations, in 2020, we made a commitment to expand our efforts in support of equity and racial justice. We stand with our Black Associates, customers, and communities.** We believe every one of us can play a part in helping to build a better world, where justice, fairness, and dignity are upheld as basic human rights.

We invite you to read the [Inclusion and Diversity](#) and [Our Communities](#) sections of the report to learn more about our approach and the initiatives we have underway.<sup>1</sup>

## 2020 KEY HIGHLIGHTS<sup>3</sup>



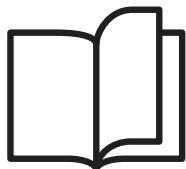
**67%**

of people in managerial positions  
globally are women<sup>2</sup>



**64%**

of managerial positions in stores and field  
offices were filled by internal promotions<sup>2</sup>



**19,000**

attendance in Global Leadership  
Curriculum courses since 2017



**34%**

of people in managerial  
positions in the U.S. are people  
of color<sup>2, 3</sup>



**80%**

of promotions globally in fiscal  
2021 were earned by women

## AWARDS AND RECOGNITION

We are humbled by some of the recognition that we have received.



## RECRUITMENT



### ATTRACTING TOMORROW'S LEADERS, TODAY

As a Fortune 100 company, operating more than 4,500 stores in nine countries, the need to attract, develop, and retain talent is crucial to support our growth. We are continually looking for diverse, enthusiastic, and dedicated individuals to join our team, and we remain committed to developing our Associates into our global leaders for tomorrow.

We take a multi-faceted approach to recruiting for our stores, distribution centers, and home offices to reach potential candidates with diversity of races, ethnicities, ages, sexual orientations, gender identities, abilities, experiences, and much more. We are also committed to hiring locally from the communities we serve.

### BUILDING A MORE DIVERSE WORKPLACE

Building a more diverse talent pipeline is a priority for TJX. As positions within various levels of management become available, we are committed to deploying recruitment efforts that should result in an increase in the representation of diverse candidates including people of color, LGBTQ+ individuals, people with disabilities, and women. These efforts will be implemented as we recruit for positions, both internally within the Company and as we undertake searches for new Associates externally. Another way we are working to increase the diversity of management is by better aligning the diversity of our Field Management teams to more closely reflect the demographics of the community being served. We are also pursuing opportunities to increase minority candidate representation when we recruit for early career positions.

In the U.S., we expect to continue to partner with organizations through colleges and universities that offer development for members of diverse groups on their campuses. Similarly, in Europe, we recruit from a diverse pool of candidates for our Graduate, Placement, and Apprenticeship Programmes. We continue to broaden our relationships with schools, secondary education, and smaller regional universities to widen our reach.

To support our recruiting efforts, in 2020, members of our global recruitment teams participated in an external certification called "Diversity, Inclusion, and Belonging for All," which included multiple online courses. The majority of our U.S. Talent Acquisition team has also completed unconscious bias training, with the remainder of the team planning to complete it in 2021. We believe these training efforts can help our recruiters source more diverse pools of job candidates and demonstrate our commitment to inclusion and diversity to those candidates.

Additionally, in 2020, we implemented a new tool in the U.S., Canada, and Europe to reduce potential unconscious biases in job descriptions and other recruitment communications and identify language that may undermine our inclusion efforts. We also benchmark periodically against peers to better understand how we can leverage opportunities to expand awareness of TJX and our available jobs among diverse audiences.

### **Enhancing Executive Diversity Policy Statement**

At TJX, we believe that the continuity and stability of our most senior leadership team, which includes decades of off-price retail and TJX experience, has been a critical factor for our success. We are also proud of our culture that prioritizes Associate development and advancement within our organization. We are working to build a more diverse pipeline of talent to support our efforts to improve the diversity at all levels of our organization.

Consistent with our inclusion and diversity efforts, in March 2021, our Board approved a policy that, in the event that our Board commences a search for a Chief Executive Officer from outside TJX, or if our management commences a search for an executive-level role reporting directly to the CEO from outside TJX, the initial list of candidates will include qualified female and racially/ethnically diverse candidates. If our Board or our management engages a third-party firm for such a search, that firm will be instructed to include qualified female and racially/ethnically diverse candidates in the initial list of candidates provided to TJX.

### **ON-CAMPUS RECRUITING: FROM THEIR CAMPUS TO OURS**

Historically, several hundred students each year take part in TJX internship and co-op programs operating across our divisions worldwide, in areas including Merchandising, Finance, Human Resources, Information Technology, Store Operations, Distribution Services, and more. We seek candidates who are curious and have a passion for innovation, relationship building, strategic thinking, and global relations.



Our merchandising internships and co-ops are coveted among many students, especially those who have a passion for various aspects of the retail industry. Globally, many interns and co-ops go on to join us full-time after completing their college requirements.

We are proud of our campus programs and honored that our work has been recognized. TJX Canada earned a spot as one of Canada's Top Employers for Young People for 2021. This special designation recognizes companies that offer the best workplaces and programs for young people just starting their careers.



## Proudly Hiring Those Who Have Served in the U.S. Military

Our long-standing commitment to the U.S. Armed Forces is highlighted by our dedication to hiring members of the military, including active guard and reserve, as well as veterans, and their spouses. We value their strong work ethic, professionalism, and loyalty, and offer a range of career options to match their talents and expertise.

TJX has several initiatives supporting military hiring, including participating in career fairs for military personnel and working with military job boards to increase exposure and marketing efforts to military personnel and their families. The company also keeps in touch with current and prospective candidates through our military talent community page and email campaigns.

We are pleased to report that we have hired more than 8,700 men and women who are currently in the military, veterans, or their spouses since 2013.

- / [Employer Support of the Guard and Reserve](#)
- / [Army One Source](#)

## Creating Personal and Professional Opportunities

For nearly a quarter of a century, TJX has been working to provide opportunities to individuals with varying levels of skills and abilities, including those who face barriers to employment or are in underserved communities. We have developed community outreach strategies to support those who need an opportunity and to help us foster a workforce that includes qualified individuals with a breadth of abilities.

Teams in the U.S. and Europe participate in innovative youth programs which offer personal and professional development opportunities for disadvantaged or vulnerable young people. In 2020, we transitioned from managing our own Youth Business Institute to partnering with Junior Achievement in the U.S. Junior Achievement is the nation's largest provider of work readiness, entrepreneurship, and financial literacy skills for young people. Their goal is to give young people the tools they need to own their economic success, plan for their futures, and make smart academic and economic choices. TJX Associates have the opportunity to volunteer in local Junior Achievement programs.

TJX Europe supports The Prince's Trust through the Achieve and Get Into programs. Since 2016, Homesense has helped over 1,900 young people who are at risk of underachieving at school by supporting The Prince's Trust's Achieve program. Achieve is for those aged 11-19 and focuses on programs designed to boost confidence, learn new skills, and effectively work on teams. Get into Retail provides training, development, and employment opportunities for successful participants. As one of the largest partners of Get into Retail, we are proud to have engaged with over 1,000 young people since the program began in 2013, with approximately 70% going on to get jobs with us. In addition to these programs, our Loss Prevention team partners with The Prince's Trust in other ways to help disadvantaged young people create new futures for themselves through the Get Into Loss Prevention program.

To support its field recruitment efforts, our Canadian team, through its Find Your Stride charitable initiative, partners with organizations like the Calgary Women in Need Society. This organization created the TJX Retail Ready Program, an eight-week program that provides training and work experience to help prepare women for careers in retail.

## MAKING A DIFFERENCE: BEST BUDDIES

In addition to supporting educational and career skills programs, another area of focus in the U.S. is hiring people with disabilities. According to the U.S. Department of Labor, in 2019, the unemployment rate for those with a disability was 7.3%, more than twice the rate for individuals with no disability.<sup>7</sup> We have developed collaborative community partnerships, and our U.S. Talent Acquisition group promotes workforce programs that facilitate access to jobs for individuals with disabilities.

For example, we partner with Best Buddies, an organization of volunteers that creates opportunities for people with intellectual and developmental disabilities. Our teams partner closely with Best Buddies volunteers and participants to find roles in our T.J. Maxx, Marshalls, HomeGoods, Sierra, and Homesense stores that match the job seeker's interests and talents, and we've been excited to hire participants to perform in a variety of functions, including cashiers, dressing room attendants, greeters, merchandise organizers, and product assemblers.



### ASHLEY'S STORY

When the company that she worked at for three years went out of business in 2020, Ashley was grateful to be given the opportunity to join the HomeGoods family. Ashley has become a vital part of the team, processing merchandise and organizing the store shelves. These tasks have become her favorite duties and has helped raised her self-esteem during a tough year.

"Every morning when I walk in, the team says things like 'good morning' and 'we are happy to see you' and it makes me feel really good," Ashley said. "HomeGoods gave me a purpose again!"

## CAREER DEVELOPMENT



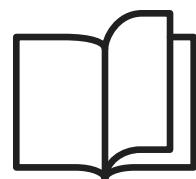
Attracting talent is just the start. At TJX, we believe our Associates are core to our success and, as such, it is our responsibility to train and mentor them. Our senior leaders consider teaching and mentoring an absolute priority to support the career development of our Associates.

Training happens throughout the organization and in a variety of settings, including in our stores, distribution centers, and corporate offices. Some is formal, through courses offered in our classrooms and virtually, and some is informal, such as huddles or real-time feedback on the job. Like so many aspects of our work, training had to be reimagined in 2020. It was important to us to maintain our commitment to talent development while navigating changes to our work environments. As a result, we approached our learning opportunities differently, offering many formal training classes online and connecting remote Associates through virtual formats. No matter the location or format, formal or informal, our career development initiatives foster open communication and relationship building, both key parts of our culture.

### DEVELOPMENT PROGRAMS

We have a Leadership Development Toolkit with defined leadership competencies and cultural factors to help support the development of our Associates. These competencies and factors are skills and behaviors that have led to long-term success for many of our managers. Personal character and integrity are at the core of our competencies, as is investing the time to build relationships, whether that is with co-workers across the hall or in another country. We strongly believe that these competencies and factors benefit our business overall, and that our results reflect our efforts. We are currently reviewing this toolkit and planning to add more specific inclusion-based components where applicable to further support our commitment in this area.

While our goal is to foster career growth across the organization, we are particularly proud of our results in 2020 in our stores and field offices where 64% of managerial positions<sup>2</sup> were filled with internal



**19,000**

attendance in Global Leadership Curriculum courses since 2017

promotions. Additionally, we believe that our development programs support Associates in building a career at TJX, and, in fact, 40% of people in managerial positions<sup>2</sup> around the world have been at the company for 10 or more years.

Our Global Leadership Curriculum offers a consistent development experience focused around our leadership and cultural competencies. With core and elective courses, this curriculum helps Associates gain skills in communications, change management, strategic planning, and more. In 2020, we began reviewing and updating the courses to further align our leadership courses with our inclusion and diversity efforts. Since 2017, the Global Leadership Curriculum had Associate attendance of nearly 19,000 across all of our divisions. Our aim is to develop the potential of Associates at every level, from hourly Associates to management and beyond, so they may enjoy fulfilling careers.

In addition to our Global Leadership Curriculum courses, we offer other learning and development opportunities globally. Our Emerging Leaders program is designed to help high potential Associates at the managerial level prepare to expand their leadership roles. The process consists of targeted assessments, review of feedback, and the creation of an individual development plan. Once completed, these Associates have the opportunity to participate in the Emerging Leader Action Learning, a year-long journey focusing on the skills needed to effectively grow from a leader of others to a leader of leaders. Participants are placed on cross-functional teams, assigned self-directed learning, participate in peer coaching, and spend time with executives, who share their stories and experiences. The program consists of critical skills training and business case scenarios, and culminates in the Associate creating a personalized growth plan.

More senior-level Associates may participate in our Leaders Developing Leaders (LDL) program, a 10-month global development program designed to accelerate leadership readiness. The program offers a variety of opportunities, including gaining exposure to different leaders, TJX businesses, and business units. Participants receive feedback on their leadership style and interactions throughout the process, with the goal of incorporating those learnings into their leadership style. The first phase of the program is project-based where participants are assigned to teams to research and address a current business issue or opportunity. They learn how to navigate the organization through the development of their problem-solving and strategic planning skills, while deepening their understanding of the business and themselves as leaders. The teams develop and present strategic plans to senior management, working collaboratively with other managers from a broad range of functions and geographies. Many of the project recommendations that have come from these LDL teams have been implemented in some capacity.

Regionally, our "development for all" approach in Canada provides Associates the opportunity to build their professional skills and off-price knowledge through workshops, online learning, and individualized coaching. Additionally, Canada offers a Manager in Training Program (MIT), an accelerated program that provides training for new and existing Associates who show strong potential to perform Store Management roles and responsibilities. The six-month program exposes these Associates more deeply to our business practices and helps them develop their leadership skills and competencies. Since the inception of the MIT program, the volume and success of internal promotions has increased significantly.

In Europe, Be Your Best Self is our learning philosophy. We aim to enable our Associates to own and drive their development journey, recognizing that this is as unique as each and every one of us. We offer Associates a range of learning and development options to provide skills and off-price knowledge through workshops, development programs, training, on-the-job learning, and the Graduate Placement,

and Apprenticeship Programmes. We also offer tools for self-learning and provide bespoke coaching for Regional, Country, District, Store, and Assistant Managers.

In addition, the Leader in Me program is designed to help develop high-potential Associates early in their careers and prepare them for more senior roles in the future. Associates learn more about themselves as leaders, as well as how to use these leadership skills in their current roles and for future opportunities. We also have a Senior Leadership Development program in Europe for Vice Presidents and Assistant Vice Presidents, which cultivates leaders who champion and bring our distinctive culture to life. The program develops skills to help leaders thrive in unpredictable circumstances. Participants gain insight into themselves as authentic leaders and gain self-awareness, personal sustainability, and leadership perspective. We expanded this program to include specific workshops on inclusion and diversity. We believe the program builds stronger, more collaborative teams across the organization and elevates the capability of our senior leaders.

In Australia, corporate and processing center Associates can participate in the Be Your Best Self program, a self-led curriculum that enables Associates to drive their own development. Through various tools and manager support, participants are able to discover new skills and interests to assist them in developing a career path, whether that means growing in their current role, or exploring opportunities cross-functionally. We expect to expand this program to our store Associates in 2021.

### **CALLING ALL MERCHANTS: TRAINING STARTS HERE**

We are particularly proud of our merchant training programs around the world, which we believe are some of the best and most respected in the retail industry. Our programs are designed to support Associates interested in pursuing careers as merchants and develop them as future leaders in our off-price retail business. The merchandising career path provides structured growth potential in Merchandise Planning and Allocation, Merchandise Buying, and potentially management. The path consists of an initial, intensive training curriculum for a role as an Allocation Analyst. Afterwards, there are ongoing development opportunities and mentoring throughout the Associate's career.

### **TJX UNIVERSITY FOR MERCHANTS**

At TJX University, we offer merchandising Associates learning opportunities through a two-year-long one-on-one coaching program. The program includes mentoring on negotiation skills, store exercises, and a curated curriculum to both further their development in their current role and prepare them for the next step in their careers. The coaching and store exercises typically take place in our own stores, as well as in the broader marketplace. The University teaches a consistent approach to the off-price business model, teamwork, and culture that have been a critical part of our success.

For some of the buyers identified as having potential to rise to a leadership level, we offer a specialized learning experience called the Off-Price Leadership Center (OPLC). It brings together merchants from across our global divisions to get exposure to the critical merchant and leadership skills necessary for success. Focus is on understanding the role; integrating strategic, business, and critical relationship skills; and building a diverse, global leadership perspective.

## EXTERNAL PARTNERSHIPS

In addition to our many internal development opportunities, we have established relationships with a variety of organizations to offer additional resources and learning. In the U.S., this includes National Hispanic Corporate Council, Catalyst, Diversity Best Practices, PFLAG, National Association of Asian American Professionals, Human Rights Campaign, and others. Our Associates also have the opportunity to participate in programs offered by some of our partner organizations. We belong to Conexion in Boston, Massachusetts, and, on a national level, The Partnership in the U.S. Conexion pairs Hispanic/Latino Associates with a seasoned mentor at organizations in various industries and provides workshops in leadership. The Partnership offers year-long programs in leadership and cultural navigation for Associates, as well as the Next Generation Executive Program, a five-month training course. We actively bring together Associate alumni of both programs to build a network that can support participants and encourage learning. In 2020, a number of Associates had the opportunity to participate in an external leadership program designed for Black executives and early-mid-career managers. Additionally, in 2020, TJX Europe became members of Business in the Community, a business-led membership organization to help our inclusion and diversity efforts. We also became members of the Business Disability Forum to support our efforts to help those who face barriers to employment thrive at work.



### JULIAN'S STORY

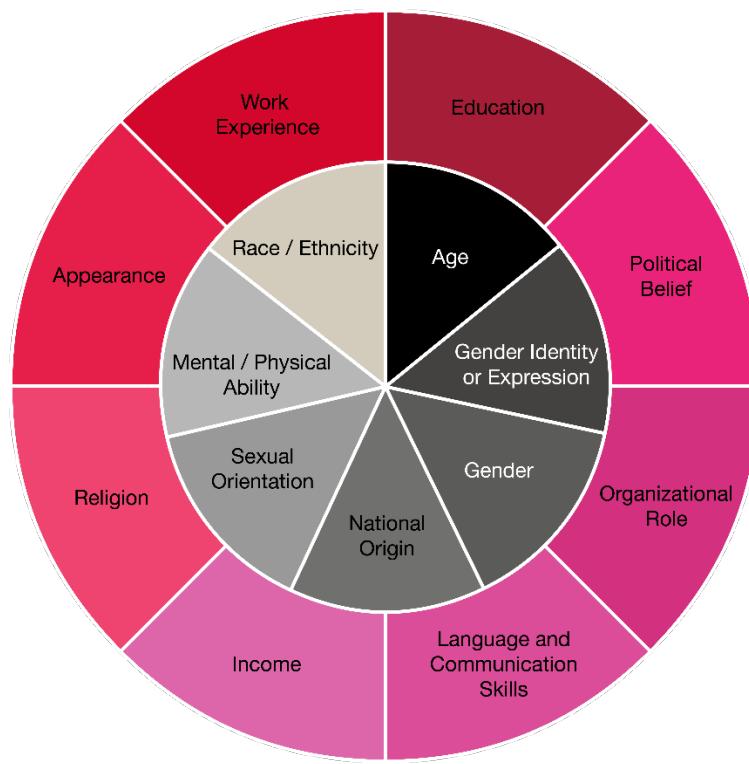
Julian joined the store team of T.J. Maxx in 2008 as a merchandise coordinator. While his attention to detail and his eagerness to learn were the first things that set him apart, his continued commitment to and development of his Associates are what has helped propel him to the next level. In his new role as Store Manager, he is most excited about being a mentor to Associates, something that he believes has been so valuable to him throughout his years.

"I've had the pleasure of working directly with some amazing leaders of TJX during my career, and those experiences have shaped who I am as a leader today. I've discovered that it's not just about building your own personal confidence, but that of the team around you. We can only grow so much as an individual; empowering those around us to also grow, while creating a family, built on trust and integrity, is the true meaning of success."

Julian  
Store Manager  
T.J. Maxx

# EMBRACING INCLUSION AND DIVERSITY

Diversity Presents Itself in Many Ways



Adapted from Johns Hopkins Diversity Wheel from  
[http://web.jhu.edu/dlc/resources/diversity\\_wheel/](http://web.jhu.edu/dlc/resources/diversity_wheel/)

At TJX, we have considered inclusion and diversity a very important part of who we are for many years. We are strongly committed to an inclusive workplace where our Associates feel **welcome** in the Company, **valued** for their perspectives and contributions, and **engaged** with our business mission to provide value to our customers. We greatly value diversity and for us, it means many things including diversity of race, ethnicity, age, sexual orientation, gender identity, ability, experience, religion, and much more.

We aspire to treat all people with dignity and respect, and we do not tolerate discrimination, harassment or hate of any kind. There are stark reminders every day that injustice exists and that we must continue to work toward a better future for all. Supporting equity and racial justice is an ongoing commitment for TJX.

## INCLUSION-BUILDING ACTIVITIES AND AWARENESS

Our goal is to equip our Associates with the tools and support needed to further enhance a workplace culture of inclusion. Globally and across our regions, we have formal and informal initiatives underway to foster this.

Our leadership competencies and cultural factors in our Leadership Development Toolkit help define the skills and behaviors that have led to long-term success for many of our managers, with personal character, integrity, and relationship-building at the core. We are currently reviewing this toolkit and

planning to add more specific inclusion-based components where applicable to further support our commitment in this area.

Treating each other with dignity and respect is one of our core values, and we do not tolerate harassment or discrimination of any kind. These expectations are reinforced to all Associates in the TJX Global Code of Conduct. Engagement and learning about our inclusive culture begins right away for our new Associates. Our global new hire orientation program includes a video and materials that discuss our approach to inclusion and our Welcome, Valued, and Engaged goals. We are proud to deliver a unified message across the Company that lets our new hires know that inclusion and diversity are parts of our culture that we truly value.

In 2020, we launched a series of new tools and trainings to better support our inclusion and diversity goals. This included a new global training, which educates Associates on our approach to inclusion and diversity and creates better awareness of unconscious bias. In addition, we provided tools to support our managers in engaging their teams as we believe it is critically important to continue having conversations with our Associates about this topic. We have also begun incorporating topics related to inclusion and diversity in our learning curriculum. For example, in 2020, we added unconscious bias as a topic in some of our relevant online courses.

We are passionate about continuing to provide opportunities for Associates across our organization to fulfill their potential. We plan to continue to work on solutions that build on our existing Associate engagement program to support the needs of our diverse Associate population.

In addition to these global efforts, our various regions have inclusion-related activities. Below are a few examples of our initiatives.

#### **U.S.**

Raising awareness of unconscious bias is woven throughout our U.S. operations, through onboarding, store communications, learning tools, processes, and more. In addition to providing all new hires and new managers in our field organization with unconscious bias training and refreshing it periodically, we also keep the dialogue top of mind through ongoing conversations. For example, we have provided talking points and scenarios for Store Managers to use during Associate shift huddles. In the U.S., Store Managers also have a tool called “Culture Pulse” available to them. Culture Pulse helps store teams gauge performance in the areas of customer engagement and in their connections with each other, and is used to help determine where additional engagement with Associates might be needed.

In the U.S., we have formal groups established to support Associate engagement around inclusion and diversity. These [Associate Resource Groups](#) offer networking, development, and support and are available to Associates in our corporate offices, loss prevention departments, and select distribution centers. In 2020, these Groups featured online events focused around mental health, women’s leadership sessions, and multicultural music gatherings. We also created two new Associate Resource Groups, the Working Parents Group and the Black Associate Resource Group.

We aim to celebrate diversity in other ways as well. For example, our U.S. distribution centers fly the flags of countries represented by our Associate base and celebrate key holidays that are important to our diverse Associates. And, although the pandemic forced events to be postponed in 2020, we typically have a large presence in annual PRIDE parades.

Our policies and practices also reflect our philosophy of inclusion. For example, prior to nationwide recognition of same-sex marriage in the U.S., TJX offered benefits to same-sex domestic partners who did not have access to marriage. Today, we are pleased that our benefits program provides benefits to same-sex married Associates and their spouses. We also offer transgender-inclusive healthcare benefits and related healthcare services, as well as Workplace Gender Transition Guidelines and a Workplace Gender Transition Plan template, which are designed to help transitioning Associates, their managers, and human resource partners ensure that adequate support is in place prior to, during, and after transition for those Associates. Additionally, in recent years, we have updated our dress code policy to make it more gender-neutral and enhanced our parental leave policy. We are currently reviewing our policies to ensure the use of gender-neutral pronouns. We are proud to have scored a 90 on the Corporate Equality Index of the U.S.-based Human Rights Campaign in 2020.

## CANADA

In Canada, we have inclusion and diversity committees that support the overall inclusion and diversity efforts in our home office, distribution centers, and stores. We also have a Values Committee in the home office for coordinating inclusion-focused events. We offer formal programs, such as "A Winning Balance," to help Associates better understand their teams and be more effective leaders. In addition, we have informal processes across the organization, such as pre-shift huddle discussions and short "did you know" postings that cover topics that support our goals for driving inclusion and diversity. In an effort to inspire, motivate, and reinforce Associate morale, TJX stores run The JOY Project, a customer service and Associate engagement initiative. This effort works to build strong connections between managers, Associates, and customers, and recognizes behaviors that mirror important aspects of our culture.

We also aim to celebrate diversity. As in the U.S., the pandemic postponed events in 2020, but we typically support annual PRIDE events across Canada, and also host a diversity picnic at our home office that kicks off with an Associate huddle around why diversity is important to us.

## EUROPE

In Europe, we continue to invest in additional training related to inclusion and diversity, designed to continue to foster a creative, inclusive, respectful, and productive workforce. An important part of the process is to seek feedback from a broad range of Associates, and we have listening groups across our organization to drive deeper insight into our Associates' day-to-day work experience. We have established a cross-functional inclusion and diversity team to fast-track certain elements of our existing strategy, including launching a toolkit to help Associates create inclusive Associate Resource Groups and delivering a training and development calendar.

## STANDING FOR EQUITY AND RACIAL JUSTICE

While inclusion and diversity are core to TJX, the significance of violent and discriminatory events over the past year illustrated that as a Company, we needed to escalate our efforts in a meaningful way and that we could and should do more to address equity and racial justice. We have publicly committed to stand up for our Black Associates, customers and communities, and take action in support for equity and racial justice through both internal efforts and external philanthropic support. We continue to see examples of violence and discrimination, including against the Asian and Pacific Islander communities, that serve as stark reminders that we need to continue to work towards a better future for all people.

As a large, complex organization, our initiatives are focused on driving sustainable, organizational changes that can become embedded within our culture and business practices. We are fully committed

to ongoing efforts that strengthen our inclusion and diversity programs, and we want our Associates to be heard and actively engaged in our journey as we build out and execute longer-term plans.

## KEY AREAS OF FOCUS

### Associate Education

Diversity presents itself in many ways. To help our Associates better understand how individual biases could impact how they think and act in the workplace, in 2018, TJX rolled out a large-scale Associate training program on unconscious bias to approximately 190,000 Associates. A year later, we made this training part of our new hire and new manager training for our field organization, and in early 2020, we expanded our efforts, sharing this training program with our executive team and Board of Directors as well as across additional business areas and international regions. We have also consolidated our online learning resources regarding inclusion and diversity for easy access on our Company's intranet.

To support development and retention of diverse Associates, we provide a number of opportunities internally and through external partnerships. Internally, TJX has strong resources to help Associates develop professionally, including our Global Leadership Curriculum. We also help create access to external professional development programs for our diverse Associates through The Partnership, Conexion, and new in 2020, a third-party leadership academy designed for Black executives and early-mid-career managers in the U.S., and through Business in the Community in Europe.

### Additional Training Tools to Manage Differences

While we have consolidated our education and training materials related to inclusion and diversity on our Company's intranet, moving forward, we are creating additional training tools designed to help our current and future leaders successfully manage diverse Associates by improving communication skills at both receiving and providing feedback with greater sensitivity and awareness. We expect to progress in this area by continuing to review the processes we have in place for unconscious bias and incorporating a stronger focus on inclusion into the many training materials used across our Company. We intend to continue to expand our offerings so that we can grow a more inclusive and diverse organization at all levels, and, importantly, support access to management opportunities for underrepresented Associate populations.

### Encouraging Honest Conversations and Feedback

Our success has been built on collaborative relationships within our business, with our core values of honesty, integrity, and treating each other with dignity and respect as the foundation for these relationships. Over the past year, our inclusion and diversity leaders have conducted Associate listening sessions and focus groups to help guide open conversations and ultimately grow our collective capacity to be champions for equity and racial justice. We recognize that we need to listen, learn, empathize, and make it okay to talk openly about racial injustice as we build an even more inclusive work environment.

It is important to us that, in addition to the workforce planning and development emerging from these and other efforts, our Associates around the world have an opportunity to weigh in and provide feedback. To that end, in early 2021 we invited our approximately 320,000 global Associates to participate in an inclusion and diversity survey to help inform our long-term global inclusion and diversity programs and initiatives. Due to various COVID closures in Canada and Europe, we do not yet

have global survey results completed. However, input that we have collected over the past year encourages us that additional inclusion and diversity training, opportunities for career development including mentorship, and proactively supporting all Associates, regardless of difference, could be meaningful.

### **Recruitment of Diverse Candidates for Management**

As positions within various levels of management become available, we are committed to deploying recruitment efforts that should result in an increase in the representation of diverse candidates, and that Black talent has more access to promotion opportunities. These efforts will be implemented as we recruit for positions, both internally within the Company and as we undertake searches for new Associates externally. To support our recruiting strategies, we enhanced training efforts for our talent acquisition teams over the last year and recently introduced a tool in the U.S., Canada, and Europe to reduce potential unconscious biases in job descriptions and other recruitment communications. Another way we are working to increase the diversity of management is by better aligning the diversity of our Field Management teams to more closely reflect the demographics of the community being served. We are also pursuing opportunities to increase minority candidate representation when we recruit for early career positions.

### **Being Inclusive**

Being an inclusive organization is critically important to support and retain an increasingly diverse Associate population. We are working on several ways the organization can better model and actively integrate inclusive behaviors, language, and practices throughout our business. We also want each Associate to fully understand the role they play and their individual responsibilities for furthering our progress. Along these lines, we plan to establish internal inclusion and diversity advisory boards, support the growth of existing and new Associate Resource Groups (ARG) including our newest ARG that supports our Black Associates in the U.S., and launch new mentor programs, among other activities.

The diversity of our Associate base makes us a stronger Company and better able to serve our broad base of customers around the world. Standing for equity and racial justice and creating career opportunities is a long-term commitment for TJX. As we continue to become a more inclusive and diverse organization at all levels, we know we must do it in a way that creates sustainable change. We look forward to providing updates on our progress as we move forward.

### **OUR DIVERSE WORKFORCE**

At TJX, we work to provide opportunities for Associates to develop long-term careers with us. We are proud of the fact that 40% of Associates in managerial positions<sup>2</sup> around the world have been at the company for more than 10 years. We aim to develop talent for potential growth at the company and offer development opportunities like leadership toolkits, formal curriculums, our new mentoring program, and informal training.

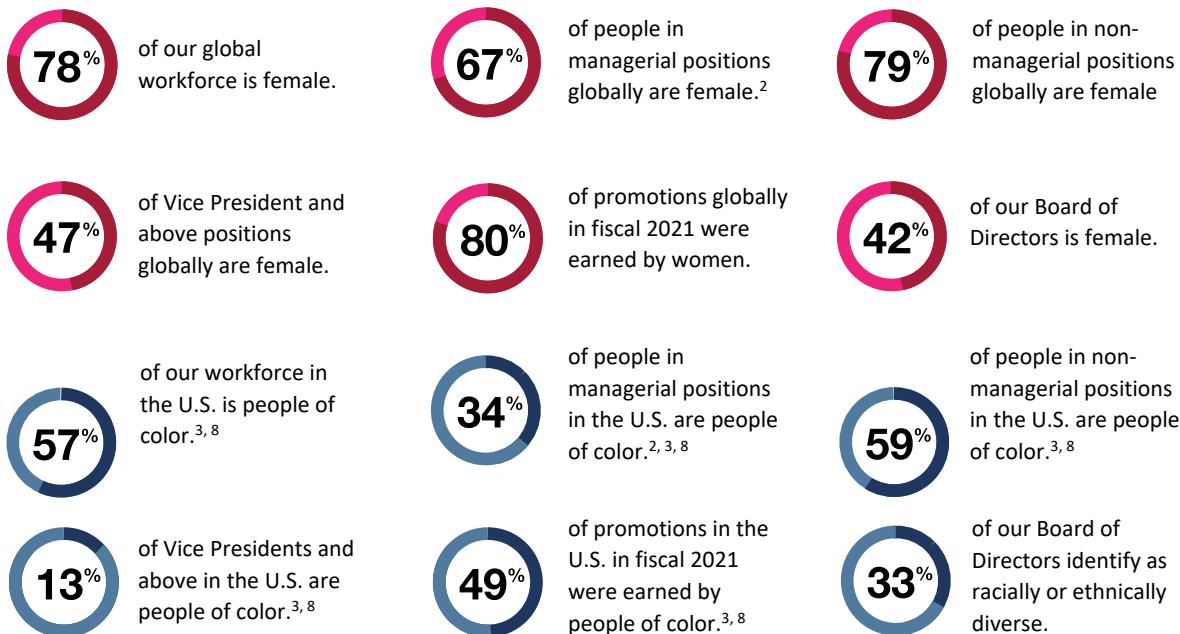
Recognizing our development programs help create our future leaders, we believe it is important we work on further building our talent pipeline with diverse talent and providing various opportunities for development and growth that encourage long-term careers with TJX.

Globally, women make up 78% of our total workforce, hold 67% of our managerial positions, and hold 79% of our non-managerial positions.<sup>2</sup> We are proud of the strong representation of women across our

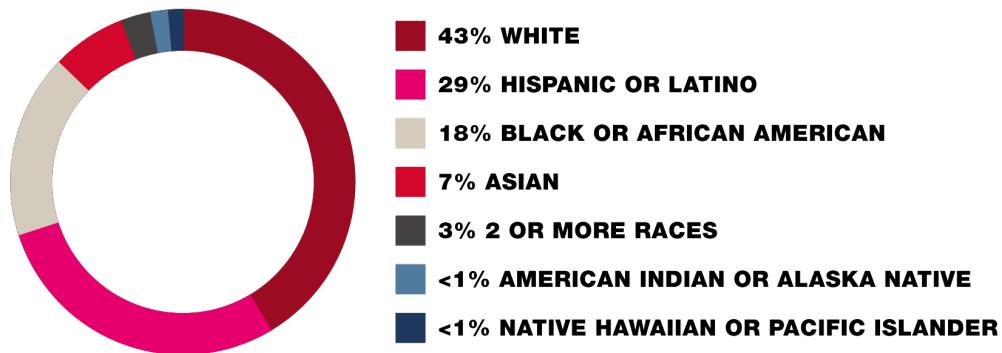
workplace, including an increasing percentage of our leadership team. Women are strongly represented in our more senior ranks, with women comprising 47% of Vice President and above positions. In fiscal 2021, women earned 80% of our promotions across the globe. We are also proud that 42% of our Board of Directors are women.

Our workforce also reflects a diversity of races, ethnicities, cultures, and nationalities. In the U.S., people of color<sup>8</sup> comprise 57% of our total workforce, hold 34% of managerial positions, and hold 59% of non-managerial positions.<sup>3</sup> Within U.S. leadership roles, people of color comprise 13% of Vice President and above positions. In fiscal 2021, people of color earned 49% of our promotions in the U.S. Additionally, 33% of our Board of Directors self-identify as ethnically or racially diverse.

We are committed to continue executing and building on these programs to drive long-term, sustainable change within our organization while helping to increase the representation of racially or ethnically diverse talent in our organization.



## U.S. WORKFORCE REPRESENTATION BY RACE/ETHNICITY



To view our full 2020 EEO-1 report, click [here](#).

## PAY EQUITY

At TJX, we are firmly committed to pay equity and fostering an inclusive and diverse environment that provides attractive and accessible opportunities throughout our organization. As a large, complex, and global business, we believe it is imperative that we attract and retain the best talent for TJX at all levels and in all functions. We have designed compensation structures intended to pay our Associates competitively in the market and equitably based on their skills, qualifications, role, and abilities, and we are proud that women fulfill many key roles across the company. We have long-standing processes in place to monitor and support the objective evaluation and approval of compensation decisions in the many geographies where we operate. Our incentive plans have emphasized objective, performance-based pay and team-based execution of our business goals across the Company.

In 2020, we expanded our efforts to include a pay equity analysis of our U.S. workforce that covers gender and race/ethnicity. We are pleased to report that, in the U.S., based on 2019 data and accounting for job title, geography, and full- or part-time status, we found, on average, no meaningful difference in base pay between Associates based on gender or race/ethnicity at TJX. We intend to monitor our processes and review our data periodically to support our goal of continuing to compensate our Associates equitably based on their skills, qualifications, role, and abilities.

## EXTERNAL RECOGNITION

We're proud of what we are doing. However, we are striving to move our programs forward with a goal of continuous improvement. Below are some distinctions our work has received:

- / In 2020, Forbes Magazine listed TJX among the World's Best Employers, America's Best Employers for Diversity, and Canada's Best Employers.
- / In 2020, TJX was named a Best of the Best Employer by Black EOE Journal, Hispanic Network Magazine, and Professional Woman's Magazine.
- / TJX scored 90 on the 2020 Corporate Equality Index of the U.S.-based Human Rights Campaign.
- / TJX has been named a Top Entry-Level Employer by CollegeGrad.com every year since 2014 and was also named a Top Intern Employer in 2020 for the second consecutive year.
- / Since 2014, TJX Canada has been named as one of the Best Workplaces in Canada by Great Place to Work and in 2020 was also named as a Best Workplace in Retail and Hospitality.
- / For the sixth consecutive year, TJX Europe was recognized by TheJobCrowd, receiving first place for Top Graduate and Apprenticeship Programmes in Retail in 2020. We also ranked as a Top 50 Retail Company for Apprentices.
- / T.K. Maxx Germany was listed as One of the Most Desirable Employers in Germany by the F.A.Z. Institute and appeared in the list of top 3 most coveted companies to work for among textile retailers in 2020.

## ASSOCIATE GROUPS



In the U.S., we have eight active Associate Resource Groups (ARGs) organized for networking, development, and support for Associates at various locations across the U.S.

While informal, these groups are well organized. Every year, each ARG develops an annual business plan describing its goals and objectives, is provided with an annual operating budget as well as money for charitable giving and/or community programs and is assigned an executive sponsor. The groups host a wide range of events each year, including educational programming for group members as well as for the general Associate population, volunteer opportunities, social events, and fundraising initiatives.

In this challenging year, our ARGs continued to find innovative ways to support TJX Associates. Due to the pandemic, programming was held virtually, creating the opportunity to broaden their reach and engage more Associates.

A few examples from ARG programming in 2020 include:

- / In a year when mental health was more important than ever, multiple ARGs came together to provide their membership with the opportunity to learn practical knowledge on suicide prevention techniques. Members of diverse communities may be at increased risk of suicide and the participants learned more about what they could do to support those in crisis.
- / Leadership, Education, and Adaptation for Disabilities (LEAD) hosted a virtual event for World Mental Health Day to promote education and awareness around greater access to mental health care, highlighting organizations that support that mission and creating the space for members to share their support for each other.
- / The Multicultural Coalition (MCC) recognized and brought awareness to different cultures through events like a virtual musical performance featuring a violinist and traditional Chinese erhu, as well as a panelist discussion with Hispanic/Latino TJX leaders sharing their stories on how their culture has influenced their lives and leadership.
- / TJX LGBTQ Associates and Allies (PRIDE) partnered with Greater Boston PFLAG to bring a series of lunch and learn sessions to TJX on topics ranging from current LGBTQ+ language and terminology to understanding the difference between gender identity and sexual orientation. Additionally, the group accomplished a major milestone in partnership with the business to make a PRIDE-themed gift card available for customers to purchase online and in stores demonstrating the Company's commitment to a welcoming environment.

- / Supporting TJX Armed Forces Relations (STAR) was able to continue their tradition of participating in the Run to Home Base event, with more than 20 members joining the virtual run this year. Additionally, membership engagement and support increased through a virtual platform allowing members to stay connected, celebrate milestones, and share resources, such as books, movies, and more.
- / Women Adding Value Everyday (WAVE) hosted a discussion between a female executive and renowned author empowering women to embrace their imperfection and live a bolder, more authentic life, as well as supported the development of their membership through a workshop on networking and developing a personal brand.
- / Our WAVE LP group was able to continue their longtime support of Making Strides Against Breast Cancer, celebrating their 11th year by going virtual. They engaged with Associates across the country to participate, exceeding their fundraising goal. To date, they have raised over \$1.5 million towards finding a cure.
- / Working Parents Group (WPG), an ARG founded in 2020 by a group of buyers, provided critical support for working parents balancing work-from-home, childcare, and their children's remote learning. The group hosted virtual meetings on topics like self-care, effective coping mechanisms, and managing remote schooling.
- / Black Associate Resource Group, TJX's newest ARG, was launched to support Black Associates. The new group was formed to help foster workplace belonging and build a stronger community for our Black Associates. We look forward to reporting more on their efforts in the future.

## ASSOCIATE WELL-BEING



At TJX, we work hard to foster an inclusive work environment so that our Associates feel welcome, valued, and engaged. As part of that philosophy, we encourage Associates to bring their whole self to work and support them in this in a variety of ways, including providing well-being programs. In 2020, these initiatives became even more important to helping our Associates balance the challenges brought on by the COVID-19 pandemic.

We understand that Associate well-being is impacted by many factors and therefore comprehensive offerings are critical. Our global well-being initiatives focus on three key areas: physical, financial, and emotional wellness. These programs represent our commitment to meeting the diverse needs of our Associates, as well as promoting a happier and healthier workforce. While our philosophy and approach to Associate well-being is global, our programs vary based on geography, setting, or other factors, and may include.

- / **Physical well-being:** We offer no-cost telehealth services; smoking cessation support; onsite wellness services like eye exams, flu shots, and dental services; biometric screenings; diabetes support; fitness centers at our corporate offices; and various fitness and wellness classes available “live” virtually as well as on-demand.
- / **Financial well-being:** Associates have access to information sessions covering various topics such as preparing for retirement, financial literacy, and taking pregnancy leave as well as tools and resources to help manage student loans and that offer ways to manage finances during times of crisis. We also offer various discount programs that range from reduced costs at local businesses to nationwide programs, scholarship programs, and adoption assistance.
- / **Emotional well-being:** All TJX Associates have access to employee assistance programs that provide 24/7 free and confidential support to help balance work, family, and personal issues. U.S. Associates can choose from online courses to help reduce stress, such as how to handle homeschooling your child while balancing work demands, and also have access to telehealth services to support mental health. In Canada, Associates have access to an e-learning course on how to stay resilient during times of crisis. Additionally, Associates in the U.K. and Ireland have

access to mental health tools such as yoga and podcasts, and Associates in Australia can access online classes such as meditation, Pilates, and Tai Chi.

While the pandemic impacted many of our onsite offerings in 2020, we are committed to continuing our current offerings, and evolving to meet the needs of our Associates.



## HELPING BUILD BETTER FUTURES

**Our mission is to deliver great value to our customers every day.** For over four decades, our deep commitment to providing value and caring for others has helped define our culture. It extends beyond the walls of our stores and into our local communities around the world, and the intersection of these principles defines our global community mission:



*Deliver great value to our communities by helping vulnerable families and children access the resources and opportunities they need to build a better future.*

### OUR SOCIAL IMPACT AREAS

We bring our community relations mission to life around the world by focusing our giving on four social impact areas where we believe we can have the most impact and are critical to helping families and children succeed and thrive.<sup>1</sup>

- / [Fulfilling critical basic needs](#)
- / [Providing education and training](#)
- / [Supporting research and care for life-threatening illnesses](#)
- / [Empowering women](#)

### OUR APPROACH TO GIVING BACK

We are a global business with stores located in thousands of communities around the world and supporting those communities is important to us. There are several ways in which we organize our support:

- / **[Foundation Giving](#)**: Through our three foundations in the U.S., Canada, and Europe we provide philanthropic grants to selected nonprofit organizations.
- / **[Cause Marketing and In-store Fundraising](#)**: Our retail chains conduct charitable campaigns that align with one or more of our focus areas.
- / **[Associate Volunteerism and Giving](#)**: We encourage our Associates around the world to contribute their time, talent, and resources.

## STANDING FOR RACIAL JUSTICE AND CREATING OPPORTUNITIES

At TJX, our core values of honesty, integrity, and treating each other with dignity and respect have lived at the heart of our business since the beginning. These values play a key role in our approach to inclusion and diversity and how we support the communities in which we live and work. As a business, we do not tolerate discrimination or hate of any kind.

In 2020, we committed to do more and be better. To support racial justice and equity, we broadened our global giving priorities to provide more direct support to Black communities with an incremental \$10 million in funding over 2020 and 2021. These contributions have been directed to organizations in the U.S., Canada, Europe, and Australia that help expand long-term opportunities for Black people and other underrepresented groups.

The following are some of the organizations we are pleased to support:<sup>9</sup>

### IN THE U.S.

- / [Boston University Center for Antiracist Research](#)
- / [NAACP Legal Defense and Educational Fund, Inc.](#)
- / [National Urban League](#)
- / [Smithsonian's National Museum of African American History & Culture](#)
- / [UNCF \(United Negro College Fund\)](#)
- / [YWCA USA](#)

### IN CANADA

- / [Black Business and Professional Association](#)
- / [Canadian Civil Liberties Education Trust](#)

### IN THE U.K.

- / [Access UK](#)
- / [Runnymede](#)
- / [Stephen Lawrence Charitable Trust](#)

### IN IRELAND

- / [Irish Network Against Racism](#)

### IN GERMANY

- / [Schule ohne Rassismus \(School Without Racism\)](#)

### IN POLAND

- / [Nigdy Wiecej \(Never Again\)](#)

### IN AUSTRIA

- / [Zara – Civil Courage and Anti-Racism-Work](#)

### IN AUSTRALIA

- / [AIME Mentoring](#)
- / [The Indigenous Literacy Foundation](#)
- / [The Healing Foundation](#)

Many communities around the world continue to experience injustice, and we must continue to work toward a better future for all. Supporting racial justice and equity is an ongoing commitment for TJX, and while that work progresses, we remain focused in our support for other underrepresented populations as they continue to fight to access opportunities, to be treated fairly, and to have their voices heard. We focus our philanthropic contributions to help provide education and local programming, among other things, in the communities in which we live and work. We fully understand these steps are just one step on a long road to social change and recognize that programmatically incorporating this approach into our business practices is important in making a sustainable, long-term impact.

For more information on steps we are taking in our workplace to stand for racial justice and equity, see the [Inclusion and Diversity](#) section of this report.

### RESPONSE TO COVID-19

In addition to our ongoing charitable efforts across the globe, in 2020, we contributed several million dollars to organizations working with families in need due to the COVID-19 pandemic, such as Save the Children, Feeding America, the United Way, and several mental health organizations, as well as the Red Cross organizations in the U.S., Canada, the U.K., Ireland, Germany, and Poland.

Our teams around the world also identified other ways that we could give back, which included donating food recovered from store shelves to food banks, donating more than 10,000 masks to frontline agencies, and donating television ad space for public safety announcements.

### IMPACT FROM OUR 2020 GIVING AND IN-STORE FUNDRAISING<sup>1</sup>



**34 million**

meals provided



**400,000**

shelter nights provided



**375,000**

units of clothing donated



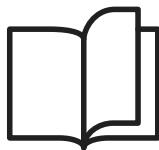
**95,000**

domestic violence services provided



**\$22.8 million**

donated for healthcare research  
and patient care



**1.5 million**

young people provided access to  
educational opportunities



**4,400**

young people provided workforce  
readiness opportunities

## CORPORATE PHILANTHROPY



Caring for others is an important part of the culture at TJX. Throughout our more than four decades, we have worked hard to be a good corporate citizen and bring value to people's lives – not just in our stores, but in our communities, where we work to enrich the lives of others. Our corporate giving follows our global philanthropic platform and is focused around four key themes:

- / [Fulfilling critical basic needs](#)
- / [Providing education and training](#)
- / [Supporting research and care for life-threatening illnesses](#)
- / [Empowering women](#)

In the U.S., Canada, and Europe, we have charitable foundations that provide needed funding to our communities. Each of these foundations has its own focus that supports our global community mission to deliver great value to our communities by helping vulnerable families and children access the resources and opportunities they need to build a better future.

- / **The TJX Foundation (U.S.):** Providing value to our communities by helping vulnerable families and children access the resources and opportunities they need to build a better future.
- / **The TJX Canada Foundation (Canada):** Helping vulnerable women achieve economic independence so that they and their families can thrive in life.
- / **The T.K. Maxx and Homesense Foundation (Europe):** Helping vulnerable children and young people achieve their full potential in our local communities.

Our foundations proudly support a variety of organizations, from national charitable groups to local nonprofits. This support can include donations to local charities when we open a new store or grants to Associate-recommended organizations that fit our giving guidelines. Sometimes we are able to combine Associate volunteerism with our foundation giving, as we believe this makes our philanthropic efforts more meaningful to our Associates and customers and adds

*/ In 2020, our community efforts globally, including our foundation giving, supported nearly 2,500 nonprofit organizations worldwide. /*

value in our local communities. In 2020, our community efforts globally, including our foundation giving, supported nearly 2,500 nonprofit organizations worldwide.

[Click here](#) to read more about our Giving Guidelines and information on how to apply for our U.S. foundation funding online.

### MAKING A DIFFERENCE: DISASTER RELIEF

In addition to our key social impact areas, TJX has also supported our communities when unexpected disasters strike. We have contributed generously for more than 25 years to Red Cross chapters around the globe, as well as to other nonprofit organizations that help local communities rebuild in the wake of devastating disasters.

In addition to our annual support of the **American Red Cross Disaster Relief Fund**, we donated advertising space in 2020 to be used for public service announcements to help raise awareness of the need for blood donations during the COVID-19 pandemic. The donation of these media spots allowed the American Red Cross to run its PSAs more than 300 times on television.

The T.K. Maxx and Homesense Foundation has partnered with the **British Red Cross** since 2018 and is a member of their Disaster Relief Alliance. Our funds have helped the British Red Cross develop global emergency response strategies and helped to support victims of U.K. storms and flooding, the Indonesia earthquake, Zimbabwe food insecurity, Cyclone Idai, and many more disaster relief initiatives. In 2020, our partnership with the British Red Cross also supported people affected by COVID-19. We have also donated vouchers for the Red Cross to buy clothing and essential items for people in need.



#### A HELPING HAND

Canadians faced the deadliest shooting in Canadian history in April 2020 when a man impersonating a police officer killed 22 people, injured others, and set fires to vehicles, houses, and other structures throughout five communities in rural Nova Scotia.

To help those communities, families, and individuals devastated by this event, we donated to the Canadian Red Cross Stronger Together Nova Scotia Fund, which was established to address some of the immediate and long-term needs.

## ASSOCIATE IMPACT

THANK YOU

for helping us give the children of Framingham a great new space to play!

THANK YOU VOLUNTEERS

Thank you Sierra

SIERRA™

KaBOOM!  
play matters for all kids

Click to watch video

For many of our programs, Associates contribute to our outreach efforts through donations, volunteering, and conducting fundraising events. In 2020, many of these efforts were adapted due to COVID-19.

For almost 20 years, our U.S. Associates have pledged to the United Way in our annual workplace campaign to help provide families and children with opportunities for a better quality of life. Historically, more than 30,000 Associates have participated each year, resulting in substantial contributions to the United Way. In addition, typically, Associates at our TJX corporate headquarters volunteer at a variety of events, from one-day, on-site programs, to weekly participation, such as through Big Brothers/Big Sisters. This year, we continued our Big Brother/Big Sisters and Read to a Child programs virtually. We also held several virtual events with Cradles to Crayons and Jumpstart, which included collecting and donating clothing and virtual and socially distanced book reading with children in their communities.

Our U.S. Associates are also actively engaged in supporting other causes. In some cases, activities that may have started as smaller, localized efforts have now grown into more substantial campaigns that occur across the country. For example, our U.S. Loss Prevention group leads Associate participation in the Making Strides Against Breast Cancer walks each fall. In 2020, with walks going virtual, this group rallied together 37 teams across the country. Cumulatively, the teams have raised over \$1.5 million in funding for breast cancer research and support over the past 11 years.

In 2020, as part of TJX Canada's community initiative, Find Your Stride, Associates from across the business volunteered to host a variety of online training sessions to help support the efforts of our community partners who were forced to put in-person programming on hold. Eleven virtual sessions were held on topics including preparing for job interviews, dressing professionally, and building self-confidence.

Additionally, Winners, Marshalls, and Homesense in Canada have been official sponsors of a number of Pride festivals across the country since 2007 and have supported the LGBTQ community for many years. While festivals were canceled in 2020, TJX Canada continued to provide donations to various Pride organizations around the country in order to support their work.

Throughout 2020, Associates engaged in department-wide efforts to support causes they were passionate about including fundraising, litter cleanups, collecting food for food banks, and helping out one of our national charity partners during the holiday season.

We are very proud to have Associates around the world who volunteer their time and who are committed to doing good in their communities.

### MAKING A DIFFERENCE: THE COMMUNITY FUND

Across Europe, our Associates are amazing supporters of our charitable partners, volunteering and fundraising millions of dollars to support thousands of vulnerable children and young people living in our local communities. Through the Community Fund, part of the T.K. Maxx and Homesense Foundation, Associates in our stores, Processing Centers, and offices throughout Europe can apply for a donation on behalf of a charity that they are passionate about whose mission is to help vulnerable children and young people achieve their potential. In 2020, in an effort to provide more support to organizations during the COVID-19 pandemic, we were able to help nearly 1,500 charities, more than quadrupling the number of charities supported the year before. Donations were made to a variety of organizations including children's hospices, mental health charities, children's cancer care centers, foodbanks, and homeless services.



**SUPPORTING CHILDREN IN NEED**

"I chose to nominate South Ayrshire Befriending Project in the U.K. It's a charity doing very important work in my neighbourhood, supporting young people with a range of needs, including careers and those with challenging home lives. These people have limited adult support at home and very limited opportunities to socialise or make friends. I believe everyone should feel valued and know that building confidence and self-esteem can be life changing. Through the Community Fund I was able to support this amazing charity."

Laura  
T.K. Maxx and Homesense Associate

## FULFILLING BASIC NEEDS



**2** ZERO HUNGER



In our communities around the world, there are families in poverty who struggle to overcome the challenges of everyday life and meet their basic needs. We understand the importance of a warm meal, clean clothing, and a safe place to sleep. This is why we are passionate about supporting nonprofit organizations that help fill these critical basic needs for vulnerable families.

### 2020 IMPACT:



**34 million**

meals provided



**400,000**

shelter nights provided



**375,000**

units of clothing donated

In the U.S., TJX supports **Cradles to Crayons**, which serves children from birth through age 12 living in homeless shelters or low-income situations, and provides them with high quality, essential items they need to thrive. In addition to TJX's financial support, we have Associate engagement programs with Cradles to Crayons in Boston, Philadelphia, and Chicago. In 2020, with in-person programs temporarily suspended due to COVID-19, Associates volunteered "at home" as part of the organization's Pick, Pack and Give Back! pilot program where participants put together boxes of clothing and shipped them directly to children in need. In addition, Associates in our Distribution Centers collected and donated coats to all three Cradles to Crayons locations.

For almost three decades, TJX has supported the **Dimock Center**, a community health center recognized nationally as a model for the delivery of comprehensive health and human services in an urban community. Dimock provides Massachusetts residents access to high quality, low cost health care and whole person services. Through sponsorship and Associate volunteerism, TJX has helped Dimock increase access to education and other opportunities for more than 1,000 children and families in their early childhood education programs and family shelter. In 2020, TJX's partnership with Dimock included support for their COVID-19 response efforts, as well as a "Stuff the Bus" program, in partnership with Save the Children, that provided more than 1,000 backpacks to children and families from Dimock's community.

Since the launch of the Find Your Stride initiative in 2019, TJX Canada has embarked on a mission to help vulnerable women gain the skills and support they need to thrive in life. Two of our key partners are **Dress for Success Canada** and the **Calgary Women in Need Society (WINS)**. Dress for Success Canada provides professional attire, along with other support, to help women in need thrive in work and in life. While it has 13 locations across Canada, with our support, Dress for Success hopes to extend its reach to

new geographies. In Calgary, WINS serves as a homegrown thrift charity. Through its Free Goods Referral program, women in poverty and their families can obtain basic needs support through a network of 80+ partnered agencies.

We are also very proud to support **Habitat for Humanity Canada**, to which we donated over 400 pallets of merchandise in 2020. Habitat for Humanity Canada brings communities together to help families build strength, stability, and independence through affordable home ownership. With the help of volunteers, Habitat for Humanity builds and restores safe, decent, and affordable homes, including single family and multi-unit houses. Their model of affordable homeownership bridges a gap for low income families.

### MAKING A DIFFERENCE: FEEDING AMERICA

Since 2015, our U.S. retail chains have teamed up each Thanksgiving season for an in-store fundraising campaign to support families in need of food assistance during the holidays. In 2020, through this campaign, funds from our U.S. Foundation and customer donations were provided to **Feeding America** for distribution to nearly 200 member food banks located in our communities. According to Feeding America, this translated into an estimated 13 million meals served to those in need.

Additionally, throughout the holiday season, T.J. Maxx, Marshalls, and HomeGoods sponsored Feeding America's Carol For A Cause, a social media campaign designed to help bring joy during a tough holiday season while giving back to people in need. Each carol submission helped provide the equivalent of 100 meals to Feeding America.



### THE IMPACT

"Feeding America's mission is to feed America's hungry and engage our country in the fight to end hunger. As a result of the pandemic, our nationwide network of food banks have seen an increase in demand for food assistance. Our 200 member food banks need support from the communities we serve now more than ever. We are grateful for T.J. Maxx, Marshalls, HomeGoods, Homesense, and Sierra's continued commitment to help provide millions of meals to people in need."

Casey Marsh, Chief Development Officer  
Feeding America

### OUR SUPPORT INCLUDES:



/ Cradles to Crayons



/ Save the Children  
/ Feeding America



/ Feeding America (U.S.)  
/ Dress for Success (Canada)  
/ Women in Need Society (Canada)



/ Feeding America  
/ Sheets from Home



/ Feeding America



/ Dress for Success  
/ Women in Need Society



/ Feeding America (U.S.)  
/ Dress for Success (Canada)  
/ Women in Need Society (Canada)  
/ Comic Relief (U.K.)



/ Comic Relief (U.K.)  
/ Rwenzori Trade Project  
/ Children for a Better World (Germany)

## PROVIDING EDUCATION AND TRAINING



### 2020 IMPACT:



**1.5 million**

young people provided access to educational opportunities



**4,400**

young people provided workforce readiness opportunities



TJX has long been committed to helping unlock educational opportunities for at-risk youth and vulnerable young people to help them reach their full potential. Over the years, our support has focused on quality enrichment and out-of-school programs that provide skills, resources, and opportunities to support school and career success in the hopes of helping to create a brighter future for children, teens, and young adults. In 2020, we worked with a variety of organizations and funded education and workforce training opportunities that impacted more than 1.5 million young people.

In our third year of working with **Jumpstart** in the U.S., TJX was proud to support their vision that every child in America enter kindergarten prepared to succeed. TJX's funding went to Jumpstart's Read for the Record, a program that engages over two million children across the country in reading the same book on the same day to promote early literacy. We also supported their in-school programming, which Jumpstart says provides over 13,000 preschoolers access to curriculum focused on language, literacy, and social-emotional development. The grants also enabled Jumpstart to send additional Spanish-version books to Puerto Rico. In addition, more than 5,000 books were distributed directly to classrooms and shelter programs that are a part of TJX's partner network. Associates across the country also did virtual book readings in classrooms and daycares in their local communities.

T.J. Maxx celebrated its 36th year of sponsorship of Save the Children U.S. in 2020. In addition to funding Save the Children's literacy efforts through the year, T.J. Maxx also supported Save the Children's 100 Days of Reading summer campaign, which was in need of increased support in 2020 following school closures across the nation due to the pandemic.

At Sierra, we want the outdoors to be accessible to everyone, so we provide support in connection with new store openings through grants to nonprofits that help children in those communities get outdoors. We also partnered with **KABOOM!** to support programs that are committed to providing safe places for all children to play, which has been of increased importance during the COVID-19 pandemic, and Open Outdoors for Kids, a National Parks Foundation program that creates opportunities for children to explore nature.

We have a long history of working with underserved youth in cities around the U.S. to help teach them job readiness skills and expose them to career paths in retail. In 2020, we transitioned from managing our own Youth Business Institute to supporting **Junior Achievement**, the nation's largest provider of work readiness, entrepreneurship, and financial literacy skills for young people. Their goal is to give young people the tools they need to own their economic success, plan for their futures, and make smart academic and economic choices. TJX Associates have the opportunity to volunteer in Junior Achievement programs.

In 2019, TJX Canada launched its Find Your Stride community engagement program. The Find Your Stride program endeavors to help vulnerable women achieve economic independence so that they and their families can thrive in life. A key goal of the program is to provide education and job training for women, many of whom are young, single mothers that are preparing for the workforce. Partnerships include **WoodGreen's Homeward Bound** program and the **Women in Need Society (WINS)**. Women participating in the Homeward Bound program receive housing and childcare while pursuing a no-cost, two-year college diploma. On completing the degree program, participants also receive internships and job placement assistance. For WINS, in addition to our financial support, we developed the TJX Canada WINS Retail Ready program, a six-week program that provides training and work experience to enable women to find and maintain employment within the retail industry. Our Associate volunteers taught at training sessions, worked with program participants in mock job interviews, and conducted store tours.

In the U.K., TJX Europe engages with organizations that give young people access to broader educational opportunities with a goal of preparing them for employment opportunities. For many years, we have supported The Prince's Trust through the Achieve and Get Into programs. The Achieve program is a development course designed to help young people aged 11-19 who are at risk of underachieving at school boost their confidence, learn new skills, and collaborate with others. Since 2016, Homesense's support of the program has helped over 1,900 young people. Get Into Retail provides training, development, and employment opportunities for successful participants. As one of the largest partners of Get Into Retail, we are proud to have engaged with over 1,000 young people since the program began in 2013, with approximately 70% going on to get jobs with us. In addition, our Loss Prevention team partners with **The Prince's Trust** in other ways to help disadvantaged young people create new futures for themselves through the Get Into Loss Prevention program.

TJX Europe also partners with **Stowarzyszenie WIOSNA** in Poland and **Children for a Better World** in Germany, two organizations that support disadvantaged children and young people. In 2020, our efforts helped provide educational opportunities for almost 2,500 youth in need.

## OUR SUPPORT INCLUDES:



- / Jumpstart
- / Read to a Child
- / Big Brothers/ Big Sisters
- / Girls Inc.



- / Save the Children



- / Boys and Girls Clubs of America (U.S.)
- / After School All-Stars (U.S.)
- / Kids Help Phone (Canada)
- / Woodgreen's Homeward Bound (Canada)



- / KABOOM!
- / National Park Foundation

## WINNERS

- / Woodgreen's Homeward Bound



- / The Prince's Trust (U.K.)
- / Woodgreen's Homeward Bound (Canada)



- / Comic Relief (U.K.)
- / The Prince's Trust (U.K.)
- / Rwenzori Trade Project
- / Enable Ireland (Ireland)
- / Academy for the Future (Poland)
- / AIME Mentoring (Australia)

At T.K. Maxx in Australia, we embrace community programs that equip disadvantaged youth with the resources and opportunities to rise up and build a better future. T.K. Maxx is a partner of **AIME Mentoring**, a global movement that has been working to end inequality using imagination and mentoring in education for youth in need since 2005. The organization aims to build bridges between people of many races and other socioeconomic divides to help create a future that is more equal for all.

### MAKING A DIFFERENCE: SAVE THE CHILDREN

Since 1984, T.J. Maxx has proudly supported Save the Children U.S. programs to help improve the lives of children and families in need through early education, literacy, and health programs. And with schools significantly impacted across the nation in 2020 due to COVID-19, support of Save the Children's efforts was even more critical. T.J. Maxx's relationship began with sponsorship of children who participate in Save the Children's national education programs. Over the years, the relationship has grown to include an annual in-store fundraising campaign, as well as sales of branded merchandise which often features children's artwork. Further, our Chief Executive Officer is a member of the Board of Trustees of Save the Children. For the second year in a row, T.J. Maxx also made a contribution to the 100 Days of Reading campaign, which encourages reading with children throughout the summer. Additionally, TJX has expanded its commitment to Save the Children with a global grant from The TJX Foundation as an investment in global breakthroughs for children.



### GUS THE BUS BRING FOOD AND SCHOOL SUPPLIES

Whenever the red-checkered school bus rounds the corner and stops at families' houses in Morgan County, TN, children come running. Used primarily for community events, "Gus the Bus" transformed in 2020 to deliver critical meals and educational resources daily to nearly 2,500 children throughout the county when schools closed due to COVID-19. The goal – to help provide critical food and help the students continue learning while they were at home.

In 2020, during the pandemic, Save the Children partnered with schools in more than 200 rural communities like Morgan County, to help prepare and deliver meals to children in need. To date, the organization has helped distribute more than 18.4 million meals.

"It's wonderful to see the smiles on children's faces. I am very blessed and very thankful to be a part of this effort and to work for Save the Children."

Michelle, school-age program coordinator  
Save the Children

## SUPPORTING RESEARCH AND CARE FOR LIFE-THREATENING ILLNESSES



### 2020 IMPACT:



**\$22.8 million**

donated for healthcare research and patient care



**\$10.9 million**

donated for cancer research and patient care



A key part of our communities work involves supporting organizations that deliver services to families and children when they are facing life-threatening illnesses, including funding organizations with missions aimed at spurring advancements in cures and care. Our Associates, our customers, and their families often have a personal connection to a health-related cause and are eager to participate in volunteer opportunities and join in fundraising efforts that help affected individuals and families.

For over 30 years, Marshalls has partnered with **JDRF** to improve the lives of children and adults living with type 1 diabetes and to support JDRF's search to find a cure. Through an annual in-store fundraising campaign, walk teams, and support of other local JDRF events, we are helping to fund exciting new research and support programs. We are proud to have been named a Diamond Partner, helping to fund research that may one day eliminate this devastating disease. Marshalls has also raised funds and awareness through in-store fundraising programs to benefit the **Alzheimer's Association** and **St. Jude Children's Research Hospital**.

HomeGoods and Homesense are partners with **St. Jude Children's Research Hospital** and the **Dana-Farber Cancer Institute**, both leading cancer research and treatment centers. In our stores, we participate in St. Jude's annual Thanks and Giving campaign, raising funds and awareness to support St. Jude's mission to advance cures for pediatric cancer. We support Dana-Farber through the sale of patient-designed reusable bags and in-store fundraising.

For many years, T.K. Maxx customers and Associates have raised millions for **Cancer Research U.K. for Children and Young People** and **Enable Ireland**. In 2020, we continued our ongoing support which included cause marketing and in-store fundraising campaigns, Associate fundraising, and charity merchandise, as well as the Give Up Clothes for Good campaign. This initiative rallies people across the U.K. and Ireland to drop off their high-quality, used clothes, accessories, and homeware at our stores for donation. The items are then sold at Cancer Research U.K. and Enable Ireland thrift shops or recycled to

raise funds. As an added benefit, the program promotes the reuse of clothing and other items. Over the past 15+ years, over 2 million bags of clothing and household goods have been collected. The partnerships have raised nearly \$51 million for Cancer Research U.K. for Children and Young People since 2004, and nearly \$5.1 million since 1997 for Enable Ireland. Today, T.K. Maxx is the biggest corporate supporter of Cancer Research U.K.'s research into children's cancers, helping fund new research with a goal of helping children and young people survive cancer.

Similar to our relationship with Cancer Research U.K. for Children and Young People, T.K. Maxx and Homesense in the U.K. have been strong supporters of **Comic Relief**, a charity that supports children and families impacted by poverty and social injustice in the U.K. and the world's poorest countries, focusing on helping vulnerable children and young people get the best start in life, supporting mental health issues, providing a safe place to live, and fighting for gender justice. In 2020 we created a range of facemasks designed by legendary British pop artist Sir Peter Blake. The campaign was supported by a host of famous faces in the U.K. and generated over \$80,000 for Comic Relief.

Additionally, we are the official retailer for Comic Relief U.K.'s much-loved fundraising campaign, "Red Nose Day," and, since 2005, have raised tens of millions of dollars thanks to our Associates and the generous support of our customers. In 2021, we teamed up with Disney Pixar to sell limited edition t-shirts, aprons, and other homeware featuring iconic Pixar characters. Associates also got involved in fundraising through many virtual and socially distanced activities including The Masked Singer TJX concert as well as celebrity masterclasses including a dance lesson with Strictly Pro Katja Jones, online quizzes, Zoom murder mystery evenings, and virtual bike rides. Almost \$1.8 million was raised for the cause.

### **MAKING A DIFFERENCE: HOMEGOODS AND HOMESENSE "HELP FAMILIES FIGHT CANCER"**

2020 marked our 20<sup>th</sup> year of partnership with the Jimmy Fund and Dana-Farber Cancer Institute through our "Helps Families Fight Cancer" campaign, which has been run in partnership with HomeGoods and Homesense. Over the years, our Associates raise money for this great cause, with millions of dollars having been contributed since our partnership began. Through the campaign, customers can purchase reusable shopping bags at HomeGoods designed by a patient, with 50 cents of every 99-cent bag going to the Jimmy Fund and Dana-Farber. Customers can also make a contribution during checkout at both retail chains. Over the years, our support has also included participation in Jimmy Fund walks and various sponsorships.

Additionally, HomeGoods and Homesense are dedicated partners of St. Jude and have raised more than \$54 million to support their lifesaving mission of finding cures and saving children. St. Jude Children's Research Hospital treats children with cancer or other life-threatening diseases and HomeGoods and Homesense support St. Jude in a variety of ways, including our participation in the St. Jude Thanks and Giving Campaign. During the holiday season, HomeGoods and Homesense give our customers the opportunity to make donations in-store at the register, where 100% of the donations benefit St. Jude,

### **OUR SUPPORT INCLUDES:**

#### **Marshalls.**

- / JDRF (U.S.)
- / St. Jude Children's Research Hospital (U.S.)
- / Alzheimer's Association (U.S.)

#### **HomeGoods**

- / St. Jude Children's Research Hospital
- / Dana-Farber Cancer Institute



- / Comic Relief (U.K.)

#### **TJmaxx®**

- / Cancer Research U.K. (U.K.)
- / Comic Relief (U.K.)
- / Enable Ireland (Ireland)

and by purchasing any of their four limited-edition globes with 50% of the purchase price benefitting St. Jude.



### KEEGAN'S STORY

Little Keegan is known around St. Jude Children's Research Hospital for her handbags and her dresses, her painted nails and her flaming red hair, which has grown back since she finished high-dose chemotherapy. In 2018, Keegan was diagnosed with acute lymphoblastic leukemia and underwent two-and-a-half years of treatment at St. Jude, recently celebrating the end of her cancer treatment. While this chapter of her life is behind her, her mom said they will always remember St. Jude as their unexpectedly happy place.

"You walk down the halls of St. Jude and see the little miracles running around, and it just fills you with so much joy."

Keegan's mother  
Patient at St. Jude Children's Research Hospital

## EMPOWERING WOMEN



### 2020 IMPACT:



**400,000**

shelter nights provided



**95,000**

domestic violence services provided

TJX has long partnered with organizations committed to helping empower women and enrich their lives. We support programs that provide services ranging from help for those fleeing domestic violence, to others that offer education, training, and job placement resources.

For more than 25 years, TJX has supported programs offering resources for victims of domestic violence in the U.S. In 2009, we began a partnership with the National Domestic Violence Hotline with our first foundation grant and that partnership continues to this day. The Hotline is a free 24/7 helpline that serves as a link to safety for an estimated 573,000 people annually who are affected by domestic violence.

In 2019, TJX Canada launched Find Your Stride, a community initiative with a goal of helping vulnerable women achieve economic independence so that they and their families can thrive in life. As part of the initiative, TJX Canada formed relationships with **Dress for Success Canada**, **WoodGreen's Homeward Bound** program, and the **Women in Need Society**. These organizations provide support to women and families with basic needs like housing, food, and clothing as well as a variety of services, including work skills development, educational programs, and work placement. In 2020, the pandemic forced these organizations to put much of their in-person support on hold and instead offer virtual programming, including career coaching and online development opportunities. Many of our Associates from across the business hosted online training sessions to help these organizations continue to support their clients, including professional development, mock job interviews, and more.

### OUR SUPPORT INCLUDES:



/ National Domestic Violence Hotline (U.S.)

#### WINNERS

- / Women in Need Society
- / Woodgreen's Homeward Bound



/ Women in Need Society  
/ Woodgreen's Homeward Bound

## MAKING A DIFFERENCE: DRESS FOR SUCCESS

TJX Canada became a partner of Dress for Success Canada as part of our Find Your Stride community initiative. Dress for Success Canada provides professional attire, along with other support, to help women in need thrive in work and in life. Like many organizations across the world, in 2020, Dress for Success was forced to suspend much of its in-person programming due to COVID-19. Dress for Success pivoted and began providing online services to women across Canada, empowering both clients and affiliates to increase their reach and impact within the communities. In the fall of 2020, members of our talent acquisition team hosted the organization's first virtual workshop where more than 300 women were able to network and receive job-related coaching, such as how to build confidence in interviews.

The graphic features the logos for Dress for Success Canada Foundation and Enabling STRIDE. It includes the text "present:" above the main title "FIND YOUR STYLE AND DRESS FOR SUCCESS". Below the title, it says "A free workshop about finding your unique professional style on a budget. Hosted by TJX Canada's stylist Julie Roth." It shows a photo of a woman with blonde hair, identified as Julie Roth. The event details are listed as follows: DATE: Thursday, February 4, 2021; TIME: 7:00 pm EST; VIA ZOOM; and SPACES LIMITED! REGISTER TODAY!

### GABBY'S STORY

In April 2020, Gabby found herself in need of support and guidance. Feeling isolated and unsure of what to do next, as a client of Dress for Success Ottawa, Gabby turned to them for help. Over the next four months, Gabby participated in several virtual workshops and other support, which helped her gain confidence and land a new job in August.

In September when Dress for Success Ottawa was able to re-open its suiting program again, Gabby was able to have an appointment to find a week's worth of clothing for her new job. Having the support from Dress for Success and TJX Canada brought hope to Gabby during a tough year and helped provide her with skills to continue to thrive.

"I can't wait until Monday! I've never said that before!"

Gabby, Dress for Success Client  
Ottawa, Canada



## ENVIRONMENTALLY RESPONSIBLE. SMART FOR BUSINESS.

TJX has long been committed to pursuing initiatives that are environmentally responsible and smart for our business. As a large, complex international business, we work to continually make progress on our environmental sustainability efforts and help mitigate our impact on the environment.<sup>10</sup> We focus our efforts in four areas: climate and energy, responsible waste management, chemicals management, and sustainable products.



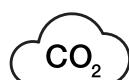
### AREAS OF FOCUS

Our efforts to reduce our global environmental impact are focused around the following areas, with both global and regional initiatives supporting our strategy.

- / **CLIMATE AND ENERGY:** Our global approach to reducing our climate impact includes a balanced portfolio of emissions-reduction activities focused on reducing our energy consumption and expense, investing in energy efficiency projects, and sourcing low-carbon and renewable energy sources for our direct operations. We have also purchased a limited amount of carbon offsets for our Canadian division that support forest conservation projects. Additionally, we are exploring the climate impact and greenhouse gas (GHG) emissions resulting from our supply chain and products.
- / **WASTE MANAGEMENT:** As we strive to reduce the amount of waste going to landfills, teams throughout our business work to implement cost-effective strategies and processes to responsibly manage the many different types of waste materials resulting from our business operations.
- / **CHEMICALS MANAGEMENT:** We are committed to taking steps to expand our understanding of what is feasible for our business model over the short, medium, and longer term, to manage “chemicals of concern” in our operations as well as the products we sell.
- / **SUSTAINABLE PRODUCTS:** We have developed a global framework of preferred materials and eligible third-party certifications to support the sourcing of product categories that include certified sustainable attributes.

To support our four key areas, we have multiple reporting efforts:

- / **REPORTING:** We align our disclosure to certain frameworks and participate in global reporting standards including the CDP Climate Change Information Request, Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB) and United Nations Sustainable Development Goals (UNSDGs) where applicable.

**FY21 KEY HIGHLIGHTS****154,000**metric tons reduction in global greenhouse gas emissions<sup>5</sup>**404 million**

kilowatt hours of low-carbon energy purchased

**240,000**metric tons of waste diverted from landfill<sup>5</sup>**1.5°C**

science-based GHG emissions reduction target aligned with United Nation's global warming reduction goals

**A-**score received in the CDP Climate Change Information Request<sup>4</sup>**GLOBAL CORPORATE TARGET**

In fiscal 2021, we set a long-term global goal to reduce GHG emissions from our direct operations by 55% by fiscal 2030 against a baseline year of fiscal 2017. This goal is a **science-based target** in alignment with the United Nations' Paris Agreement guidelines and supports an emissions growth path aimed at limiting global warming to 1.5 degrees Celsius. As we pursue our goal, we plan to continue to focus on meaningful initiatives that aim to help mitigate our climate-related impact and actively demonstrate our ongoing commitment to environmental sustainability.

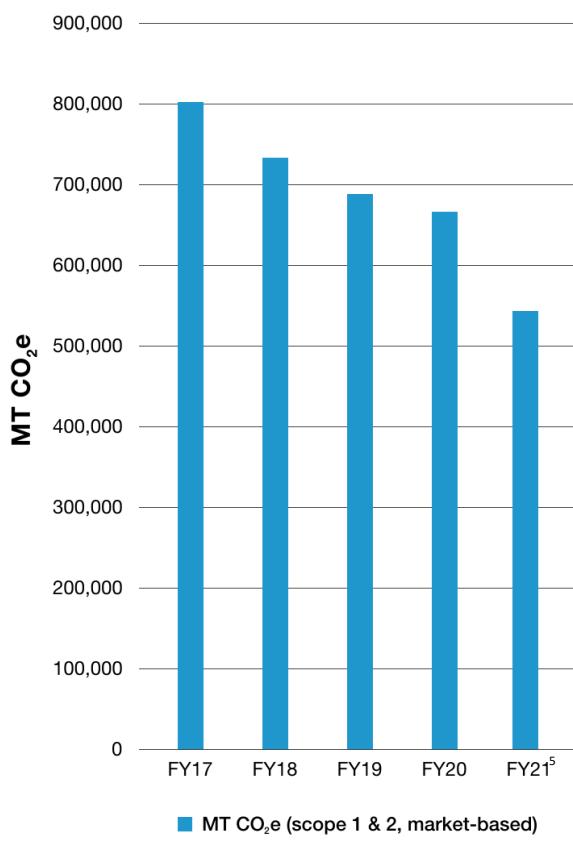
**PARTNERSHIPS & RECOGNITION**

TJX is affiliated with the following organizations focused on environmental protection and sustainability:

- / American Apparel and Footwear Association (AAFA)
- / British Retail Consortium Climate Action Roadmap
- / Closed Loop Partnership – Beyond the Bag initiative
- / EPA's SmartWay Transport Partnership
- / Green Chemistry and Commerce Council (GC3)
- / Retail Industry Leadership Association (Sustainability Committee, Zero-Waste Committee)
- / Textile Exchange

**SCIENCE-BASED TARGET**

TJX achieved 32% reduction in absolute GHG emissions from fiscal 2017 to fiscal 2021 and is on track toward achieving 55% reduction goal by fiscal 2030.



We are proud to be recognized and/or certified by the following organizations:



Carbon Trust Standard

CDP: TJX received a score  
of A- on the CDP 2021 Climate  
Response survey

FTSE4Good

FTSE4Good Index Series



FleetSmart



EPA's SmartWay High Performer

## RESULTS OF GLOBAL KEY METRICS

| METRIC  | FY17   | FY18   | FY19   | FY20   | FY21 <sup>5</sup>                             |
|---|--|--|--|--|---|
| <b>Carbon Footprint:<sup>11</sup></b><br>The calculated environmental impact of our business operations                                       | ~778,000 metric tons of CO <sub>2</sub> e      | ~784,000 metric tons of CO <sub>2</sub> e      | ~783,000 metric tons of CO <sub>2</sub> e      | ~760,000 metric tons of CO <sub>2</sub> e      | ~642,000 metric tons of CO <sub>2</sub> e     |
| <b>CO<sub>2</sub>e Emissions Reductions:</b><br>Energy efficiency measures that result in carbon reductions and cost savings                  | ~17,500 metric tons of CO <sub>2</sub> e saved | ~19,500 metric tons of CO <sub>2</sub> e saved | ~23,900 metric tons of CO <sub>2</sub> e saved | ~16,000 metric tons of CO <sub>2</sub> e saved | ~7,700 metric tons of CO <sub>2</sub> e saved |
| <b>GHG Emissions Reductions:<sup>12</sup></b><br>Reduction of GHG emissions from our direct operations against a baseline year of fiscal 2017 |  | 8.6%   | 14.3%  | 16.9%  | 32.3%   |
| <b>Reporting:</b><br>Scoring for our voluntary disclosure of environmental data to CDP  | B  | A-   | B  | A-   | A-  |

## PROGRAM OVERSIGHT



Oversight of our environmental sustainability programs spans many functions across our geographies. Our Executive Environmental Steering Committee (EESC) is responsible for guiding the development of TJX's environmental sustainability strategy and aligning it with our overall business strategy. The EESC is led by our Vice President, Sustainability, who reports directly to the Senior Vice President, Chief Risk and Compliance Officer, and provides updates on global program progress and initiatives. Our Vice President, Sustainability, also identifies, assesses, and reports risks and opportunities on the environmental sustainability focus areas, including climate-related issues.

The EESC provides guidance, advocacy, support, and oversight for global environmental initiatives, including managing the risks and opportunities associated with climate change, and reviews progress against our program's priorities and quantitative emissions-reduction goals. The group includes leaders from Environmental Sustainability, Global Communications, Store Operations, Risk and Compliance, Property Development, Global Sourcing and Procurement, Product Development, Finance, Planning and Allocation, and Legal. Periodically, certain members of the EESC may update the Board of Directors on a variety of issues related environmental sustainability.

Additionally, the Global Environmental Sustainability Committee (GESC) was established to set global program priorities, facilitate communication and collaboration across geographies, and monitor key sustainability issues and trends. The GESC includes subject matter experts from the U.S., Canada, and Europe, who monitor and manage TJX's performance in our core environmental sustainability focus areas:

- / Climate and Energy
- / Waste Management
- / Chemicals Management
- / Sustainable Products

The GESC reports on its progress and strategy to the EESC.

In each geography, members of the GESC also work with local subject matter experts in areas such as operations, energy, facilities, and procurement, to report progress against specific environmental

sustainability initiatives, which are communicated to each geography's divisional leadership and the EESC as appropriate. Periodically, the GESC convenes regional operational teams to discuss global emerging trends and review strategies and best practices that may be reflected in both short- and long-term plans for the geographies. Recent topics of discussion have included chemical policies, single-use plastics, sustainable products, renewable energy, climate-related risks and opportunities to our business, and supply chain emissions impact.

Together with input from the EESC as well as our global internal stakeholders, the GESC also works to prioritize initiatives that are considered to be meaningful to the Company's many stakeholders and supports the business with our reporting efforts in the dynamic landscape of sustainability reporting and disclosure frameworks.

## CLIMATE AND ENERGY

Click to watch video 



**FY21 GLOBAL RESULTS:**



**404 million**

kilowatt hours of low-carbon energy purchased



**154,000**

metric tons reduction in global greenhouse gas emissions



Managing and mitigating TJX's climate impact is a key focus area of our environmental sustainability program. We have historically focused our climate strategy on the emissions created by our direct operations, meaning the energy used to power our stores, home offices, distribution (or processing) centers, and vehicles. Our approach includes:

### Calculating the carbon emissions impact of our business operations and select Scope 3 emissions sources (from business travel and waste):

- / Key climate-related performance metrics.
- / Detailed Scope 1 and 2 and select Scope 3 (from business travel and waste) greenhouse gas (GHG) emissions data.

### Setting a science-based emissions reduction target:

- / TJX's global corporate target is a 55% reduction in GHG emissions from our direct operations by fiscal 2030 against a baseline year of fiscal 2017. This long-term goal is a science-based target in alignment with the United Nations' Paris Agreement guidelines and supports an emissions growth path aimed at limiting global warming to 1.5 degrees Celsius.

### Reducing our global climate impact through a balanced portfolio of emissions-reduction activities focused on:

- / Managing and conserving energy and fuel consumption and expense.
- / Avoiding and offsetting emissions by sourcing low-carbon and renewable energy.

## Reporting on our climate strategy, including risks and opportunities to our business, including:

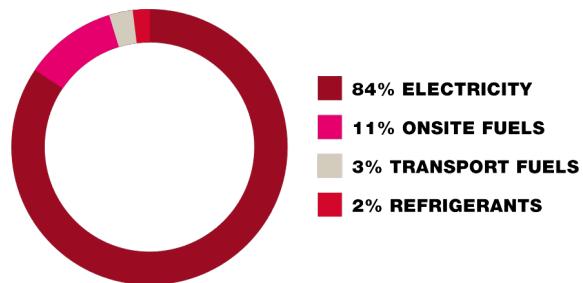
- / TJX CDP Climate Change Questionnaire 2021.
- / Mapping to the following United Nations Sustainable Development Goals: #13 Climate Action and #7 Clean Energy.

### Looking ahead

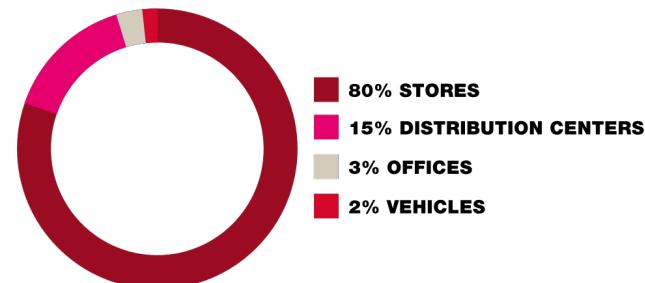
As our climate and energy strategies continue to evolve, we plan to identify efforts that are impactful to our stakeholders, the environment, and are feasible to implement within our business model. One of the areas where we expect to provide updates to our strategy includes supply chain climate impact and Scope 3 emissions sources.

### FY21 KEY CLIMATE AND ENERGY METRICS<sup>5, 13</sup>

#### Electricity is Our Largest Source of GHG Emissions



#### Stores Account for 80% of Our Carbon Footprint



### Global Highlights:

- / As of the end of fiscal 2021, we have reached a 32% reduction in GHG emissions from our direct operations against fiscal 2017.
  - / We experienced an 18.5% decrease in our absolute market-based GHG emissions relative to FY20 and over two-thirds of this is attributable to COVID-19 related store closures.
  - / This decrease occurred despite growth in selling square footage (including new stores in our T.J. Maxx, Marshalls, HomeGoods, Sierra, Winners, Homesense, and T.K. Maxx retail chains).
- / Carbon Reductions: Together energy management and renewable and low carbon efforts resulted in a reduction of over 154,000 metric tons of CO<sub>2</sub>e from our operations saving an estimated \$1.7 million.
- / About 26%, or over 400 million kilowatt hours, of our global electricity use comes from renewable or low-carbon energy sources.
  - / In comparison to fiscal 2020, TJX renewable energy sourcing increased by 15%.
  - / TJX purchased 29,000 megawatt hours more renewable and low-carbon energy including renewable energy certificates (RECs), onsite solar power purchase agreements (PPAs), and utility-supplied renewable energy in fiscal 2021 than in fiscal 2020. We estimate that the incremental increase in renewable purchases decreased metric tons of CO<sub>2</sub>e by 2.3%, approximately 15,400 metric tons of CO<sub>2</sub>e.

**U.S. Highlights:**

- / Renewable and low-carbon energy:
  - / In the U.S., distribution centers in Arizona, Connecticut, and Nevada and select stores in New Jersey, Connecticut, New York, Massachusetts, and California have installed solar panels, resulting in an estimated \$640,000 savings each year. These projects are on buildings we own or where market conditions and landlord partnerships enable projects. In fiscal 2021, we completed the installation of a solar array on the rooftop of our Worcester, MA, distribution center. The array is expected to provide about 29% of the building's electricity needs and save over \$90k annually in expense.

**Canada Highlights:**

- / TJX Canada was carbon neutral for its Scope 1 and 2 and reported Scope 3 (business travel and waste) emissions from operations for its third consecutive year. The regional team reduced energy usage and purchased renewable energy credits as well as carbon offsets to support this strategy.
- / Through its regional energy and climate strategy, TJX Canada avoided or offset over 35,500 metric tons of CO<sub>2</sub>e calculated for its fiscal 2021 GHG inventory. This has the estimated environmental impact of taking over 7,700 cars off the road for a year or the estimated carbon stored by over 43,000 acres of trees.
- / Here's how TJX Canada achieved these results:
  - / Conserving Energy: In fiscal 2021, TJX Canada continued to implement technologies, like LED lighting and HVAC replacements, which reduced our GHG inventory by over 739,000 kilowatt hours.
  - / Renewable Energy: TJX Canada has purchased wind energy since fiscal 2017, which reduces its annual Scope 2 market-based emissions by about 83% annually and its total market-based emissions by about 47%.
  - / Carbon Offsets: Remaining emissions (about 53%) use carbon offsets sourced from ecosphere+ and its Nii Kaniti Community Forest Management Project in Peru. The Nii Kaniti project works with seven indigenous communities to conserve 119,837 hectares of threatened forest in the Peruvian Amazon through scaling up sustainable community forest management. It integrates conservation activities that value indigenous-led development with FSC-certified timber extraction, cacao agroforestry, and non-timber forest products, such as handcrafts or rubber-biotextiles.
    - / For the fiscal 2021 GHG inventory, TJX Canada purchased carbon offsets to cover its Scope 1 and certain Scope 3 emissions (from business travel and waste), as well as Scope 2 emissions not covered by renewable energy purchases.<sup>14</sup> For our offset purchase, we chose a Verified Carbon Standard (VCS)-certified<sup>15</sup> project focused on forest conservation.

**Europe Highlights:**

- / In fiscal 2021, TJX Europe joined the British Retail Consortium (BRC) Climate Action Roadmap, which includes the ambition of reducing the impact of retail on the environment. The goal of the Roadmap is to set out how the retail industry can work together with its partners and supply chains to become a net zero industry by 2040.
- / Through its regional climate and energy strategy, TJX Europe avoided more than 41,000 metric tons of CO<sub>2</sub>e calculated for its fiscal 2021 GHG inventory. This has the estimated environmental

impact of taking over 9,000 cars off the road for a year or the estimated carbon stored by over 51,000 acres of trees.

/ Here's how TJX Europe achieved these results:

- / Conserving Energy:
  - / Installing LED lighting in new and remodeled stores and processing centers. In fiscal 2021, LED lighting was installed across 32 stores in the U.K. resulting in a savings of 37% and more than 1.6 million kilowatt hours. We also opened eight new stores with LED technology.
  - / Continuing to retrofit our stores with energy-efficient equipment, such as HVAC with CO<sub>2</sub> sensors that automatically adjust based on store occupancy levels or back room sensors that only heat or cool a room that is occupied.
- / Renewable Energy:
  - / TJX Europe expanded its renewable energy sourcing strategy to include the U.K. operations and purchased an additional 90 million kilowatt hours of energy made from renewable sources in fiscal 2021 compared to fiscal 2020.
  - / Together with the renewable energy sourced for our Ireland operations, TJX Europe helped reduce TJX's global corporate market-based GHG inventory by over 34,000 metric tons of CO<sub>2e</sub>.
  - / Our processing centers in Bergheim, Germany and Wroclaw, Poland utilize onsite energy generated through solar and geothermal technologies.

## MANAGING AND CONSERVING ENERGY IN OUR DIRECT OPERATIONS

Operations teams in each of our geographies proactively work to reduce our energy and fuel consumption. These efforts help us do our part in contributing to a solution to help limit global warming. These teams manage our energy consumption and costs, analyze and improve our operational performance, and test, prioritize, and implement energy efficiency technologies in the facilities and vehicles we operate. These efforts play a key part in the implementation of our long-term science-based GHG emissions reduction target.

Our regional Energy Management teams work with the goal of reducing energy and electricity-related emissions with these key strategies:

- / Exploring new technologies to optimize access to and analysis of our energy data, which could enable swifter resolution of maintenance or operational issues and further increase our efficiency.
- / Identifying new applications of light-emitting diode (LED) technologies and installing LED light fixtures in most areas of our new stores – from the backroom to the fitting rooms to the jewelry cases.
- / Retrofitting lighting and HVAC systems in existing stores and distribution centers in certain geographies.
- / Leading programs which identify stores that are operating outside of our standards for efficiency and working with them to optimize lighting, electrical, and mechanical systems.
- / Evaluating new technologies, such as battery energy storage and demand-control ventilation for HVAC, that may be applicable across certain facility types.
- / Exploring and leveraging utility level incentives and programs.

We also work to reduce and conserve fuels in our fleet vehicles and in those areas where we directly manage our logistics and distribution, like in the U.K. and Ireland outbound store deliveries. These

emissions are part of our direct operations (Scope 1 emissions), and are reported in our corporate carbon footprint. These also fall within the scope of our global corporate science-based GHG emissions reduction target. Together with our partners, we continually work on new ideas to increase fuel efficiency and reduce costs, with the goal of decreasing the impact of our vehicles on the environment. Our key strategies for reducing these emissions include:

- / Utilizing hybrid cars for a portion of the U.S. fleet vehicles.
- / In the U.K. and Ireland, we:
  - / Incorporated a "green" clause in our logistics agreements, which covers both trucking and store delivery vehicles and commits both parties to achieving key environmental goals.
  - / Increased the use of both our longer-semi trailers and our Liquified Natural Gas (LNG) tractor units, resulting in carbon emissions reductions of approximately 156 metric tons per year. Additionally, we are exploring the use of bio-methane gas in our LNG trucks, which would increase the carbon savings by an additional 80% annually.
  - / Support ongoing initiatives including the implementation of fleet analytics and tire pressure monitoring to deliver incremental fuel efficiency.
  - / Regularly review our delivery schedules to reduce miles traveled, implementing measures such as reducing empty running, combining store deliveries, and maximizing vehicle sizes.

## AVOIDING AND OFFSETTING EMISSIONS

We source low-carbon and renewable energy to further reduce our GHG emissions from electricity consumption. In certain geographies, we leverage carbon offsets<sup>16</sup> to offset emissions resulting from our direct operations and business travel.

### Renewable and Low-Carbon Energy

As a global company, we operate in many different energy and renewables markets. Opportunities for sourcing renewable energy vary greatly from country to country and even within regions. As we typically do not build or own our stores, our onsite, renewable electricity-generation opportunities are limited. Therefore, we continue to evaluate alternative energy solutions and purchasing opportunities for facilities that we own, taking into account the economic and operational feasibility of specific projects. Some examples of our current sourcing strategies include:

- / Wholesale power purchase agreements
- / On-site power purchase agreements
- / Electricity supply contracts
- / Renewable energy credits

In fiscal 2021, we sourced over 325 million kilowatt hours of renewable energy in total, generated from a variety of technologies. Together, our renewable and low-carbon energy sourcing strategy in fiscal 2021 enabled us to reduce our Scope 2 market-based GHG inventory by more than 146,000 metric tons of CO<sub>2</sub>e, or by about 25% over the prior year.

## SUPPLY CHAIN CLIMATE IMPACT

While our focus has historically been on the climate-related impact of our direct operations where we have the most control over our facilities energy and fuel usage, we acknowledge there are climate-

related impact present in retail supply chains. To better understand those impacts, we are working to estimate those emissions from certain Scope 3 sources in our supply chain and assess the feasibility of setting a science-based emissions reduction target related to Scope 3 emissions.

## TRANSPORTATION AND LOGISTICS

The majority of TJX's climate impact from transportation and logistics come from the use of energy and fuels used by transportation and distribution carriers who move merchandise from our vendors to our stores. These emissions are considered part of our Scope 3 emissions footprint and we annually estimate and share the data internally to help us better understand the climate-related impact of certain aspects our supply chain.

Our logistics teams worldwide seek out strategies and technology solutions that can help us increase the efficiency of our transportation operations. We strive to conserve fuel, reduce travel time, and decrease the number of trucks on the road. We use a variety of strategies and technologies to support this goal, for example, using modeling software to improve the efficiency of our store delivery network, increasing utilization of trailer space, and testing new alternative fuel vehicles. Additionally, we work with transport partners through programs like SmartWay in the U.S. and FleetSmart in Canada.

### In the U.S.:

- / In addition to using intermodal,<sup>17</sup> we have opened service centers that are smaller than distribution centers. They are located closer to store "clusters" and designed to improve the efficiency of our store delivery process. We also utilize these service centers to co-locate our Asset Recovery and Recycling Centers (ARRCs) and maximize our delivery trucks' utilization by backhauling re-usable and recyclable materials. Learn more about our ARRCs on the Waste Management page.
- / We work with a transport carrier to operate compressed natural gas trucks. The U.S. Environmental Protection Agency (EPA) estimates that these trucks produce about 22% less CO<sub>2</sub> per mile than diesel trucks. We are pleased with the success of this program and continue to test other efficient methods of delivering merchandise to our stores.
- / We are a member of the EPA's SmartWay Transport Partnership. This program is a collaborative effort between shippers, truckers, and the EPA to find innovative ways to reduce both fuel consumption and GHG emissions. As a SmartWay shipper, TJX is committed to using SmartWay-certified transport carriers and require that new U.S. carriers are SmartWay-certified. In fiscal 2020, the most recent data available, 100% of TJX's U.S. land transportation mileage was with SmartWay-certified carriers.

### In Canada:

- / Since fiscal 2017, a significant portion of our carriers are FleetSmart-approved. (FleetSmart is the Canadian equivalent of the U.S. SmartWay program.)
- / Since fiscal 2017, we have worked with a third-party distribution center in Delta, British Columbia to support stores in western Canada to substantially reduce the miles needed to ship products to our stores. In fact, we estimate that we have reduced shipping by over 1.3 million miles per year.

### In Europe:

- / In the U.K. and Ireland, we work to reduce and conserve fuels in our owned fleet vehicles, and our logistics partners in Europe are committed to meeting annual targets.

## GREEN BUILDING

As we construct new buildings, we incorporate environmentally sustainable features when feasible. For example, our newly constructed distribution centers and processing centers are built to enable the addition of onsite solar arrays and we consistently evaluate the potential to add these alternative forms of energy to our energy portfolio. Furthermore, when we move into existing properties, as part of the renovation process, our design teams typically consider ways to improve energy efficiency and water conservation and to develop recycling infrastructure where feasible. See a global list of environmentally sustainable building projects in the graphic below.

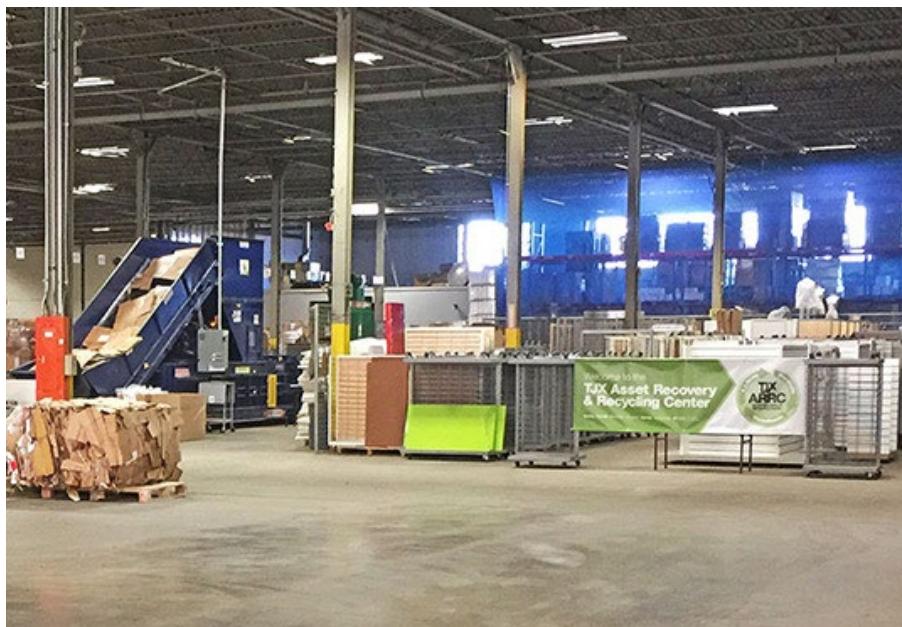
**Throughout much of TJX Canada's regional headquarters,** environmentally sustainable features are incorporated, including Forest Stewardship Council (FSC)-certified, reclaimed wood, low or no volatile organic compound paints and flooring, and other sustainable materials in the interior finishes, workstations, outdoor areas, and cafeteria. We have special hybrid and electric vehicle charging stations and a vegetable and herb garden that is managed by Associates, which was put on hold when the office was closed due to the pandemic. We purchased renewable energy credits to offset the electricity carbon footprint for this building.

**For our new European headquarters,** of which the first phase opened in fiscal 2020, we achieved an "Excellent" BREEAM certification (Building Research Establishment Environmental Assessment Method, an environmental assessment method and rating system for buildings) for the design based on the building's environmental sustainability credentials. We chose building materials with low embodied carbon emissions and are working with lumber companies that meet environmental standards to help promote responsible forestry. Additionally, we have updated fixtures in our bathrooms to help use less water. We are also installing beehives on the roof of our offices in fiscal 2022, as well as native landscaping to support improving biodiversity in the local area.

| LEED or BREEAM-Certified Buildings | Green Building Enhancements       | Solar Installations*              | Renewable Energy or Carbon-Free Product |
|------------------------------------|-----------------------------------|-----------------------------------|---|
| / Phoenix, Arizona, U.S.           | / Delta, British Columbia, Canada | / Phoenix, Arizona, U.S.          | / California, U.S.                      |
| / Jefferson, Georgia, U.S.         | / Bergheim, Germany               | / Tuscon, Arizona, U.S.           | / Connecticut, U.S.                     |
| / Malborough, Massachusetts, U.S.  | / Wroclaw, Poland                 | / Dublin, California, U.S.        | / Delaware, U.S.                        |
| / Las Vegas, Nevada, U.S.          | / Wakefield, U.K.                 | / Petaluma, California, U.S.      | / Illinois, U.S.                        |
| / New Albany, Ohio, U.S.           | / Watford, U.K.                   | / Paso Robles, California, U.S.   | / Maine, U.S.                           |
| / Mississauga, Ontario, Canada     |                                   | / Torrance, California, U.S.      | / Maryland, U.S.                        |
| / Wakefield, U.K.                  |                                   | / Bristol, Connecticut, U.S.      | / Massachusetts, U.S.                   |
| / Watford, U.K.                    |                                   | / Bloomfield, Connecticut, U.S.   | / New Jersey, U.S.                      |
|                                    |                                   | / New London, Connecticut, U.S.   | / New York, U.S.                        |
|                                    |                                   | / Norwell, Massachusetts, U.S.    | / Ohio, U.S.                            |
|                                    |                                   | / Worcester, Massachusetts, U.S.  | / Pennsylvania, U.S.                    |
|                                    |                                   | / Las Vegas, Nevada, U.S.         | / Rhode Island, U.S.                    |
|                                    |                                   | / Bridgewater, New Jersey, U.S.   | / Texas, U.S.                           |
|                                    |                                   | / Edgewater, New Jersey, U.S.     | / Virginia, U.S.                        |
|                                    |                                   | / Holmdel, New Jersey, U.S.       | / District of Columbia, U.S.            |
|                                    |                                   | / Lawrenceville, New Jersey, U.S. | / Alberta, Canada                       |
|                                    |                                   | / New Brunswick, New Jersey, U.S. | / Nova Scotia, Canada                   |
|                                    |                                   | / North Bergen, New Jersey, U.S.  | / Saskatchewan, Canada                  |
|                                    |                                   | / Secaucus, New Jersey, U.S.      | / Northern Ireland, U.K.                |
|                                    |                                   | / Westbury, New York, U.S.        | / Republic of Ireland                   |

\* In some cases TJX chooses not to retain ownership to the renewable energy certificates associated with the installation.

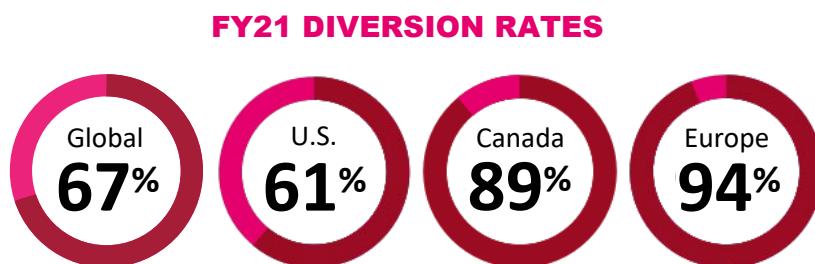
## WASTE MANAGEMENT



Teams throughout our business work to implement cost-effective strategies and processes to manage the many different types of waste materials resulting from our operations. While many of these programs focus on diverting common waste, such as cardboard packaging, from landfills, our initiatives are evolving to focus on a variety of materials. Our approach includes:

- / Working to reduce, reuse, and recycle the packaging used to transport goods throughout our network where it is operationally feasible and cost-effective.
- / Decreasing single-use plastics in our operations.
- / Exploring potential opportunities for certain geographies to expand merchandise recovery and reuse programs.

### FY21 KEY WASTE METRICS<sup>5</sup>



**5%**

Only 5% of our reported GHG emissions comes from waste

## REDUCE, REUSE, RECYCLE

Tactics and initiatives that support our efforts to reduce, reuse, and recycle throughout our operations include:

### In our stores:

- / Recycling programs for common items like cardboard, plastic, paper, aluminum, and glass have been introduced across all geographies.
- / Reducing paper waste by making the majority of our store reports, training materials, and policies available electronically.
- / Piloting programs to address the challenges of recycling polystyrene (Styrofoam) packaging waste in each of our major geographies.
  - / HomeGoods and Homesense stores in the U.S. are working to quantify our waste volumes from polystyrene (Styrofoam) and explore ways to recycle it, which we believe may ultimately reduce compactor pick-ups, decreasing hauling fees, and reduce our carbon footprint.
  - / In Canada, our store operations teams are collecting polystyrene (Styrofoam) from select stores for vendors who use it as a raw material to manufacture certain products, such as picture frames.
  - / In the U.K., polystyrene (Styrofoam) is transported from select stores and brought to our processing centers where it is then sent to be compressed into bricks that are used for housing insulation.

### In Our Distribution and Service Centers:

- / Globally, our distribution and processing centers include designs to simplify the reuse and recycling of the corrugated cardboard we receive from our vendors. In addition to cardboard, some of our distribution centers have systems in place to recycle other materials, such as scrap metal, pallets, paper, glass, plastic, aluminum, and food waste.
- / Millions of corrugate packaging units and boxes that come through our logistics network each year are backhauled to our Asset Recovery and Recycling Centers (ARRCs) in the U.S., U.K., and Germany and recycled or reused where possible.
- / **In the U.S.**, in fiscal 2021, T.J. Maxx, Marshalls, and HomeGoods continued programs to reuse cardboard boxes throughout the network, and over 6.3 million reusable units of packaging were sent back from our stores through our ARRC network to be returned to distribution centers for reuse, saving nearly \$5.9 million.
- / **In our two distribution centers in Ontario, Canada**, we encourage waste reduction and recycling through our procurement policy and Associate education efforts. In fiscal 2021, these efforts achieved a 93% diversion from landfill rate.
- / **In our European processing centers**, we divert approximately 100% of waste from landfills and recycle plastic, wooden pallets, and cardboard that has been backhauled from our stores.

### In Our Home Offices:

- / Reducing paper by offering our U.S. Associates the option to sign up for the paperless paycheck program, which has saved over 54,000 trees since the program's rollout in 2019.

- / In many of our offices, we recycle close to 100% of white paper from our waste stream. Some of our offices have additional recycling programs to manage cans, bottles, batteries, plastic wrap, plastic items, corrugated cardboard, and printed materials.
- / In our global headquarters in Framingham and Marlborough, Massachusetts, as well as our Canadian corporate offices, we have removed waste bins from nearly all Associates' workspaces and installed centrally located tri-sorter waste and recycling bins. Additionally, in our global headquarters in the U.S., the cafeteria food serve-ware are either 100% compostable or are fully recyclable, and we have composting programs in place. In Europe, we have Associate waste and recycling bins, as well as use compostable utensils, recycled paper napkins, and cardboard food containers.

#### In Our Asset Recovery and Recycling Centers (ARRCs):

- / In the U.S., our 21 ARRCs are located within our service centers and have historically served as a central destination for regional recyclable or reusable store material. Select stores send used corrugated cardboard, plastic, excess hangers, store fixtures, display cases, unused boxes, and other supplies to their local ARRC, where the items are processed for reuse in other stores or recycled. In fiscal 2021, due to the impact of COVID-19, the ARRCs focused their efforts around Personal Protective Equipment (PPE) delivery to stores and floor fixture storage to help create additional space in our stores.
- / Over the years, the flexibility of the ARRC organization has enabled us to test new programs as we strive to increase the types of materials that can be included in our recycling stream. For example, as our global waste stakeholders have identified polystyrene (Styrofoam) as a key area of focus, in the past we have leveraged the ARRC to pilot strategies to improve our management and recycling of polystyrene packaging material. Thanks to this initiative and many others, we estimate the ARRCs have helped divert more than 285,000 metric tons of waste from landfills since fiscal 2017.
- / In Europe, the ARRC operates as a recycling center for equipment that is not currently required in stores and fulfills store equipment needs. In fiscal 2021, to accommodate changes required due to the pandemic, the ARRC stored additional store fixtures and supported processing centers to accommodate their need for space and storage.

#### DECREASING SINGLE-USE PLASTICS

We have regional efforts in place to identify opportunities to remove single-use plastics from our operations and are working with our suppliers to reduce single-use packaging.

- / **In the U.S.**, we have a team of subject matter experts who are working to improve the sustainability of the packaging used for certain products we may help design or develop to be manufactured just for us, including where feasible, reducing packaging or using packaging that can be more easily recycled by consumers.
- / **In our U.S. Distribution Centers**, we calculated the lifecycle impacts of select internal-packaging and fragile-packing materials used by our T.J. Maxx and Marshalls distribution centers, as well as the impact of using plastic totes versus cardboard boxes. We analyzed the impact of removing plastic bags from our packaging of liquid products during shipping from distribution centers to stores. The solution that we implemented utilizes a more easily recycled material and corrugated box inserts and has resulted in an estimated 12 million fewer plastic bags being used across our distribution network each year.

- / In **Canada**, we established a single-use plastics committee in fiscal 2021 comprised of representatives across several functional areas who are helping to drive our strategy around this topic. The group is reviewing where single-use plastics are used in our Canadian business and operations, and exploring and proposing alternatives where possible.
- / In **Europe**, we have a strategy to remove single-use plastics from our offices, processing centers, and stores. In our e-commerce operations, we have replaced bubble wrap packaging used for our shipments with a recyclable paper alternative, and we have removed about one million plastic button bags from our products. We also removed single-use plastic bottles from our European stores and replaced them with refreshments in containers made from glass or other recyclable materials.

#### **Single-use plastic merchandise carry out bags:**

- / TJX has joined Closed Loop Partners' Consortium to Reinvent the Retail Bag, as the Apparel and Home Goods Sector Lead Partner.
- / In Europe, all single-use plastics bags were removed from stores in fiscal 2021. Customers can purchase reusable bags made from 90% recycled plastic and enhanced to be more durable under our "Bags for Life" program, and a portion of the proceeds goes to one of our charity partners.

#### **Product packaging:**

- / By fiscal 2025, we are working to eliminate PVC from the packaging of certain top-of-bed products that are designed by our own fashion and style experts or manufactured just for us.

#### **Plastics cleanup efforts:**

TJX Europe has supported a number of organizations committed to removing plastic waste from the environment including:

- / **Ocean Clean Up:** an initiative to clear plastic from the Pacific garbage patch, with a goal of cleaning up half of the patch by 2025. Our support in fiscal 2020 helped fund machinery that is used for the cleanup.
- / **Plastic Collective:** a project that helps remove plastic from the ocean and communities and helps turns plastic waste into income for Pacific island communities. Our support has helped the organization recycle over 3,000 pounds of plastic from the coast of Les Village in North Bali between fiscal 2019 and fiscal 2021, and the Plastic Collective is expanding to multiple locations across the world.
- / **Neighbourly:** an organization that promotes grassroots, environmental clean-up projects in the U.K. Our partnership has helped support the recycling of more than 99,000 pounds of litter around our store communities between fiscal 2020 and fiscal 2021.
- / **Plastic Pioneers:** a program run by Hubbub that supports schools in the U.K. in developing ways to educate children on the reduction of plastics within schools. The project led to the reduction of more than 144,000 plastic water bottles being used every year.



### OCEAN CLEANUP EFFORTS

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- / **Plastic Pioneers:** a program run by Hubbub that supports schools in the U.K. in developing ways to educate children on the reduction of plastics within schools. The project led to the reduction of more than 144,000 plastic water bottles being used every year.

### EXPLORING MERCHANDISE AND PRODUCT RECOVERY AND REUSE PROGRAMS

We recognize the significant environmental concerns created by textile waste, and we are exploring how we can contribute to scalable solutions that support a more circular economy. For example, in certain parts of Canada, U.K., and Ireland, we have programs in place that support the reuse of clothing, accessories, shoes, homeware, and more.

**In Canada**, we partner with Brands for Canada at our distribution centers to provide second life for product by donating unsold clothing, personal care, and household items to people in need through trusted social service agencies and schools.

**In the U.K. and Ireland**, T.K. Maxx Associates and customers recycle clothes, accessories, and homeware in-store through our “Give up Clothes for Good” initiative. This initiative allows people to donate their clothing and accessories year-round in our stores. Since the beginning of the partnership, T.K. Maxx Associates and customers have donated over 1.7 million bags of goods. This amounts to 8,800 metric tons of pre-loved items diverted from landfill or more than 198,000 metric tons of carbon emissions saved.<sup>18</sup> The initiative not only benefits the environment, but has also raised millions of pounds for Cancer Research U.K. for Children and Young People and Enable Ireland. Learn more about our efforts in the Communities section of this website.

### REDUCING WATER CONSUMPTION

Although our business operations are not water intensive, we believe reducing water usage is consistent with both our commitment to environmental sustainability and our low-cost operating philosophy. To that end, we have continued our efforts to monitor our water usage and identify opportunities to improve water efficiency. For instance, our Energy Management groups in the U.S. and U.K. collect water usage data across our facilities to identify opportunities for improvement and we use time-sensor technologies to control faucets in many of our restrooms.

Additionally, our [TJX Vendor Code of Conduct](#) strongly encourages our merchandise vendors to conserve and protect resources, such as water and energy, and also take into consideration environmental issues that may impact their local communities. Environmental concerns are incorporated into our merchandise vendor social compliance training materials as well, introducing high-level concepts of environmental sustainability, like water conservation. Our training includes specific cost-saving, water-

conservation recommendations for our suppliers that they may consider implementing at their production facilities. We plan to continue including similar relevant water facts during future training sessions.

## CHEMICALS MANAGEMENT



Responsible chemicals management is an important part of our environmental sustainability strategy. Since we operate a large, complex, international business, we focus our efforts in areas where we believe we can have a meaningful impact and that are most feasible for our business model. As we continue to learn and build our programs in this area, we are exploring ways to manage “chemicals of concern” that go beyond legal and regulatory requirements in our operations as well as certain products we sell.

Our Global Environmental Sustainability Committee (GESC), a team of subject matter experts from each of our major geographies who lead the strategic direction of our environmental sustainability program, has established “chemicals management” as a strategic priority and assigned a sub-committee to lead the assessment of potential areas across our global business where we can limit chemicals of concern. Teams across the business support these efforts by developing tactics that support the Company’s initiatives and demonstrate the Company’s ongoing progress around chemicals management. As with the oversight of our overall environmental sustainability program, chemicals management oversight is led by our Chief Risk and Compliance Officer and our Vice President of Sustainability.

Our current approach includes:

- / Program development including addressing opportunities in:
  - / Business operations
  - / Merchandise and packaging
  - / Industry, expert, and internal collaboration

### PROGRAM DEVELOPMENT

To aid in the development of policies limiting chemicals of concern in our operations and in certain products we sell, we are utilizing the Chemical Footprint Project (CFP) framework, specifically leveraging the Management Strategy section to review relevant industry focus areas.

Late in calendar year 2021, we published [TJX's Chemicals Management Program](#). The program outlines our expectations for vendors and suppliers to reduce or eliminate certain chemicals of concern and also identifies the initial prioritization of categories where we intend to focus our efforts. We encourage all of TJX's suppliers and vendors to become familiar with this Program as well as the best practices for safer chemicals management applicable to their industry and product type. We will continue to evolve our strategy and work to identify new and expanded policies and commitments where we may further limit the use of chemicals of concern within our complex off-price business model. We will continue to update [TJX's Chemicals Management Program](#) as new commitments in this area and additional policies are finalized.

## **PHASE 1**

### **INITIATIVES WITHIN OUR BUSINESS OPERATIONS**

- / Phase-out of phenol-based coatings on customer paper sales receipts from U.S. stores and a later expansion to our stores in other geographies
- / Elimination of PFAS from the formulation of TJX-supplied take-away containers from U.S. home office cafeterias
- / Development of a TJX U.S. Operational Supplies Policy for Hand Soaps and Sanitizers

### **MERCHANDISE AND PACKAGING INITIATIVES**

- / Development of a buyer tool for Winners beauty buyers to identify products free of certain chemicals of concern
- / Phase-out of PVC in product packaging of certain products sold in our stores
- / Identification of industry-accepted third-party certifications that demonstrate safer chemicals management practices for certain product categories

### **INDUSTRY AND EXPERT COLLABORATION**

We are collaborating with others in the industry as well as outside experts and internal stakeholders:

- / We are members of the Green Chemistry and Commerce Council (GC3) for external industry collaboration in the area of chemical management. The mission of GC3 is to promote safer chemicals, materials, and products across retail supply and value chains.
- / In fiscal 2021 we joined Closed Loop Partners' Consortium to Reinvent the Retail Bag, as the Apparel Sector Lead Partner. The Consortium's Beyond the Bag Initiative convenes leading retailers, aiming to identify, test, and implement viable design solutions and models that more sustainably serve the purpose of the current retail bag.
  - o We believe that the innovative solutions resulting from this effort could benefit the environment in many ways and could ultimately limit the amount of plastic waste generated from retail point-of-sale bags, and associated harmful chemicals, from entering the environment. Learn more about our efforts to reduce single-use plastics in [Waste Management](#).
- / We continue to partner with an outside expert to conduct a landscape review of chemicals management for certain beauty and personal care formulated products. This includes peer benchmarking, a review of third-party certifications, and an overview of chemicals of concern in these products. This outside expert is also helping TJX chart a path for improved chemicals management by leveraging the common framework designed by the Chemical Footprint Project (CFP).

- / Leaders within our global Environmental Sustainability team have engaged with some of our larger merchandise vendors and other large retailers to discuss their chemicals management plans and actions. These discussions have helped to increase our knowledge of strategies and implementation tools related to management of chemicals of concern.
- / Our Sustainable Packaging Committee in the U.S., which is a cross-functional team comprised of Associates from different areas of our business, is identifying potential opportunities for shifting to more sustainable packaging solutions, free of certain chemicals of concern, for certain of our products that are designed by our own fashion and style experts and specifically manufactured for TJX.
- / Our Global Environmental Sustainability Committee (GESC), a team of subject matter experts from each of our major geographies, has collaborated to identify a list of third-party certifications for wood/paper and textile products that represent safer chemical management.

Going forward, we will assess the potential to expand our strategy and coverage around chemicals management. To learn more about our program, click [here](#).

## SUSTAINABLE PRODUCTS



As products with sustainable attributes become more available in the marketplace, we may find more opportunities to source such products for sale in our stores as well as for use in our own operations.

Specifically, we have developed a framework to define sustainable product attributes, which we believe are those that have a positive, measurable environmental impact in their production or manufacturing processes and that can be verified by a credible third-party process or certification. Some of those positive environmental impact may include using less harmful chemicals and supporting responsible forest management practices.

Our subject matter experts have compiled a list of preferred sustainable product certifications in certain product categories that can be used across all of our divisions, globally.

Some examples of products we are sourcing and materials we are using within our operations with these preferred environmental attributes include:

- / Forest Stewardship Council (FSC)-certified materials; Global Recycled Standard (GRS)-certified products; OEKO-TEX-certified products; and products made from organic cotton.
- / We have sourced FSC hangtags where feasible with certain products our style and fashion experts have designed.
- / A significant portion of our price tickets are printed on FSC-certified paper.
- / In T.J. Maxx and Marshalls within the U.S., we have converted some of our gift cards styles to be printed on FSC-certified stock.

Some highlights from fiscal 2021 and fiscal 2022 include:

- / In fiscal 2022, select stores in the U.S. plan to carry wrapping paper, gift bags, and gift boxes using FSC-certified paper.
- / In early fiscal 2022, select stores in the U.S., Canada, and Australia, in addition to tjmaxx.com and marshalls.com, sold decorative throws with sustainable attributes, like 100% organic cotton fibers or made from recycled polyester.

## ASSOCIATE ENGAGEMENT



We know that corporate responsibility, including environmental sustainability, is increasingly important to both current and prospective Associates, and we believe that the more we collaborate across the organization, the better our program can be. At TJX, our Associates are encouraged to consider how to make operational decisions that minimize environmental impact, and we communicate this in our [Global Code of Conduct](#).

We have global Energy teams, global Waste Management teams, and other teams that share best practices and collaborate on opportunities for efficiency gains and operational cost savings. We plan to continue to foster these global, cross-functional initiatives to better address environmental sustainability risks and create efficiency opportunities for our business. Additionally, in fiscal 2021, members of our Information Technology department formed a global Green IT committee in an effort to manage and leverage technology to support TJX's environmental strategy. Learn more about this initiative below.

## ENCOURAGING OUR ASSOCIATES TO BE ENVIRONMENTALLY CONSCIOUS

We use various internal communications platforms across all our regions to share information with Associates about our environmental sustainability initiatives, whether they are global corporate efforts or regional success stories.

Due to COVID-19, on-site events to engage Associates on the Company's environmental sustainability initiatives were held virtually in fiscal 2021. We celebrated Earth Week and raised awareness around TJX's environmental sustainability programs by developing engagement strategies for the home office, stores, and distribution center Associates. Our cross-functional planning team collaborated on a variety of activities designed to educate, excite, and engage TJX Associates on environmental sustainability issues. For example, in our home offices we:

- / Hosted a virtual speaker series where a line-up of industry and internal sustainability experts explored different topics. For each person who attended one of these sessions, TJX planted a tree through American Forests, a national forest restoration and conservation organization.
- / Children of Associates in the U.S. home office had the opportunity to participate in an art contest.
- / In addition to virtual sessions about climate change, plastics, and waste, Associates across Europe could attend virtual events, such as a beekeeping workshop and upcycling classes helping to find ways to turn household waste into something new.
- / Associates in Europe were also invited to make an environmental pledge to do something different to protect the environment, such as sourcing food locally, reducing household plastic, and walking more to avoid driving.

In Canada, our regional Go Green Committee has a strong commitment and robust strategy around Associate engagement on environmental sustainability topics. Each year, the team produces events and educational materials that help demonstrate how Associates can incorporate sustainable values into their lives.

TJX Canada also runs an annual sustainability celebration, EcoFest, that features special guests, eco-friendly vendors, and food offerings. In fiscal 2021, the event was held virtually and included 60 vendors with purchase incentives for Associates, do-it-yourself activities, and guest speakers. Other key successes included:

- / Virtual Earth Day celebration
- / Virtual garden and speaker series
- / Virtual holiday eco-market

## GREEN IT



### GREEN IT

As our environmental sustainability program and strategy continues to evolve, teams throughout our business are coming together to collaborate and align with our corporate sustainability priorities to further drive this progress. To that end, in fiscal 2021 we launched Green IT, an initiative focused on managing and leveraging our technology to reduce TJX's Global IT team's environmental footprint.

The Green IT Committee is sponsored by senior members of TJX's Global IT leadership team and works to:

- / Identify, track, and monitor current IT initiatives that support TJX's environmental sustainability strategy.
- / Compile research and measurements to help inform Green IT strategies and communications.
- / Leverage partnerships with internal stakeholders and third-party vendors to identify and understand what opportunities exist.

#### Green IT Focus Areas:

- / CLIMATE: Reduce our technology-related greenhouse gas emissions footprint by optimizing the usage of our data centers and cloud services.
- / ENERGY: Reduce our energy usage by sourcing energy efficient devices and related software solutions.
- / WASTE: Responsibly manage our broken or obsolete hardware and accessories by identifying new ways and/or partnerships that lead to reductions of or increases in recycling of technology-related waste.



## DELIVERING REAL VALUE TO THE WORLD

TJX is the leading off-price retailer of apparel and home fashions worldwide, with seven retail chains operating more than 4,500 stores in nine countries spanning three continents. As a leader in global retail and a Fortune 100 company, we recognize the obligation we have to our key stakeholders – Associates, customers, communities, vendors, and shareholders – to operate a responsible business. At TJX, this includes: integrating strong corporate governance practices at the Board level; fostering a culture that reflects our core values and supports our position as a destination of choice for consumers; and operating and sourcing ethically to meet our customers' desire for great value on ever-changing selections of quality, fashionable, brand name and designer merchandise.

*Our business dealings and interactions are grounded in our long-held core values of honesty, integrity, and treating others with dignity and respect.*

We hold ourselves to high ethical standards and expect all of our Associates to comply with these standards, which are set forth in the [TJX Global Code of Conduct](#). Likewise, our [Vendor Code of Conduct](#) sets our expectations of the merchandise vendors with whom we do business and whose relationships are key to our success. We provide periodic training, both formal and informal, to reinforce these expectations.<sup>1</sup>

## 2020 KEY HIGHLIGHTS



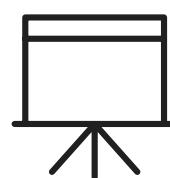
**83%**  
of our Board Members  
are independent



**67%**  
of Board Members  
reflect diversity (gender,  
race, ethnicity, LGBTQ+)



**2,000+**  
audits either conducted  
by TJX's third-party  
auditors directly or  
accepted from  
accredited sources



**~75**  
number of compliance  
training sessions held  
across the globe over the  
last 5 years<sup>6</sup>

## RESPONSIBLE SOURCING



  
**1,100+**  
buyers

  
**~21,100**  
vendors

  
**100+**  
countries

TJX believes in the importance of ethical sourcing in our supply chain and is committed to continuous improvement. We strongly value the relationships that we have developed with our vendors. Built on a foundation of honesty, trust, and ethical business practices, we believe these relationships have been a key factor in our long-term success.

On a worldwide basis, in 2020, more than 1,100 Associates in our buying organization sourced product from a universe of approximately 21,000 vendors and over 100 countries around the world. As part of TJX's purchase order terms and conditions, our vendors are required to comply with our Vendor Code of Conduct. The Vendor Code of Conduct requires that goods we sell have been manufactured and shipped in accordance with all applicable laws, regulations, and industry standards, including, among other things, a commitment to respect the rights of the workers who manufacture products for sale in our stores and online. These requirements stand even if a vendor applies their own code of conduct, monitoring, or ethical sourcing guidelines. Our vendors are also required to ensure that any factories or subcontractors they use comply with our Code's principles.

### OUR OFF-PRICE BUSINESS MODEL

TJX is the leading off-price apparel and home fashions retailer in the U.S. and worldwide. Our mission is to deliver great value to our customers every day. We do this by offering ever-changing selections of high quality, fashionable, brand name, and designer merchandise at prices generally 20% to 60% below full-price retailers' (including department, specialty, and major online retailers) regular prices on comparable merchandise, every day.

The majority of product we sell in our stores and online is brand-name merchandise. To obtain this merchandise, we work closely with our vendors and take advantage of a wide variety of opportunities, which can include department store cancellations, a manufacturer making up too much product, or a closeout deal when a vendor wants to clear merchandise at the end of a season. There are other ways we bring tremendous value to our customers. For example, sometimes when what we are seeing in the

marketplace is not the right value for our customers, meaning the right combination of brand, fashion, price, and quality, we may help design or develop merchandise to be manufactured just for us.

## OUR GLOBAL SOCIAL COMPLIANCE EFFORTS

Historically, we have focused our factory monitoring and supplier training program where we have more influence in bringing the products to market. Typically, this means factories that are involved with products that we have helped design or develop to be manufactured just for us. We focus our auditing efforts on these factories because we believe this is where we are most likely to be able to have a meaningful impact.

While we do not own, operate, or control any facilities that manufacture products sold in our stores and online, we collaborate closely with our buying agents and international buying offices because they have strong relationships with local production facilities and are well positioned to reinforce our expectations.



### RWENZORI TRADE PROJECT

Our buyers source a wide range of products for sale in our stores and online, including some items that are Fairtrade, organic, produced from recycled materials, or have certain environmental certifications.

We are particularly proud of the Rwenzori Trade Project, a sustainable trade program that we helped to develop in Uganda. In 2008, TJX Europe partnered with Save the Children with the aim of supporting education in the cotton-growing communities in the Rwenzori region of Western Uganda. We began our work with 12 communities, funding classrooms and teachers' housing as well as donating money to supply educational materials, clean water, and toilets.

As our program evolved, we learned that to sustain a long-term impact, these communities needed ways to generate greater and more reliable income for their families. We began working with local partners to help create a sustainable trade program. Our goal was to help families living in this area increase their incomes so they could better care for themselves and send their children to school.

In 2011, the sustainable trade project was established to support the production of cotton, coffee, cocoa, and handmade crafts. Working with local commercial and development partners, farmers were taught how to develop better and higher quality crop yields. Producers were brought together to form cooperatives, giving them greater power in the marketplace, and a range of training courses were offered to teach skills ranging from bookkeeping to product development.

TJX Europe supported the establishment of a locally staffed trade center where producers can gather to pack and ship their products as well as collaborate and receive commercial, agronomic, and marketing support for their products.

Cotton, coffee, and cocoa co-operatives are now Fairtrade-certified, helping the co-operatives achieve fairer pricing and better access to international markets. In fact, research conducted in 2018 showed that these coffee farmers earned more for their crops in 2018 than previously. Higher earnings, combined with consistent sales of their crops, give families in the region a more reliable and increased income stream, helping them pay for basic needs, school fees, and other necessities. We believe our support has made a difference.

Moving forward, we are proud to continue our support by offering Rwenzori co-operatives' products, including coffee, chocolate, and crafts produced in that region, for sale in our stores across the U.S., Canada, and Europe.

## EVOLVING ISSUES

### BANGLADESH

The tragedies that have taken place in factories in Bangladesh are reminders that we must remain vigilant and continue to monitor whether our policies and practices are adequate and appropriate. Although only a small amount of product manufactured for us is made in Bangladesh, worker health and safety have always been a significant part of TJX's [Global Social Compliance Program](#).

Our audit programs are based on evolving industry recommendations regarding auditing the fire safety practices of factories. We stress the importance of fire safety in our external supplier and internal buyer training programs and have posted a message about our workplace safety expectations on our vendor intranet site. Our Vendor Code of Conduct includes a statement that extends our requirements for providing safe and healthy conditions beyond the factory to include any living facilities provided to workers. Going forward, we plan to continue to follow the various initiatives of the retail industry to glean any insights that might enhance our own Global Social Compliance Program.

### CONFLICT MINERALS

At TJX, we are committed to complying with the rules and regulations impacting our business, including those under Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act, intended to address violence and human rights abuses in the Democratic Republic of the Congo (the DRC) and adjoining countries. These rules require public companies to determine if they manufacture or contract to manufacture any products where "conflict minerals" - specifically tin, tantalum, tungsten, and gold (or "3TG") - are necessary to the functionality or production of the product, and if so, whether those minerals originated in the DRC or adjoining countries. Companies are required to do additional diligence about the source and chain of custody of those minerals that may have originated in the covered region to determine if they came from sources that benefited armed forces in the region.

As demonstrated by the TJX Vendor Code of Conduct and our Global Social Compliance Program, we believe in responsible sourcing. TJX is many layers removed from the mining, smelting, or refining of any minerals contained in the products we sell, so we must rely on our vendors to collect current, complete, and reliable information to comply with these rules. We expect that our affected vendors will not knowingly supply us with products that include conflict minerals that directly or indirectly benefit armed groups in the DRC or adjoining countries, although we do not discourage responsible sourcing from that region. We further expect our vendors and buying agents to comply with our requests to provide us with information and perform due diligence regarding their sourcing of the minerals at issue. We will consider appropriate remediation steps if we find that a vendor has violated this policy.

### FUR PRACTICES

TJX's businesses around the world are fur-free. From time to time, our businesses may offer products containing shearling, haircalf, or hide. Additionally, in Europe and Australia, we do not knowingly source goods containing angora. While across all of our regions – the U.S., Canada, Europe, and Australia, we avoid knowingly purchasing or selling products that contain real fur, the process of procuring merchandise for our off-price model is complex, and if an item containing fur is mistakenly sent to our stores or e-commerce sites, we work quickly to remove the item.

We are also committed to continuous improvement in the ethical sourcing of products intended for sale in our businesses, and as part of our ongoing considerations regarding animal welfare, we incorporated

information about our fur practices into our social compliance training in 2018. Importantly, at all times, TJX is committed to conducting business in compliance with all applicable laws, rules, and regulations, including but not limited to, animal protection laws.

## MODERN SLAVERY STATEMENT

### (California Transparency in Supply Chains Act of 2010 and U.K. Modern Slavery Act of 2015)

**About Our Business.** TJX is an off-price retailer of apparel and home fashions with over 4,500 stores across three continents in nine countries offering a rapidly changing assortment of merchandise. We source merchandise from a universe of approximately 21,000 vendors and over 100 countries. Our strategies to acquire merchandise are intentionally flexible to allow our buying organization to react to frequently changing opportunities and trends in the market and to adjust how and what is acquired as well as when it is acquired.

**Our Commitment.** At TJX, we are committed to treating people with dignity, fairness, and respect. Both our TJX Global Code of Conduct, which applies to all of our employees (Associates) worldwide, and our Vendor Code of Conduct, which applies to our merchandise vendors, reflect these principles and prohibit involuntary or forced labor. We are aware of reports of modern slavery in apparel supply chains and, as described below, our Global Social Compliance program underscores our efforts to address and mitigate these risks, and where appropriate, take corrective action. We believe that modern slavery risks in our own workforce are minimal due to the strength of our internal employment policies and procedures.

**Our Global Social Compliance Program.** Our Global Social Compliance program includes, among other things, our factory audit program, our Vendor Code of Conduct, our training efforts, and our grievance mechanisms for vendors. As part of our program including as part of assessing its effectiveness, we regularly review factory audits performed, remediation efforts taken, and vendor training attendance. Our Global Social Compliance Committee, which includes senior leadership, meets on a regular basis to oversee this program and review trends in social compliance. In addition to our Global Social Compliance Committee, we also have a Global Corporate Responsibility Executive Steering Committee to help guide our global corporate responsibility strategies and align them with TJX business priorities, oversee corporate responsibility efforts across functions and geographies, facilitate information exchange, and support enhanced corporate responsibility reporting. This Committee is comprised of senior executives representing functions across the Company, including two executive officers reporting directly to the CEO. These executive officers are positioned to update management and the Board on the ongoing work of the Committee.

To help us evaluate and address the risks of modern slavery in our merchandise supply chain, this past fiscal year, we increased our membership in external multi-stakeholder initiatives that share resources and best practices to improve efforts to combat forced labor. In September 2020, we joined the Joint AAFA/NRF/RILA/USFIA Forced Labor Working Group, and in December 2020, we joined the American Apparel and Footwear Association Social Responsibility Committee. TJX is also an Ambassador Sponsor of the Responsible Sourcing Network's YESS initiative, which aims to train, support, and enable spinners and mills in the middle tiers of the supply chain to end forced labor at the raw cotton level.

*Vendor Code of Conduct.* As a condition of conducting business with TJX and as a means of self-certification, our merchandise vendors are required to agree to comply with our [Vendor Code of Conduct](#), which prohibits involuntary or forced labor, including labor obtained through slavery or human

trafficking. Our Vendor Code of Conduct further requires that the goods our merchandise vendors sell to us have been manufactured in accordance with all applicable laws and regulations, which include those pertaining to involuntary labor, forced labor, or human trafficking. It also requires that merchandise vendors ensure that all subcontractors and any other third parties they use in the production or distribution of goods offered for sale in our stores comply with the principles described in the Vendor Code of Conduct.

In May 2020, we amended our Vendor Code of Conduct to expressly provide that our merchandise vendors must not require workers to surrender any identity papers as a condition of employment, and our merchandise vendors must reimburse their workers for any recruitment or hiring fees paid. Additionally, we now require that merchandise vendors provide a written contract to their workers, with wage terms and terms of employment, prior to acceptance of employment.

*TJX Global Code of Conduct.* Our [TJX Global Code of Conduct](#) prohibits behavior that creates an intimidating or hostile work environment, and it requires TJX Associates to obey all applicable laws and regulations of the countries in which we operate, including wage and hour rules. In choosing third parties to work with, our Associates are also expected to select those that act with integrity and in a manner consistent with the ethical principles stated in our Global Code of Conduct. TJX reviews reported concerns and takes appropriate action depending on the nature and severity of the violation.

*Third-Party Audits.* We contract with both leading independent auditors (including UL, Intertek, and Omega) and other third parties (such as our buying agent) to conduct social compliance audits at factories that produce products for which we have more influence in bringing to market. Typically, this means factories that are involved with products that we have helped design or develop to be manufactured just for us. In addition, we accept audit reports from recognized accredited audit sources, including BSCI, WRAP, and SEDEX, from these merchandise vendors. These social compliance audits evaluate and address risks of modern slavery. Over the last two decades, we have conducted or accepted tens of thousands of audits.

We maintain a Global Social Compliance Manual, which is available in seven languages and contains an audit procedure outline and factory evaluation checklist to help factories better understand our Vendor Code of Conduct and prepare for the audit process. The audits are conducted on an unannounced basis during specified time windows, where possible, and they are intended to verify the factory's compliance with the standards contained in our Vendor Code of Conduct, including our prohibition of involuntary or forced labor. To this end, factory audits consider, among other things, whether workers are responsible for any fees associated with their recruitment and evaluate policies related to passport retention. Vendors are expected to cooperate fully with the audits and to provide the auditors with full access to their facilities, employees, and documentation. Factory audits include employee interviews in order to hear first-hand about worker treatment. We recently enhanced our audit program for audits conducted on our behalf by UL, Intertek, and Omega, with additional forced labor questions based on recommendations from industry groups. The factory's score on the initial audit determines timing for re-assessment, according to a risk-based audit cycle we have developed. Our policy is to take appropriate steps should we learn that a vendor is failing to meet our standards. These steps may include remediation, cancellation of purchase orders, or termination of our business relationship.

*Training.* We provide regular training for Associates, including management, involved in the development and buying of merchandise, as well as cyclical in-person training for our buying agents, certain vendors, and their factory representatives around the world. Among other things, this training

provides guidance on recognizing and mitigating the risks of modern slavery. Due to the COVID-19 global pandemic, we initiated virtual training in 2020.

**Grievance Mechanisms.** TJX Associates are encouraged to raise any concerns without fear of retaliation and have multiple channels to do so, including an ethics hotline staffed by independent third-party operators. External stakeholders, including vendor personnel, may reach us via any of the phone numbers or addresses listed by locality on the "[Contact Us](#)" section of our corporate website.

While an overview of our efforts is provided here in response to the California Transparency in Supply Chains Act and the U.K. Modern Slavery Act, we invite you to explore a more comprehensive description of our Global Social Compliance program within the Corporate Responsibility section of our website at <https://www.tjx.com/responsibility/responsible-business>.

This Statement was approved on 22 July 2021 by the Boards of Directors of TJX UK, TJX Europe Buying (Deutschland) Ltd. and TJX Europe Buying Ltd., which are the TJX subsidiaries subject to the U.K. Modern Slavery Act, and signed by the undersigned Director of each of those entities as of 22 July 2021.



David L. Averill, Director  
TJX UK, TJX Europe Buying (Deutschland) Ltd., and TJX Europe Buying Ltd.

#### **UZBEKISTAN: FORCED ADULT AND CHILD LABOR**

Consistent with our commitment to high standards and social responsibility, since 2009, we have been attentive to the reports of alleged forced labor in Uzbekistan. We have notified our global vendor base that TJX prohibits the use of forced adult or child labor in any phase of manufacturing of its goods for sale, and it is our expectation and our requirement that our vendors will not knowingly use any cotton sourced from Uzbekistan. A letter on our policy regarding Uzbekistan cotton is posted on our intranet for vendors, and our vendors are reminded of this policy during our vendor training sessions.

In the past, we have been a signatory on letters urging the Government of Uzbekistan to ensure there is an immediate cessation to forced child labor in the cotton fields, and we have participated in multi-stakeholder meetings to address this issue. TJX continues to participate, along with over 300 other brands and retailers, as a signatory on a pledge, sponsored by the Responsible Sourcing Network, to not knowingly source Uzbekistan cotton until the Government of Uzbekistan eliminates the practice of forced child and adult labor.

#### **CONTINUOUS IMPROVEMENT**

Responsible sourcing and social compliance are tremendously challenging undertakings, and we know that we do not have all of the answers. We believe we are responding to the challenge by making our commitment clear to our vendors, buying agents, and Associates; by our auditing and training efforts; by responding to issues as appropriate for our business; and by further enhancing our reporting on our [Corporate Responsibility](#) microsite.

To raise questions or concerns about these issues, please contact us at [complianceofficer@tjx.com](mailto:complianceofficer@tjx.com).

## SOCIAL COMPLIANCE PROGRAM

**Social Compliance**

Our Global Social Compliance Program is inspired by the UN's Guiding Principles on Business and Human Rights, and our commitment to these principles is reflected in our Vendor Code of Conduct. Our program is overseen by a global, executive-level steering committee.

|  |   |   |   |
|--|---|---|---|
|  <p><b>OUR MERCHANDISE VENDORS</b></p> <p>and any factories and subcontractors they use are required to adhere to our Vendor Code of Conduct.</p> |  <p><b>OUR BUYERS</b></p> <p>complete biennial social compliance training.</p> |  <p><b>400+ FACILITIES</b></p> <p>were audited directly by TJX's third-party auditors in 2020.</p> |  <p><b>1,650+ AUDITS</b></p> <p>were accepted from accredited sources<sup>19</sup> in 2020.</p> |
|--|---|---|---|

We strongly value our vendor relationships as we believe they have been a key factor in our long-term success. On a worldwide basis, in 2020, TJX had more than 1,100 Associates in its buying organization who source merchandise in a variety of ways from a universe of approximately 21,000 vendors and over 100 countries around the world. Sometimes when what we are seeing in the marketplace is not the right value for our customers, meaning the right combination of brand, fashion, price, and quality, we may help design or develop merchandise to be manufactured just for us. We focus our auditing efforts on the factories that manufacture this merchandise because we believe this is where we are most likely to be able to have a meaningful impact.

Our philosophy towards social compliance mirrors our culture, and just as we are committed to honesty, integrity, and treating others with dignity and respect, we expect those that we do business with to do the same. Our Global Social Compliance Program is inspired by the United Nations Guiding Principles on Business and Human Rights. Our commitment to these principles is reflected in our [Vendor Code of Conduct](#), which serves as the foundation for our program and our responsible sourcing initiatives.

Key components of our Global Social Compliance Program:

- / Our Global Social Compliance Program is guided by a global, executive-level committee and attention to ethical sourcing spans across many departments.
- / As part of our purchase terms, merchandise vendors are required to adhere to our Vendor Code of Conduct and ensure that any factories or subcontractors they use also comply with our Code's principles. Factories included in our audit program are required to undergo regularly scheduled audits.
- / In 2020, more than 400 facilities were audited directly by TJX's third-party auditors and more than 1,650 audits were accepted from accredited sources.<sup>19</sup>
- / We offer training sessions on a regular basis to educate our buying agents, vendors, and factory management on our expectations with regard to social compliance and to reiterate our seriousness of purpose.
- / TJX Associates involved in the development and buying of merchandise are expected to undergo formal social compliance training biennially.

## PROGRAM OVERSIGHT

As our Global Social Compliance Program is part of our ongoing enterprise risk assessment, our Senior Vice President (SVP), Chief Risk and Compliance Officer, has responsibility for social compliance across our global operations. The SVP periodically reports to our Board of Directors on various aspects of our Program, which may include training efforts, audit results, and other compliance-related topics. Program management is overseen by the Assistant Vice President (AVP), Global Social Compliance, who works closely with representatives of our merchandise and purchasing functions across all of TJX's businesses and with the Global Social Compliance Committee.



This Committee is comprised of senior leadership representing the U.S., Canada, and Europe and from relevant disciplines within TJX, including Merchandising, Sourcing, Imports, Compliance, Enterprise Risk Management, Legal, and Global Communications. The Committee meets on a regular basis, oversees compliance of TJX's ethical sourcing initiatives, and serves in an advisory capacity, helping to guide the strategy and execution of the program. Our international buying offices and merchants also play key roles in achieving our goals.

## EXTERNAL STAKEHOLDER ENGAGEMENT

As we continue to develop and evolve our Global Social Compliance Program, we engage with various audiences and consider their guidance. We have reviewed and incorporated many of the international human rights standards enunciated by international bodies, such as the United Nations and the International Labour Organization, and have received, and at times incorporated, insights and suggestions from socially responsible investors. To conduct our audits, we have retained and engage with several organizations that have extensive experience and expertise in the field of ethical sourcing – UL LLC, Intertek Group PLC, and Omega Compliance Ltd. Additionally, these groups assist us with program development, education and training, and compliance monitoring.

We are members of the National Retail Federation, the Retail Industry Leaders Association (RILA), Ethisphere's Business Ethics Leadership Alliance, Boston College Center for Corporate Citizenship, the Ethics & Compliance Officer Association, and as of early 2021, the American Apparel Footwear Association. We also collaborate with various industry groups such as the Joint Forced Labor Working Group and RILA's Responsible Sourcing Committee; participate in industry conferences; and stay current on the latest developments in social compliance and ethical sourcing. Finally, we benchmark ourselves against the programs of companies whose business models more closely relate to our own, as well as retailers whose business models differ significantly.

## CONTINUOUS IMPROVEMENT

The driving tenet of our Global Social Compliance Program is continuous improvement, as we believe this is in the interest of the workers in the facilities that we audit. While we expect each of our merchandise vendors and agents to adhere to the expectations set forth in our Vendor Code of Conduct, we also encourage them to make improvements throughout their operations. To advance these objectives, we do more than simply audit factories to test compliance; we also provide education and training to our agents, vendors, and factory management, so that they understand our expectations and can develop meaningful processes to meet and exceed these expectations.

## FACTORY AUDITING

### Factory Auditing

When we begin using a factory that is involved with products that we have helped design or develop to be manufactured just for us, we conduct a third-party audit or obtain an audit report from an accredited source.



#### SATISFACTORY

Audit facility on a biennial basis



#### NEEDS IMPROVEMENT

Issue corrective action plan; facility provides evidence of corrective action within 6 months; audit factory on a biennial basis



#### UNSATISFACTORY

Issue corrective action plan and reaudit within 6 months



#### ZERO TOLERANCE

Termination of business relationship

We focus the auditing portion of our Program where we have more influence in bringing the products to market. Typically, this means factories that are involved with products that we have helped design or develop to be manufactured just for us. We focus our auditing efforts on these factories because we believe this is where we are most likely to be able to have a meaningful impact. When we source these products, we require the buying agents and vendors that are involved to identify any active factories that they use, or intend to use, to produce such merchandise and request that we have an audit prior to starting to produce our goods. Further, we strive to have members of our buying offices visit these factories.

Together with our representatives, UL LLC, Intertek Group PLC, and Omega Compliance Limited, we work closely with our agents and vendors so that they understand our [Global Social Compliance Program](#), our [Vendor Code of Conduct](#), and our factory auditing process. Our merchants also play an important role in educating vendors on our Program requirements and encouraging them to make improvements at their facilities, when necessary.

Additionally, our buying offices have one or more Associates assigned to support our local social compliance efforts and assist in driving positive change at the factories.

Our TJX Global Social Compliance Manual contains, among other important guidance, an audit procedure outline and factory evaluation checklist to help prepare the factory for the audit process. This tool is available in seven languages and offers detailed information designed to help our agents, vendors, and factory management better understand the expectations of our Vendor Code of Conduct, as well as our monitoring and corrective action processes. We require our buying agents to disseminate this manual to their entire TJX vendor base and have it posted to our vendor website, which is available to all vendors.

### 2020 KEY HIGHLIGHT



**2,000+**

audits either conducted by TJX's third-party auditors directly or accepted from accredited sources

## FACTORY AUDITING PROCESS

Factories included in our audit program, which are typically those involved with products that we have helped design or develop to be manufactured just for us, are required to undergo periodic audits to ensure adherence to our Vendor Code of Conduct, which includes adherence to local laws. In conjunction with our third-party auditors, we conducted more than 400 audits in 2020, and we accepted more than 1,650 additional audits from accredited, third-party sources, like Amfori's Business Social Compliance Initiative (BSCI), Worldwide Responsible Accredited Production (WRAP), and Sedex Information Exchange Limited (SEDEX). We believe this industry trend of collaboration and accepting audits from accredited sources is beneficial in that it helps reduce audit fatigue among factories, while helping companies obtain important information to evaluate their supply chain. Factories are expected to cooperate fully with us and our auditors and to provide access to facilities and documents.

Audits conducted by TJX and our third-party auditors are performed by representatives from UL, Intertek, and Omega. All three of these organizations are members of the Association of Professional Social Compliance Auditors (APSCA), who agree to adhere to all quality and ethical requirements outlined in APSCA's Code and Standards of Professional Conduct. The vast majority of audits conducted on behalf of TJX are by APSCA Registered Auditors (RA), currently the highest APSCA achievable level. We have developed comprehensive compliance program guidelines for our third-party factory auditors. We regularly review and modify these guidelines for consistency with evolving social compliance issues and trends.

These audits generally include one to two full working days at each audited factory, and include the following components:

- / Interview with factory management (opening meeting)
- / Policy, payroll, and documentation review, including confirmation that factory management has verified the ages of job applicants before hiring to protect against potential hiring of child labor
- / Factory walk-through
- / Health and safety inspection
- / Chemical and hazardous materials review, including usage information and verification of Material Safety Data Sheets, chemical safety, and hazardous waste programs
- / Confidential worker interviews
- / Debrief with factory management (closing meeting)

Our AVP, Global Social Compliance, and International Buying Office Associates participate in shadow audits with auditors. Shadowing is practiced to gain a better understanding of the compliance audit process and challenges, and to better aid TJX in our review of both our audit results and, more broadly, our Program's effectiveness.

### Corrective Action and Remediation:

For factories in good standing, our goal is to conduct biennial audits. At the conclusion of an audit where it has been determined that corrective action is required, a Corrective Action Plan (CAP) is created and concerns are discussed by the auditors with factory management. A copy of the CAP is provided to factory management to assist them in resolving any violations or deficiencies detected during the audit. To encourage collaboration between our buying agents and vendors, a copy of the CAP is also forwarded to both parties' attention shortly following the audit. TJX receives a copy as well. Factory management is requested to sign the CAP to verify their understanding of the findings.

For lower-risk deficiencies, our buying agents or direct vendors are expected to provide evidence to us that remedial action has been carried out within six months of the issuance of the CAP. However, where moderate to more serious violations of the Vendor Code of Conduct or the local laws are detected, we require that our third-party representatives re-audit the factory or require a follow-up audit from an accredited, third-party source. Problems are tracked and factories are notified of the expectation of remedial action. Our goal is to have re-audits complete within six months of the prior audit.

We expect that continuous improvement is verified during the re-audit. Our general goal is that each re-audit demonstrates measurable improvement from the prior audit. If a factory receives several consecutive noncompliant grades, this pattern may suggest that required remedial action is not being undertaken.

Though we strive to work with vendors to address and resolve shortcomings in their operations, under extreme circumstances, we may conclude that our merchandise can no longer be produced in certain factories, or that they will be precluded from producing goods for us until they demonstrate that they have addressed the situation and have put management systems in place to prevent a recurrence. Our preferred approach, however, is to work with vendors whenever possible to address and resolve issues identified during audits because improving working conditions in factories in underdeveloped countries is an ongoing effort and TJX, like other retailers, continues to face this challenge. We believe this is preferable to ceasing use of these factories as it gives us the ability to influence positive change. We believe that this “continuous improvement” model is in the interest of the workers in the facilities from which we source goods.

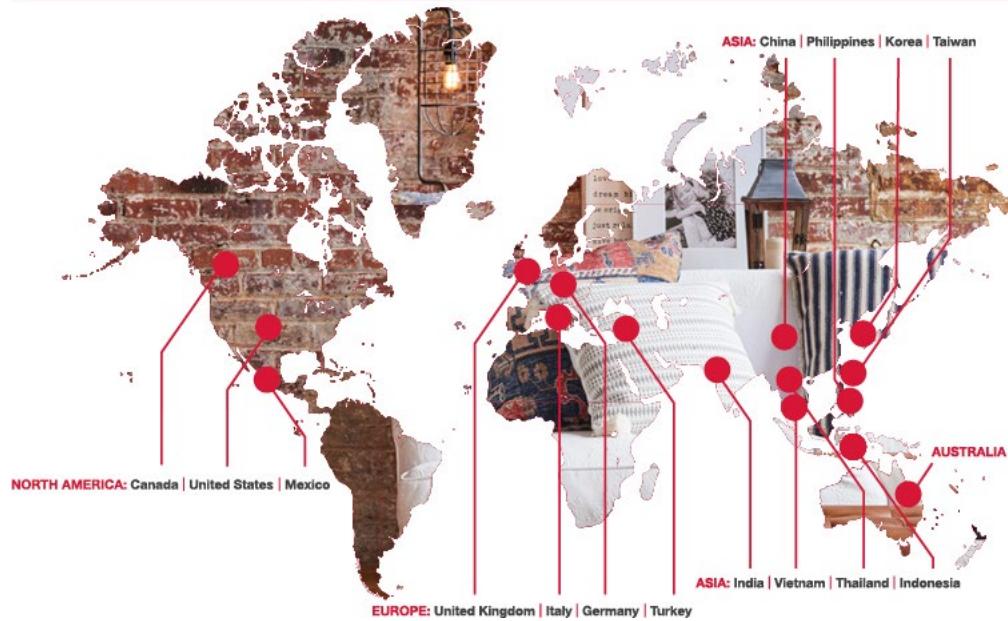
There are several issues that we consider to be “zero tolerance” issues: for example, bribery/corruption; child labor and forced or slave labor; human trafficking; maintaining a facility with all doors and/or exits locked; use of chemicals banned in the region; and failure to pay wages. If a factory is found to be in violation of our requirements on these topics, we inform our vendor that it can no longer provide us with goods made by that factory.

### **ENCOURAGING ENVIRONMENTAL RESPONSIBILITY**

In keeping with our commitment to protect the environment, audits conducted on behalf of TJX include a review of factory policies, practices, and procedures concerning the handling of chemicals and other hazardous waste, and a review of whether the factory is in compliance with applicable environmental laws and regulations. Our Vendor Code of Conduct strongly encourages our vendors to share our commitment to protecting the environment by operating in a sustainable manner where possible, for example by conserving and protecting resources, such as water and energy, and taking into consideration environmental issues that may impact local communities. Our social compliance training program has been expanded to include coverage of the protection and conservation of water, as well as an overview of the legal requirements on the use of chemicals and hazardous materials in the regions where products are both manufactured and sold. Training includes case studies to assist vendors and factory management in better understanding our expectations and our Vendor Code of Conduct requirements in this area.

## SOCIAL COMPLIANCE TRAINING

### INTERNAL AND EXTERNAL TRAINING



We recognize that it is important to routinely train our buying agents, vendors, and factory management, and we strongly encourage all new factories to participate in such training. While our 2020 trainings had to be postponed due to the COVID-19 pandemic, typically we hold an average of 10-12 training sessions a year in various locations around the world, regionally close to factories that are involved with products that we have helped design or develop to be manufactured just for us. (See map for training locations.)

These training sessions are conducted by UL representatives, who are accompanied by our Assistant Vice President (AVP), Global Social Compliance. We believe the presence of our management at sessions in each of these countries demonstrates to factory management, buying agent management, and vendors that TJX is committed to our [Global Social Compliance Program](#). Over time, our training sessions have included the following topics:

- / TJX's [Vendor Code of Conduct](#) and the expectations contained in this Code
- / Local labor laws
- / Anti-bribery laws (including the Foreign Corrupt Practices Act and the U.K. Bribery Act)
- / Regulations on chemicals and hazardous materials, Material Data Safety Sheets, hazardous waste management, and required environmental permits
- / Business ethics
- / TJX's policy against forced and involuntary labor, including slavery and human trafficking
- / Fire safety
- / Water conservation recommendations
- / TJX's fur practices
- / Factory compliance best practices and preventative actions
- / Case studies to help demonstrate how to embed management remediation systems
- / Open discussions with vendors and factory management on compliance challenges

In addition to the above, we often include targeted training based on geographic or other regional differences to ensure that we are covering the most pertinent topics for each training session, and we may break into focus groups to enhance training through shared learning.

Designated representatives at our international buying offices also provide instruction to our vendors and factory management on our ethical sourcing expectations. We will continue to devote resources to these important training initiatives and to review and update these initiatives as appropriate.

### **ASSOCIATE TRAINING**

TJX Associates involved in the development and buying of merchandise are expected to undergo formal social compliance training biennially. In addition, through informal meetings and discussions, our AVP, Global Social Compliance continues to share our learnings, updating our product development and buying personnel on the requirements of TJX's Global Social Compliance Program.

## VENDOR CODE OF CONDUCT

We expect high ethical standards from all of the companies and individuals with whom we do business. Our Vendor Code of Conduct reflects those high standards, which embrace internationally recognized principles designed to protect the interests of the workers who manufacture products for sale in our businesses. These principles have been informed by, and in many instances incorporate, human rights, labor rights, and anti-corruption standards enunciated by the United Nations and other respected international bodies, such as the International Labour Organization and its core standards. We are committed to respecting the rights of all workers, in particular, the rights of women and children, who can be especially vulnerable in the retail manufacturing supply chain.

Acceptance of our Vendor Code of Conduct is part of our purchase order terms and conditions for merchandise vendors. While the specific requirements contained in the Code were developed with merchandise vendors in mind, we expect all of the companies and individuals with whom we do business to act with integrity and adhere to the basic principles that underlie each Code requirement. Those basic principles include a commitment to act in accordance with all applicable laws and regulations; respect for the human rights and well-being of all people; and consideration of one's impact on the environment.

In 2019, we benchmarked our Vendor Code of Conduct against the codes of many industry peers. This benchmarking helped us to better understand the common practices in the industry and identify where our programs are aligned. It also helped us prioritize additional areas of focus, and supported enhancements made to our Vendor Code of Conduct in 2020. We plan to continue to evaluate further potential amendments we may want to make in the future.

We encourage anyone with questions or concerns relating to our Vendor Code of Conduct to contact us at [complianceofficer@tjx.com](mailto:complianceofficer@tjx.com).

### TJX VENDOR CODE OF CONDUCT

TJX requires that all products offered for sale in our stores and online be produced in facilities that meet specific criteria, as set forth below:

### COMPLIANCE WITH APPLICABLE LAWS AND REGULATIONS

Our vendors and the factories in which the merchandise they sell us is manufactured must comply with all applicable laws and regulations, including, but not limited to, animal protection laws.

### ETHICAL BUSINESS STANDARDS

Our vendors must not engage in or attempt to engage in bribery, corruption, or similar unethical business practices in dealing with government officials or private individuals or entities.

### HEALTH AND SAFETY

Our vendors must provide their workers with safe and healthy conditions, including in any living facilities that may be provided.

## CHILD LABOR

Our vendors must not use child labor. The term “child” is defined as anyone younger than 15 years of age (or younger than 14 years of age where the law of the country of manufacture allows 14-year-olds to work). At all times our vendors must respect compulsory education laws. Workers under the age of 18 must not perform hazardous work.

## FORCED LABOR

Our vendors must not use voluntary or involuntary prison labor, indentured labor, bonded labor, labor acquired through slavery or human trafficking, or any forms of involuntary or forced labor. Our vendors must not require workers to surrender any identity papers as a condition of employment; such documents may only be temporarily held to verify a worker’s employment eligibility. Our vendors must reimburse their workers for any recruitment or hiring fees that are paid.

## WAGES AND BENEFITS

Our vendors must abide by all applicable laws relating to wages and benefits, and must pay the legally prescribed minimum wage or higher. Workers must be provided with a written contract which clearly describes their employment and wage terms prior to acceptance of employment. Our vendors must not make any deductions from wages as a disciplinary measure.

## WORKING HOURS

Our vendors must not require their employees, on a regularly scheduled basis, to work in excess of 60 hours per week (or fewer hours if prescribed by applicable laws and regulations). All overtime must be voluntary and must be fully compensated in accordance with the requirements of local law, and except in extraordinary circumstances, employees must be entitled to at least one day of rest in every seven-day period.

## HARASSMENT OR ABUSE

Our vendors must respect the rights and dignity of their employees. We will not tolerate human rights abuses, including physical, sexual, psychological or verbal harassment or abuse of workers.

## DISCRIMINATION

Workers must be employed, retained, and compensated based on their ability to perform their jobs, and must not be discriminated against on the basis of gender, race, color, national origin, religious, ethnic or cultural beliefs, age, sexual orientation, or any other prohibited basis.

## FREEDOM OF ASSOCIATION

Our vendors must respect the rights of their workers to choose (or choose not) to freely associate and to bargain collectively where such rights are recognized by law. We prohibit harassment, retaliation, and violence against trade union members and representatives.

## ENVIRONMENT

Our vendors must be in compliance with all applicable environmental laws and regulations. Our vendors are strongly encouraged to protect the environment by: operating in a sustainable manner, where

possible; conserving and protecting resources, such as water and energy; and taking into consideration environmental issues that may impact local communities.

## **SUBCONTRACTORS**

Our vendors must ensure that all subcontractors and any other third parties they use in the production or distribution of goods offered for sale in our stores and online comply with the principles described in this Code of Conduct. Additionally, our private label vendors must disclose to TJX's third-party auditors the names of all such subcontractors, and third parties before social compliance audits are scheduled.

## **MONITORING AND COMPLIANCE**

TJX or its designated third party auditor or agent shall have the right to monitor and assess compliance with these principles. Our vendors must be transparent and honest in all communications with TJX, our auditors and agents. A violation of this Code of Conduct may result in required corrective action, cancellation of purchase order(s), and/or termination of the business relationship.

## SERVING OUR CUSTOMERS



TJX is the leading off-price retailer of apparel and home fashions in the U.S. and worldwide. **Our mission is to deliver great value to our customers every day.** We do this by offering quality, fashionable, brand name and designer merchandise at retail prices that are generally 20%-60% below full-price retailers' (including department, specialty, and major online retailers) regular prices, on comparable merchandise, every day. Our stores are located in a variety of geographic areas, from urban to rural, and serve a diverse customer base.

Our customers are very important to us, and we challenge ourselves to find new and innovative ways of improving our shopping experience so that we may best serve their changing preferences, tastes, and interests. We believe an excellent experience, our rapid turn of inventories relative to traditional retailers, and the thrill of off-price shopping are some of the factors that can keep our customers coming back again and again.

To support our goal of an excellent customer experience, we provide our store Associates with training to enhance interactions with customers. We also have several in-store programs designed to motivate and reward our Associates, stores, and districts, as well as programs for Associates to share ideas, including thoughts on how to further improve the customer experience. An important goal of all of our store training programs is to teach, develop, and lead teams to provide friendly and helpful customer service so that our customers can have a positive shopping experience across all of our retail chains.

Behind the scenes, we have specialized teams and systems that enable us to tailor the merchandise in our stores to local preferences and demographics. This helps us get the right products to the right stores at the right time. Our business model allows us to be flexible with our inventory, which has enhanced the treasure hunt experience and drives customer excitement and urgency, encouraging our customers to shop us again and again.

### 2020 KEY HIGHLIGHT



**4,500+**

stores spanning nine countries on three continents

One way we measure our success is by asking customers to rate their experience using online customer satisfaction surveys. Through these responses we can provide feedback to Store Operations management so they may identify opportunities and work to address issues quickly – and ultimately improve the in-store experience. This input also allows us to develop clear customer experience training for store managers, team leaders, and Associates. The data has also helped drive broad improvements across many of our retail chains, including redesigning floor plans, creating small “shops,” and changing lighting to better highlight products. We have carefully tested each initiative for how it can drive excitement about our retail chains and products and continue to help deliver the experience we know our customers love and have come to expect.

2020 brought new operational challenges due to the COVID-19 pandemic. As we have navigated those challenges, we have taken numerous steps to protect the health and well-being of our Associates and customers. When we re-opened our stores, we did so with many new health and wellness protocols, including enhanced cleaning regimens, protective shields at our cash registers, occupancy limits, and we have encouraged social distancing throughout our stores via signage, decals, and public address announcements. In addition, we have required all U.S. Associates to wear masks while working in our stores and required all U.S. customers to wear face coverings while shopping.

We believe our efforts to deliver an excellent customer experience and great service are paying off. In 2020, for the third year in a row, TJX was ranked #16 on the National Retail Federation's list of top U.S. retailers. Additionally, for the second straight year, HomeGoods was voted the #2 Brand of the Year in the home goods category by the Harris Poll, which surveyed more than 39,000 U.S. consumers measuring brand familiarity, quality, and purchase consideration.

## INFORMATION SECURITY AND PRIVACY

Information security and privacy are very important to TJX. We have many protocols in place that are designed to help protect the security of our customers' personal information. The Privacy pages on our retail brand websites describe our privacy policies pertaining to the personal information we collect about our customers.

For many years, we have maintained an Information Management Program, led by our Chief Risk and Compliance Officer (CCO) and Information Risk Management Director. This program is overseen by TJX's Information Management Steering Committee, which meets regularly and includes a number of senior leaders, including the Data Protection Officer, Chief Information Security Officer (CISO), and Director of Internal Audit. This Committee is responsible for developing and overseeing strategies to help TJX's Information Management Program enhance the overall privacy, information security, and records management posture of TJX. Our CCO and CISO regularly report to the Audit Committee of our Board of Directors.

Our Information Management Program incorporates several components, including:

- / *Privacy:* Our privacy policies address the types of personal information we collect from customers, how we may use that information, with whom we share that information, how we protect that information, and how individuals can exercise their rights in regards to their personal information. We don't generate revenue by selling personal information.

- / *Information Security:* While cyber threats are constantly evolving and no retailer can guarantee perfect security, we have a multi-faceted approach designed to reduce the risk of unauthorized access to the personal information that we collect from customers. This approach includes measures like encryption for certain types of personal information, controls over access to TJX facilities and systems, along with other threat and risk-based safeguards.
- / *Records Management:* Our records management program consists of policies, guidelines, and practices designed to promote both the retention of company records to meet legal and business requirements and the timely deletion of records and other documents, with particular emphasis on minimizing the retention of personal information where appropriate.

In addition to these components, we perform audits where applicable and make training available to appropriate TJX Associates.

- / *Audits:* Our Internal Audit team performs audits that address compliance with TJX information security policies and, along with other teams, reviews certain third-party service providers with respect to their security practices concerning personal information.
- / *Associate Training:* Privacy and Information Security training is made available to appropriate TJX Associates and is tailored to their job functions. This training is often supplemented with other education, communications, and an internal Information Management website, all designed to help our Associates understand our expectations in this important area.

## STAKEHOLDER ENGAGEMENT



We strongly believe that for our policies and practices to be effective, they must evolve and be informed by the perspectives of our many stakeholders, including our Associates, customers, investors, and others. Therefore, we strive to maintain an open dialogue with these important groups to achieve our goals.

### ENGAGING WITH OUR ASSOCIATES

At the corporate level and across our divisions, we have many different ways to engage our Associates. We believe Associate engagement, relationship building, and our open-door philosophy, are key to maintaining our culture. We want our Associates to be informed about our businesses and encourage them to learn and grow through both formal and informational interactions, – all which can help strengthen our inclusive culture so Associates feel *welcome, valued, and engaged*. As such, we have many different ways to communicate with and hear from our Associates, which became even more vital in 2020 as the COVID-19 pandemic impacted how we interact in the workplace.

As we transitioned to a remote workforce in 2020 for our office Associates, we also migrated our in-person communications events to virtual. We were pleased to be able to continue engaging our remote Associates through Town Hall meetings, State of the Company meetings, and CEO updates. Additionally, we continued to publish The Thread, our global intranet, and The Loop, a weekly e-newsletter, which disseminate announcements and facilitate information and policy sharing; TJX geographic-specific publications, such as TJXtra in Europe; and weekly bulletins in various regions around the globe. Also in 2020, to foster relationship building amidst the pandemic, we launched Yammer, a social media tool for office Associates to share information and engage in virtual discussions. In our stores, we share important company information with and receive feedback from our Associates through socially distanced team huddles and in-store bulletin boards. These bulletin boards also feature store news, like volunteer events, fundraising successes, new processes, and more.

In Canada, we participated in The Great Place to Work Institute survey, and in 2020, for the sixth consecutive year, TJX Canada received the distinction of being named a Top 50 Great Place to Work in

Canada. Organizations on the 2020 list were ranked using the results of a survey called the Trust Index, which was developed and is administered by the Institute. The survey methodology is backed by 30 years of research and the 2020 survey assessed over 400 organizations, with employee feedback representing over 300,000 Canada-based employees across those organizations. TJX Canada also earned a spot as one of Canada's Top Employers for Young People for 2021. The employers on this list are Canada's leaders in attracting and retaining younger employees to their organizations.

Additionally, The JOY Project in Canada has inspired, motivated, and built Associates' morale. This in-store program is focused on supporting the integral parts of our culture at TJX Canada as we strive to create an overall positive environment by recognizing store Associates for "spreading joy" through random acts of kindness, such as encouraging a co-worker for a job well done or assisting a customer. Further, in our Canadian Distribution Centers, our DRIVE program (Delivering Results, Innovation, and Value through Engagement) seeks to identify best practices and efficiencies through in-the-moment and planned conversations between managers and Associates. Our goal in both of these programs is to drive the importance of building strong connections between managers, Associates, and customers.

### **ENGAGING WITH OUR CUSTOMERS**

As the leading off-price apparel and home fashions retailer in the U.S. and worldwide, our customers reflect a broad and diverse demographic. Engaging with our customers allows us to address their changing preferences, tastes, and concerns. One way we measure our success is by asking customers to rate their experience using online customer satisfaction surveys. Based on what we hear from our customers, we regularly provide Store Operations management with feedback regarding store performance so they may identify opportunities and address issues quickly – and ultimately improve the in-store experience.

Each retail chain has a website that highlights seasonal offerings, store locations, and contact information for Customer Service groups. In 2020, these websites were also one way that we were able to communicate important information related to the pandemic and to our stand for racial justice. Our brands also leverage social media channels for real-time feedback on store experiences.

### **ENGAGING WITH OUR INVESTORS**

We speak regularly with shareholders throughout each year via investor meetings, conferences, and phone calls. Held mostly in virtual formats in 2020, these interactions allow us to engage with the investor community regarding our Company's financial performance and on environmental, social, and governance (ESG) matters. We listen to our shareholders' insights and perspectives thoughtfully, considering what is best for our many stakeholders and our Company overall.

## SUPPLIER DIVERSITY



At TJX, honesty, integrity, and treating each other with dignity and respect live at the core of our culture. These principles help us deliver on our commitments to our Associates, customers, and communities and build strong relationships with suppliers. Inclusion and diversity have also long been a priority at TJX, and we recognize more than ever that we need to continue working to do more and be better. Our Supplier Diversity Program has been one more way we can support TJX's commitment to inclusion and diversity.

Our Supplier Diversity Program is dedicated to broadening supplier options for not-for-resale goods and services in the U.S. Since its inception in 1992, our program has helped provide opportunities to businesses owned by minorities, women, veterans, LGBTQ+ individuals, and persons with disabilities. This, in turn, has helped us identify vendors for mutually beneficial relationships and has promoted economic development in our suppliers' local communities.



**DIVERSE SUPPLIERS QUICKLY ADAPT TO PROVIDE PPE TO STORES**

In 2020, the world experienced unprecedented challenges brought about by the COVID-19 pandemic. TJX continues to prioritize the health and well-being of our Associates and customers. We made many necessary changes across our stores, distribution centers, fulfillment centers, and offices to help us operate more safely in light of the pandemic. As we adopted new health and wellness protocols in the business, two of our long-term diverse suppliers, both women-owned businesses, quickly adapted to increased demand, helping us provide personal protective equipment and other necessary materials, like facemasks, cleaning supplies, and protective shields.

## SUPPLIER REQUIREMENTS

To support TJX's goal of providing great value to our customers every day, our suppliers must demonstrate:

- / Financial stability
- / Proven history of successful projects
- / Understanding of TJX's business and practices
- / Ability to provide high-quality, cost-competitive products and services
- / Ability to scale their business and services to adapt to TJX's evolving needs
- / Record of and commitment to acting in accordance with all applicable laws and regulations, in addition to maintaining the highest standards of business ethics

## CERTIFICATION REQUIREMENTS

While we also work with suppliers providing not-for-resale goods and services that self-identify as diverse-owned businesses, to participate in our Supplier Diversity Program, suppliers must be certified as a diverse-owned business by one of the following:

- / [National Minority Supplier Development Council](#)
- / [Women's Business Enterprise National Council](#)
- / [Disability:IN](#)
- / [National Veteran Business Development Council](#)
- / [National LGBT Chamber of Commerce](#)
- / Other state, local, and federal certifying agencies

Suppliers certified by an organization listed above can register on our [supplier diversity portal](#), and we encourage self-identified diverse suppliers to complete the certification process. While certification and/or registering with TJX does not guarantee a business opportunity, it helps us better understand suppliers' capabilities and experience. We contact suppliers that meet our criteria if we have an appropriate, matching need.

## CONTACTS

**Not-for-resale goods or services:** Please contact our Office of Supplier Diversity at [Supplier\\_Diversity@tjx.com](mailto:Supplier_Diversity@tjx.com).

**Resale merchandise:** Please contact the appropriate merchandise department at 508-390-1000.

## OUR CORPORATE MEMBERSHIPS INCLUDE:





Our vision is to continue to grow TJX as a global, off-price, value retailer. We recognize that as we work to achieve this vision, we must remain grounded in the same principles on which our Company was founded – operating with the highest levels of honesty and integrity, and treating others with dignity and respect. We rely on the talent and efforts of our Associates, as well as the example set by our leaders, to help us live these principles every day and foster the continued success of our Company. Our Board of Directors and management believe that responsibly considering the interests of all our key stakeholders – our Associates, customers, communities, vendors, and investors – provides us with input so we may focus on what is best for our business overall.

## Board of Directors

Our Board is responsible for effectively overseeing the Company's risks and monitoring the effectiveness of management's implementation of strategy, policies, and decisions. We believe our Board should be composed of highly engaged directors who possess the necessary qualifications and diversity of experience to provide quality advice and counsel to management. As a global company with operations on four continents, we consider inclusion and diversity to be part of who we are and core to our culture. At the Board level and throughout the organization, we strive to promote the benefits of leveraging our differences, fostering inclusion, and promoting a talented and diverse workforce.

### DIRECTOR QUALIFICATIONS AND NOMINATIONS

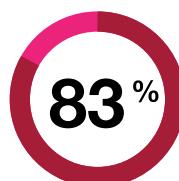
The Corporate Governance Committee recommends to the Board individuals to be director nominees who, in the opinion of the Committee, will be committed to collectively serving the long-term success of our business and the best interests of our shareholders. The Committee considers a range of factors when considering individual candidates, including personal and professional ethics, integrity, and values; independence; and gender, ethnic, racial, age, and geographic diversity. The Committee also considers professional experience and the current and future needs of the Board.

The Committee seeks nominees who have established strong professional reputations with experience in substantive areas that are important to the long-term success of our complex global business, such as:

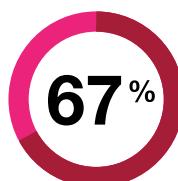
- / International operations and growth
- / Marketing and brand management
- / Supply chain and sourcing
- / Sales, buying, and distribution
- / Accounting, finance, and capital structure

- / Strategic planning and leadership of complex organizations
- / Succession planning and talent development practices
- / Risk oversight
- / Corporate governance
- / Information security, including cybersecurity
- / Strategy, growth, and innovation
- / IT and e-commerce

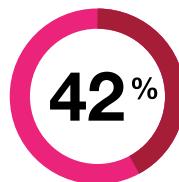
## BOARD DIVERSITY



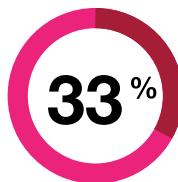
are independent



reflect diversity (gender, race, ethnicity, LGBTQ+)



are women



identify as racially or ethnically diverse

## MEET OUR BOARD



**CAROL MEYROWITZ**

- / Director since 2006
- / Executive Chairman of the Board
- / Chairman of the Executive Committee



**ERNIE HERRMAN**

- / Director since 2015
- / Chief Executive Officer and President



**ZEIN ABDALLA**

- / Independent Director since 2012
- / Member of the Corporate Governance and Finance Committees



**C. KIM GOODWIN**

- / Independent Director since 2020
- / Member of the Audit and Finance Committee



**JOSÉ B. ALVAREZ**

- / Independent Director since 2020, and from 2007-2018
- / Member of the Corporate Governance and Executive Compensation Committees



**MICHAEL F. HINES**

- / Independent Director since 2007
- / Chairman of the Audit Committee and member of the Finance Committee

**ALAN M. BENNETT**

- / Independent Director since 2007
- / Lead Director and Member of the Executive Compensation, Finance, and Executive Committees

**AMY B. LANE**

- / Independent Director since 2005
- / Chairman of the Finance Committee and member of the Audit and Executive Committees

**ROSEMARY T. BERKERY**

- / Independent Director since 2018
- / Chairman of the Executive Compensation Committee and Member of the Audit Committee

**JACKWYN L. NEMEROV**

- / Independent Director since 2016
- / Chairman of the Corporate Governance Committee and Member of the Executive Compensation Committee

**DAVID T. CHING**

- / Independent Director since 2007
- / Member of the Audit and Corporate Governance Committees

**JOHN F. O'BRIEN**

- / Independent Director since 1996
- / Member of the Governance Committee

**BOARD COMMITTEES****AUDIT COMMITTEE**

- / Michael F. Hines, Chair
- / Rosemary T. Berkery
- / David T. Ching
- / C. Kim Goodwin
- / Amy B. Lane

**FINANCE COMMITTEE**

- / Amy B. Lane, Chair
- / Zein Abdalla
- / Alan M. Bennett
- / C. Kim Goodwin
- / Michael F. Hines

**CORPORATE GOVERNANCE COMMITTEE**

- / Jackwyn L. Nemerov, Chair
- / Zein Abdalla
- / José B. Alvarez
- / David T. Ching
- / John F. O'Brien

**EXECUTIVE COMMITTEE**

- / Carol Meyrowitz, Chair
- / Alan M. Bennett
- / Amy B. Lane

**EXECUTIVE COMPENSATION COMMITTEE**

- / Rosemary T. Berkery, Chair
- / José B. Alvarez
- / Alan M. Bennett
- / Jackwyn L. Nemerov

## Executive Officers

### CAROL MEYROWITZ

/ Executive Chairman of the Board

### KEN CANESTRARI

/ Senior Executive Vice President  
/ Group President

### DOUGLAS MIZZI

/ Senior Executive Vice President  
/ Group President

### ERNIE HERRMAN

/ Chief Executive Officer and President

### SCOTT GOLDENBERG

/ Senior Executive Vice President  
/ Chief Financial Officer

### RICHARD SHERR

/ Senior Executive Vice President  
/ Group President

## Corporate Governance Documents

TJX has a long history of strong corporate governance practices and policies. As part of our governance practices, we are committed to high standards of ethics, which are reflected in the TJX Global Code of Conduct, Code of Ethics for TJX Executives, Director Code of Business Conduct and Ethics, and Corporate Governance Principles. Specifically, our Global Code of Conduct, which applies to all Associates worldwide as well as our Board of Directors, details our basic principles of honesty, integrity, and treating others with dignity and respect and serves as a guide for ethical business conduct. The Code is translated into over 20 languages, and we provide periodic training, both formal and informal, to reinforce our expectations. Our Code of Ethics for TJX Executives governs our Executive Chairman, Chief Executive Officer and President, Chief Financial Officer, and other senior operating, financial, and legal executives who are also subject to our Global Code of Conduct. It is designed to ensure integrity in our financial reports and public disclosures. Our Director Code of Business Conduct and Ethics is designed to promote honest and ethical conduct; compliance with applicable laws, rules, and regulations; and the avoidance of conflicts of interest for our directors.

Our Corporate Governance Principles provide expectations and guidelines for our Board, such as duties and expectations of service, including commitment of time, qualifications for independence, evaluation of performance, framework for meetings, Committee structure, stock ownership guidelines, and other elements of our Board governance. Each of the committees of our Board of Directors has a charter that sets forth, among other things, the purpose and duties and responsibilities of the respective committee. Many of the policies outlined in our Corporate Governance Principles, codes of conduct and ethics, and other governance documents create an important framework for our core values.

### ORGANIZATIONAL DOCUMENTS

/ [Certificate of Incorporation](#)  
/ [Bylaws](#)

### COMMITTEE CHARTERS

/ [Executive Committee](#)  
/ [Audit Committee](#)  
/ [Executive Compensation Committee](#)  
/ [Finance Committee](#)  
/ [Corporate Governance Committee](#)

## GUIDELINES, CODES, AND STANDARDS

- / [Global Code of Conduct](#)
- / [Code of Ethics for TJX Executives](#)
- / [Director Code of Business Conduct and Ethics](#)
- / [Executive Stock Ownership and Retention Policies and Practices](#)
- / [Statement on Political Activity and Expenditure](#)
- / [Corporate Governance Principles](#)

## POLICIES FOR COMMUNICATING WITH THE BOARD OF DIRECTORS AND MANAGEMENT

- / [Shareholder Policies](#)
- / [Reporting Policy Regarding Accounting Matters](#)

# APPENDIX

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| Sustainability Accounting Standards Board (SASB) Index ..... | 104 |
| Global Reporting Initiative (GRI) Index.....                 | 106 |
| UN Sustainable Development Goals (SDGs) Index.....           | 121 |
| Endnotes .....   | 123 |

| TJX KEY ENVIRONMENTAL SUSTAINABILITY DATA AND METRICS                      |   |                              |           |           |           |           |                      |
|--|---|------------------------------|-----------|-----------|-----------|-----------|----------------------|
|  |   | Revised FY2017 <sup>20</sup> | FY2018    | FY2019    | FY2020    | FY2021    | Unit of Measure      |
| Scope 1  | Direct: Emissions to air                                      | 80,561                       | 99,906    | 109,302   | 125,782   | 105,001   | MT CO <sub>2</sub> e |
| Scope 2  | Indirect: Supplied electricity (location-based)               | 697,198                      | 684,375   | 673,581   | 634,475   | 537,044   | MT CO <sub>2</sub> e |
| Scope 2  | Indirect: Supplied electricity (market-based)                 | 721,497                      | 632,924   | 558,982   | 540,336   | 437,644   | MT CO <sub>2</sub> e |
| Scope 3  | Indirect: Business travel                                     | 29,999                       | 43,645    | 47,000    | 37,600    | 7,000     | MT CO <sub>2</sub> e |
| Scope 3  | Indirect: Waste generated in operations                       | 49,182                       | 35,865    | 33,300    | 44,500    | 34,000    | MT CO <sub>2</sub> e |
| Total Gross Global Scope 1 Emissions by GHG Type                           | CO <sub>2</sub>   | 80,557                       | 87,918    | 98,106    | 104,708   | 90,780    | MT CO <sub>2</sub> e |
|  | CH <sub>4</sub>   | 37                           | 50        | 107       | 138       | 136       | MT CO <sub>2</sub> e |
|  | N <sub>2</sub> O  | 59                           | 70        | 130       | 286       | 126       | MT CO <sub>2</sub> e |
|  | Hydrofluorocarbons (HFCs)                                     | 7,259                        | 11,868    | 10,960    | 20,650    | 13,959    | MT CO <sub>2</sub> e |
| Total Gross Global Scope 1 Emissions by Business Division - Location-Based | U.S. (T.J. Maxx, Marshalls, HomeGoods, Sierra, and Homesense) | 48,629                       | 65,851    | 72,487    | 87,029    | 74,411    | MT CO <sub>2</sub> e |
|  | Canada (Winners, Marshalls, and Homesense)                    | 12,458                       | 15,676    | 16,482    | 16,544    | 13,906    | MT CO <sub>2</sub> e |
|  | Europe (T.K. Maxx and Homesense) and Australia (T.K. Maxx)    | 19,474                       | 18,380    | 20,334    | 22,209    | 16,684    | MT CO <sub>2</sub> e |
| Total Gross Global Scope 2 Emissions by Business Division - Location-Based | U.S. (T.J. Maxx, Marshalls, HomeGoods, Sierra, and Homesense) | 552,782                      | 545,571   | 554,929   | 532,732   | 457,572   | MT CO <sub>2</sub> e |
|  | Canada (Winners, Marshalls, and Homesense)                    | 22,972                       | 25,356    | 25,536    | 21,321    | 21,816    | MT CO <sub>2</sub> e |
|  | Europe (T.K. Maxx and Homesense) and Australia (TK Maxx)      | 121,443                      | 113,448   | 93,115    | 80,422    | 57,656    | MT CO <sub>2</sub> e |
| Total Gross Global Scope 2 Emissions by Business Division - Market Based   | U.S. (T.J. Maxx, Marshalls, HomeGoods, Sierra, and Homesense) | 562,711                      | 491,241   | 425,052   | 424,215   | 381,027   | MT CO <sub>2</sub> e |
|  | Canada (Winners, Marshalls, and Homesense)                    | 4,241                        | 5,996     | 3,513     | 2,651     | 3,365     | MT CO <sub>2</sub> e |
|  | Europe (T.K. Maxx and Homesense) and Australia (T.K. Maxx)    | 154,545                      | 135,687   | 130,418   | 113,471   | 53,252    | MT CO <sub>2</sub> e |
| Waste  | Recycled materials  | 189,092                      | 211,489   | 233,411   | 256,539   | 216,684   | MT                   |
| Energy   | Electricity   | 1,755,867                    | 1,755,477 | 1,759,105 | 1,769,376 | 1,574,832 | MWh                  |
|  | Steam   | 4,111                        | 1,058     | 1,326     | 1,326     | 1,326     | MWh                  |
|  | Motor diesel  | 61,793                       | 60,798    | 61,424    | 66,127    | 48,927    | MWh                  |
|  | Distillate fuel oil number 2                                  | 919                          | 3,629     | 1,575     | 1,443     | 1,615     | MWh                  |
|  | Motor gasoline  | 21,378                       | 19,740    | 18,127    | 20,232    | 17,588    | MWh                  |
|  | Natural gas   | 283,345                      | 359,935   | 420,469   | 447,822   | 398,378   | MWh                  |
|  | Propane   | 4,793                        | 5,862     | 5,633     | 6,144     | 5,981     | MWh                  |

| TJX KEY ENVIRONMENTAL SUSTAINABILITY DATA AND METRICS |   |                              |           |           |           |           |   |
|---|---|------------------------------|-----------|-----------|-----------|-----------|---|
|   |   | Revised FY2017 <sup>20</sup> | FY2018    | FY2019    | FY2020    | FY2021    | Unit of Measure   |
| Renewable Energy                                      | Energy attribute certificates (renewable energy certificates)   | 25,595                       | 26,000    | 142,521   | 139,085   | 29,527    | MWh   |
|   | Direct procurement contract with a grid-connected generator of Power Purchase Agreement (PPA), supported by energy attribute certificates | 1,248                        | 169,906   | 264,069   | 235,923   | 374,681   | MWh   |
| Carbon Offsets  | A reduction in emissions of carbon dioxide or other greenhouse gases made in order to compensate for emissions made elsewhere             |                              | 4,000     | 26,140    | 25,866    | 19,006    | MT CO <sub>2</sub> e  |
| GHG Emissions Reductions                              | GHG reductions from energy efficiency projects (location-based)   | 17,500                       | 19,500    | 23,900    | 16,000    | 5,800     | MT CO <sub>2</sub> e per US\$ (location-based Scope 2)                |
|   | GHG reductions from renewable energy (market-based)   |                              | 58,100    | 150,900   | 131,200   | 146,600   | MT CO <sub>2</sub> e per US\$ (market-based Scope 2)                  |
| Intensity Metrics                                     | Gross global combined Scope 1 and 2 emissions in metric tons CO <sub>2</sub> e per unit currency total revenue                            | 0.0000234                    | 0.0000219 | 0.0000201 | 0.0000182 | 0.0000200 | MT CO <sub>2</sub> e per US\$ (location-based Scope 2)                |
|   | Gross global combined Scope 1 and 2 emissions in metric tons CO <sub>2</sub> e per full time equivalent (FTE) employee                    | 3.31                         | 3.15      | 2.90      | 2.65      | 2.01      | MT CO <sub>2</sub> e per FTE (location-based Scope 2)                 |
| Goal Performance (against FY2017 baseline)            | Absolute percent reduction  |                              | -8.6%     | -16.9%    | -16.9%    | -32.3%    | Percent change MT CO <sub>2</sub> e vs. FY2017 (market-based Scope 2) |

## SASB DISCLOSURE MATRIX

The following table provides an index for select metrics from the Sustainability Accounting Standards Board for Multiline and Specialty Retailers and Distributors that are included in our FY2021 global corporate responsibility reporting or other relevant FY2021 disclosures. Data reflected here is from TJX's Fiscal Year 2021, which ended January 30, 2021.

### MULTILINE AND SPECIALTY RETAILERS & DISTRIBUTORS

**Table 1. Sustainability Disclosure Topics and Accounting Metrics**

| Accounting Metric  | Category                | Unit of Measure                         | Code         | Data Response   | Source   |
|--|-------------------------|---|--------------|---|--|
| <b>Energy Management in Retail and Distribution</b>  |                         |   |              |   |  |
| (1) Total energy consumed,<br>(2) percentage grid electricity,<br>(3) percentage renewable                 | Quantitative            | Megawatt hours (MWh) and percentage (%) | CG-MR-130a.1 | 1. 2,051,206 MWh<br>2. 76%<br>3. 16%  | <a href="#">Pg. 102 – Key Environmental Sustainability Data and Metrics</a>  |
| <b>Data Security</b>   |                         |   |              |   |  |
| Description of approach to identifying and addressing data security risks                                  | Discussion and Analysis | n/a                                     | CG-MR-230a.1 | Details can be found in the Information Security and Privacy section of the report, in our 2021 Proxy Statement, and in our 10-K.   | <a href="#">Pg. 90 - Information Security and Privacy</a><br><br>FY21 <a href="#">10-K</a> , pg. 14<br><br>FY21 <a href="#">Proxy statement</a> , pg. 16 |
| <b>Labor Practices</b>   |                         |   |              |   |  |
| (1) Voluntary and (2) involuntary turnover rate for in-store employees                                     | Quantitative            | Percentage (%)                          | CG-MR-310a.2 | 40% of Associates in managerial positions <sup>2</sup> around the world have been with the company for 10 or more years; 19% for 10-14 years; 11% for 15-19 years; and 10% for 20+ years. | <a href="#">Pg. 15 – Career Development</a>  |
| <b>Workforce Diversity and Inclusion</b>   |                         |   |              |   |  |
| Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees | Quantitative            | Percentage (%)                          | CG-MR-330a.1 | Gender:<br>Global Workforce<br>78% female<br><br>Global Managerial Positions <sup>2</sup><br>67% female<br><br>Global Non-Managerial Positions <sup>2</sup><br>42% female                 | <a href="#">Pg. 18 - Inclusion and Diversity</a>   |

| Accounting Metric   | Category                | Unit of Measure | Code         | Data Response  | Source   |
|---|-------------------------|-----------------|--------------|--|--|
|   |                         |                 |              | <u>Racial/ Ethnic Group:</u><br>U.S. Workforce<br>57% people of color <sup>3</sup><br><br>U.S. Managerial Positions <sup>2</sup><br>34% people of color <sup>3</sup><br><br>U.S. Non-Managerial Positions <sup>2</sup><br>59% people of color <sup>3</sup> |  |
| <b>Product Sourcing, Packaging, and Marketing</b>   |                         |                 |              |  |  |
| Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products | Discussion and Analysis | n/a             | CG-MR-410a.2 | Details can be found in the Chemicals Management, Factory Auditing, Training, and Vendor Code of Conduct sections of the report.   | <a href="#">Pg. 64 - Chemicals Management</a><br><br><a href="#">Pg. 81 - Factory Auditing</a><br><br><a href="#">Pg. 84 - Training</a><br><br><a href="#">Pg. 86 - Vendor Code of Conduct</a> |
| Discussion of strategies to reduce the environmental impact of packaging                                | Discussion and Analysis | n/a             | CG-MR-410a.3 | Details can be found in the Chemicals Management and Waste Management sections of the report.  | <a href="#">Pg. 64 - Chemicals Management</a><br><br><a href="#">Pg. 58 - Waste Management</a>   |

**Table 2. Activity Metrics**

| Activity Metric  | Category     | Unit of Measure                 | Code        | Data Response   | Source   |
|--|--------------|---------------------------------|-------------|---|--|
| Number of: (1) retail locations and (2) distribution centers | Quantitative | Number                          | CG-MR-000.A | 1. 4,572<br>2. 33   | FY21 <a href="#">10-K</a> , pgs. 21-22<br>FY21 <a href="#">10-K</a> , pg. 22 |
| Total area of: (1) retail space and (2) distribution centers | Quantitative | Square Meters (m <sup>2</sup> ) | CG-MR-000.B | 1. Approximately 11.2M m <sup>2</sup> of retail space <sup>21</sup><br>3. Approx. 2M m <sup>2</sup> of distribution centers <sup>22</sup> | FY21 <a href="#">10-K</a> , pg. 7<br>FY21 <a href="#">10-K</a> , pg. 22      |

# GRI DISCLOSURE MATRIX

TJX provides an index of our corporate responsibility reporting mapped against the Global Reporting Initiative's (GRI) Standards for Sustainability Reporting Framework guidelines. This material references the GRI Standards published in 2018.

| TJX GRI Content Index               |  |  |                               |       |
|-------------------------------------|--|--|-------------------------------|-------|
| Fiscal Year 2021                    |  |  |                               |       |
| GRI Standards Indicator             | Disclosure title                           | TJX description  | Source                        | Page  |
| <b>GRI 102: General Disclosures</b> |  |  |                               |       |
| <b>1. Organizational Profile</b>    |  |  |                               |       |
| 102-1                               | Name of the organization                   | The TJX Companies, Inc   | <a href="#">Website</a>       | N/A   |
| 102-2                               | Activities, brands, products, and services | The TJX Companies, Inc., the leading off-price apparel and home fashions retailer in the U.S. and worldwide, was ranked 97 in the 2021 Fortune 500 company listings. At the end of 2020, the Company had more than 4,500 stores in nine countries, five e-commerce sites, and approximately 320,000 Associates. We operate T.J. Maxx and Marshalls (combined, MarMaxx), HomeGoods, Sierra, and Homesense, as well as tjmaxx.com, marshalls.com, and sierra.com, in the U.S.; Winners, Homesense, and Marshalls (combined, TJX Canada) in Canada; and T.K. Maxx in the U.K., Ireland, Germany, Poland, Austria, the Netherlands, and Australia, as well as Homesense in the U.K. and Ireland, and tkmaxx.com in the U.K. (combined, TJX International). | <a href="#">Website</a>       | N/A   |
| 102-3                               | Location of headquarters                   | 770 Cochituate Road, Framingham, MA 01701 USA  | <a href="#">Annual Report</a> | 1     |
| 102-4                               | Location of operations                     |  | <a href="#">Annual Report</a> | 21-22 |
| 102-5                               | Ownership and legal form                   |  | <a href="#">Annual Report</a> | 1     |
| 102-6                               | Markets served                             |  | <a href="#">Website</a>       | N/A   |
| 102-7                               | Scale of the organization                  |  | <a href="#">Website</a>       | N/A   |
| 102-8                               | Information on employees and other workers | At the end of 2020, the Company had more than 4,500 stores in nine countries, five e-commerce sites, and approximately 320,000 Associates.   | <a href="#">Website</a>       | N/A   |

| GRI Standards Indicator | Disclosure title   | TJX description  | Source                        | Page                   |
|-------------------------|--|--|-------------------------------|------------------------|
| 102-9                   | Supply chain   | On a worldwide basis, in 2020, more than 1,100 Associates in our buying organization sourced product from a universe of approximately 21,000 vendors and over 100 countries around the world.  | CR report                     | <a href="#">72, 94</a> |
| 102-10                  | Significant changes to the organization and its supply chain | No significant changes   | <a href="#">Annual Report</a> | N/A                    |
| 102-12                  | External initiatives   | Our Global Social Compliance Program is inspired by the United Nations Guiding Principles on Business and Human Rights. We are members of the National Retail Federation, the Retail Industry Leaders Association (RILA), Ethisphere's Business Ethics Leadership Alliance, Boston College Center for Corporate Citizenship, the Ethics & Compliance Officer Association, and as of early 2021, the American Apparel Footwear Association.   | CR report                     | <a href="#">78-80</a>  |
|                         |  | Our Supplier Diversity Program is dedicated to broadening supplier options for not-for-resale goods and services in the U.S. As part of this effort, we are members of National Minority Supplier Development Council, Greater New England Minority Supplier Development Council, Women's Business Enterprise National Council, Disability:IN, National Veteran Business Development Council, National LGBT Chamber of Commerce, Center for Women & Enterprise.  | CR report                     | <a href="#">94</a>     |
|                         |  | We are committed to continuous improvement in the ethical sourcing of products intended for sale in our businesses. Examples of this include the Rwenzori Trade Project, a sustainable trade program that we helped to develop in Uganda. We are also responsive to other industry issues such as fire safety (in response to issues in Bangladesh), fur (all TJX businesses are fur free), and are as a signatory on a pledge, sponsored by the Responsible Sourcing Network, to not knowingly source Uzbekistan cotton until the Government of Uzbekistan eliminates the practice of forced child and adult labor. | CR report                     | <a href="#">74-77</a>  |
| 102-13                  | Membership of associations                                   | As we continue to develop and evolve our Global Social Compliance Program, we engage with various audiences and consider their guidance. We are members of the National Retail Federation, the Retail Industry Leaders Association (RILA), Ethisphere's Business Ethics Leadership Alliance, Boston College Center for Corporate Citizenship, the Ethics & Compliance Officer Association, and as of early 2021, the American Apparel Footwear Association. We also participate in industry conferences and stay current on the latest developments in social compliance and ethical sourcing.                       | CR report                     | <a href="#">79</a>     |

| GRI Standards Indicator        | Disclosure title                                     | TJX description   | Source  | Page                   |
|--------------------------------|--|---|---|------------------------|
| 102-13                         | Membership of associations                           | We are a member of the EPA's SmartWay Transport Partnership.  | CR report   | <a href="#">47, 56</a> |
|                                |  | Our corporate memberships include organizations committed to minority suppliers: NMSDC, GNEMSDC, WBENC, Center for Women & Enterprise, Disability:IN, nglcc, NAVOBA. Our memberships in these, and other organizations, help us continue our commitment to creating inclusive relationships and drive economic impact in our local communities.   | CR report   | <a href="#">95</a>     |
|                                |  | In addition to our many internal development opportunities, we have established relationships with a variety of organizations to offer additional resources and learning. In the U.S., this includes National Hispanic Corporate Council, Catalyst, Diversity Best Practices, PFLAG, National Association of Asian American Professionals, Human Rights Campaign, and others. We belong to Conexion in Boston, Massachusetts, and, on a national level, The Partnership in the U.S. Conexion. Additionally, in 2020, TJX Europe became members of Business in the Community and of the Business Disability Forum. | CR report   | <a href="#">17</a>     |
| <b>2. Strategy</b>             |  |   |   |                        |
| 102-14                         | Statement from senior decision-maker                 | Letter from Ernie Herrman, CEO and President, to our Associates, customers, neighbors, vendors and shareholders.  | CR report   | <a href="#">6-7</a>    |
| <b>3. Ethics and Integrity</b> |  |   |   |                        |
| 102-16                         | Values, principles, standards, and norms of behavior | As part of our governance practices, we are committed to high standards of ethics, which are reflected in the TJX Global Code of Conduct, Code of Ethics for TJX Executives, Director Code of Business Conduct and Ethics, and Corporate Governance Principles.   | <a href="#">TJX Global Code of Conduct, CR report</a>                     | <a href="#">100</a>    |
|                                |  |   | <a href="#">Code of Ethics for TJX Executives, CR report</a>              | <a href="#">100</a>    |
|                                |  |   | <a href="#">Director Code of Business Conduct &amp; Ethics, CR report</a> | <a href="#">100</a>    |
|                                |  | We think of our global corporate responsibility program as ever evolving, and we are pleased to present our continued progress here. Corporate responsibility has been part of the fabric of who we are from day one, and we remain committed to making a positive impact on the world, with our efforts reflecting our core values of honesty, integrity, and treating each other with dignity and respect.  | CR report   | <a href="#">5</a>      |

| GRI Standards Indicator | Disclosure title  | TJX description   | Source  | Page                    |
|-------------------------|---|---|---|-------------------------|
| 102-16                  | Values, principles, standards, and norms of behavior                          | <p>For our vendors to understand our standards and expectations, TJX has an established Vendor Code of Conduct, which requires our merchandise vendors, at a minimum, to act in accordance with all applicable laws and regulations when manufacturing products to be sold by TJX, including laws and regulations concerning chemicals in products.</p> <p>Acceptance of our Vendor Code of Conduct is part of our purchase order terms and conditions for our merchandise vendors.</p>   | <a href="#">Vendor Code of Conduct, CR report</a>     | <a href="#">86</a>      |
| 102-17                  | Mechanisms for advice and concerns about ethics                               |   | <a href="#">TJX Global Code of Conduct, CR report</a> | <a href="#">77, 100</a> |
|                         |   | Reporting Policy Regarding Accounting Matters   | CR report   | <a href="#">100</a>     |
|                         |   | Contact page  | <a href="#">Website</a>                               | N/A                     |
| <b>4. Governance</b>    |   |   |   |                         |
| 102-18                  | Governance structure  |   | <a href="#">Proxy filing</a>                          | 13-17                   |
|                         |   |   | CR report   | <a href="#">96-98</a>   |
| 102-20                  | Executive-level responsibility for economic, environmental, and social topics | The EESC provides guidance, advocacy, support, and oversight for global environmental initiatives, including managing the risks and opportunities associated with climate change, and reviews progress against our program's priorities and quantitative emissions-reduction goals. The group includes leaders from Environmental Sustainability, Global Communications, Store Operations, Risk and Compliance, Property Development, Global Sourcing and Procurement, Product Development, Finance, Planning and Allocation, and Legal.  | CR report   | <a href="#">49</a>      |
|                         |   | Our Global Corporate Responsibility Executive Steering Committee reviews and considers our corporate responsibility efforts from a cross-functional and cross-divisional perspective. In doing so, the Committee, among other things, guides corporate responsibility strategies to align them with TJX business priorities, supports our global corporate responsibility efforts across functions and geographies, facilitates corporate responsibility information exchange, recommends additional program efforts, and, through the Committee's executive sponsor, periodically reports on our progress to the Company's senior management and Board of Directors. | CR report   | <a href="#">2-3</a>     |

| GRI Standards Indicator | Disclosure title  | TJX description  | Source  | Page                  |
|-------------------------|---|--|---|-----------------------|
| 102-20                  | Executive-level responsibility for economic, environmental, and social topics | The Global Social Compliance Committee is comprised of senior leadership from the U.S., Canada, and Europe and from relevant disciplines within TJX, including Merchandising, Sourcing, Imports, Compliance, Enterprise Risk Management, Legal, and Global Communications. The Committee meets on a regular basis, oversees compliance of TJX's ethical sourcing initiatives, and serves in an advisory capacity, helping to guide the strategy and execution of the program. Our international buying offices and merchants also play key roles in achieving our goals. | CR report   | <a href="#">79</a>    |
| 102-21                  | Consulting stakeholders on economic, environmental, and social topics         | We have reviewed and incorporated many of the international human rights standards enunciated by international bodies, such as the United Nations and the International Labour Organization, and have received, and at times incorporated, insights and suggestions from socially responsible investors.   | CR report   | <a href="#">79</a>    |
|                         |   | We strongly believe that for our policies and practices to be effective, they must evolve and be informed by the perspectives of our many stakeholders, including our Associates, customers, investors, and others. Therefore, we strive to maintain an open dialogue with these important groups to achieve our goals.  | CR report   | <a href="#">92</a>    |
| 102-22                  | Composition of the highest governance body and its committees                 |  | CR report   | <a href="#">96-98</a> |
| 102-23                  | Chair of the highest governance body  |  | CR report   | <a href="#">96-97</a> |
|                         |   |  | <a href="#">Proxy filing</a>  | 19                    |
| 102-24                  | Nominating and selecting the highest governance body                          |  | <a href="#">Proxy filing</a>  | 14, 15, 21            |
|                         |   |  | CR report   | <a href="#">96-98</a> |
| 102-25                  | Conflicts of interest   |  | <a href="#">Director Code of Business Conduct &amp; Ethics, CR report</a> | <a href="#">100</a>   |
| 102-26                  | Role of highest governance body in setting purpose, values, and strategy      |  | <a href="#">Proxy filing</a>  | 16                    |

| GRI Standards Indicator          | Disclosure title   | TJX description  | Source  | Page                  |
|----------------------------------|--|--|---|-----------------------|
| 102-28                           | Evaluating the highest governance body's performance       |  | <a href="#">Proxy filing</a>                          | 28-49                 |
| 102-33                           | Communicating critical concerns                            |  | <a href="#">TJX Global Code of Conduct, CR report</a> | <a href="#">100</a>   |
| 102-35                           | Remuneration policies                                      |  | <a href="#">Proxy filing</a>                          | 27-50                 |
| 102-36                           | Process for determining remuneration                       |  | <a href="#">Proxy filing</a>                          | 44                    |
| 102-37                           | Stakeholders' involvement in remuneration                  |  | <a href="#">Proxy filing</a>                          | 28-49                 |
| 102-38                           | Annual total compensation ratio                            |  | <a href="#">Proxy filing</a>                          | 28-49                 |
| <b>5. Stakeholder Engagement</b> |  |  |   |                       |
| 102-40                           | List of stakeholder groups                                 | Stakeholder engagement   | CR report   | <a href="#">92-93</a> |
|                                  |  | Listening to, and serving our customers  | CR report   | <a href="#">89-91</a> |
|                                  |  | As a leader in global retail and a Fortune 100 company, we recognize the obligation we have to our key stakeholders – Associates, customers, communities, vendors, and shareholders – to operate a responsible business. | CR report   | <a href="#">71</a>    |
| 102-41                           | Collective bargaining agreements                           |  | <a href="#">Vendor Code of Conduct, CR report</a>     | <a href="#">87</a>    |
| 102-42                           | Identifying and selecting stakeholders                     |  | CR report   | <a href="#">92-93</a> |
| 102-43                           | Approach to stakeholder engagement                         |  | CR report   | <a href="#">92-93</a> |
| 102-44                           | Key topics and concerns raised                             |  | CR report   | <a href="#">72-77</a> |
| <b>6. Reporting Practice</b>     |  |  |   |                       |
| 102-45                           | Entities included in the consolidated financial statements |  | <a href="#">Annual Report</a>                         | 4-8                   |

| GRI Standards Indicator                   | Disclosure title   | TJX description  | Source  | Page                |
|---|--|--|---|---------------------|
| 102-46                                    | Defining report content and topic Boundaries                                   |  | CR report   | <a href="#">2-5</a> |
| 102-48                                    | Restatements of information  | There are no restatements from previously published CR data.   | N/A   | N/A                 |
| 102-53                                    | Contact point for questions regarding the report                               | For more information on our corporate responsibility reporting, please contact Global Communications at 1-508-390-2323.  | <a href="#">Website</a>                                       | N/A                 |
| 102-54                                    | Claims of reporting in accordance with the GRI Standards                       | TJX provides an index of our corporate responsibility reporting mapped against the Global Reporting Initiative's Sustainability Reporting Standards Framework.   | CR report   | <a href="#">5</a>   |
| 102-55                                    | GRI content index  |  | CR report   | <a href="#">106</a> |
| <b>GRI 201: Economic Performance</b>      |  |  |   |                     |
| 201-1                                     | Direct economic value generated and distributed                                |  | <a href="#">Annual Report</a>                                 | 26-27               |
| 201-2                                     | Financial implications and other risks and opportunities due to climate change | Our CDP response fully outlines the risks/opportunities and the oversight of those.  | <a href="#">CDP</a>   | N/A                 |
| 201-3                                     | Defined benefit plan obligations and other retirement plan                     |  | <a href="#">Proxy filing</a><br><a href="#">Annual Report</a> | 41,51<br>F-27, F-28 |
| <b>GRI 205: Anti-corruption</b>           |  |  |   |                     |
| 103                                       | Management approach  | TJX does not engage in, tolerate, or permit bribery, corruption, or similar unethical business practices; TJX maintains its Global Anti-Bribery Policy which governs conduct at all levels of the Company. This policy also applies to specified third parties acting on TJX's behalf. | <a href="#">TJX Global Code of Conduct</a>                    | 100                 |
| <b>GRI 206: Anti-competitive Behavior</b> |  |  |   |                     |
| 103                                       | Management approach  | We compete vigorously, but ethically and with integrity. It is important that we comply with all applicable antitrust and competition laws and avoid engaging in practices that interfere with fair and open competition.  | <a href="#">TJX Global Code of Conduct</a>                    | 100                 |

| GRI Standards Indicator   | Disclosure title                                 | TJX description  | Source    | Page                    |
|---------------------------|--|--|-----------|-------------------------|
| <b>GRI 301: Materials</b> |  |  |           |                         |
| 301-1                     | Materials used by weight or volume               | Waste management   | CR report | <a href="#">58, 102</a> |
| 301-2                     | Recycled input materials used                    | Discussion of diversion rates, recycling and packaging solutions   | CR report | <a href="#">58-63</a>   |
|                           |  | Recycled materials (MT)  | CR report | <a href="#">102</a>     |
| 301-3                     | Reclaimed products and their packaging materials | Packaging and product recovery/reuse   | CR report | <a href="#">58-63</a>   |
| <b>GRI 302: Energy</b>    |  |  |           |                         |
| 103                       | Management approach                              | Our Executive Environmental Steering Committee (EESC) is responsible for guiding the development of TJX's environmental sustainability strategy and aligning it with the overall business strategy. Our Global Environmental Sustainability Committee (GESC) sets global program priorities, facilitates communication and collaboration across geographies, and monitors key sustainability issues and trends. The GESC includes subject matter experts from the U.S., Canada, and Europe, who monitor and manage TJX's performance in our core environmental sustainability focus areas, including energy. | CR report | <a href="#">49</a>      |
|                           |  | Our Energy Management teams share information throughout the year and collaborate on regional approaches. They also help align reduction strategies with our global, corporate GHG emissions-reduction target.   | CR report | <a href="#">54</a>      |
|                           |  | Our global approach to reducing our climate impacts includes a balanced portfolio of emissions-reduction activities.   | CR report | <a href="#">46</a>      |
| 302-1                     | Energy consumption within the organization       | Electricity types and percent of energy use by facility type   | CR report | <a href="#">52</a>      |
|                           |  | Energy consumption by type   | CR report | <a href="#">102</a>     |
| 302-3                     | Energy intensity                                 | Energy and Emissions   | CR report | <a href="#">51-57</a>   |
|                           |  | Renewable energy   | CR report | <a href="#">103</a>     |
|                           |  | Renewable Energy, U.S., Canada and Europe highlights   | CR report | <a href="#">52-54</a>   |
|                           |  | CDP response   | CDP       | N/A                     |

| GRI Standards Indicator | Disclosure title                | TJX description   | Source              | Page                  |
|-------------------------|---------------------------------|---|---------------------|-----------------------|
| 302-4                   | Reduction of energy consumption | Electricity types and percent of energy use by facility type  | CR report           | <a href="#">52</a>    |
|                         |                                 | Renewable Energy, U.S., Canada and Europe highlights  | CR report           | <a href="#">53-54</a> |
|                         |                                 | Exploring new technologies to optimize access to and analysis of our energy data/ Identifying new applications of light-emitting diode (LED) technologies and installing LED light fixtures in most areas of our new stores/ Retrofitting lighting and HVAC systems/ Leading programs which identify stores that are operating outside of our standards for efficiency and working with them to optimize lighting, electrical, and mechanical systems/ Evaluating new technologies, such as battery energy storage and demand-control ventilation for HVAC, that may be applicable across certain facility types/ Exploring and leveraging utility level incentives and programs. | CR report           | <a href="#">54</a>    |
|                         |                                 | Green building  |                     | <a href="#">57</a>    |
|                         |                                 | CDP response  | <a href="#">CDP</a> | N/A                   |
|                         |                                 |   |                     |                       |

**GRI 303: Water and Effluents**

|       |  |   |           |  |
|-------|--|---|-----------|--|
| 103   | Management approach                          | Although our business operations are not water intensive, we believe reducing water usage is consistent with both our commitment to environmental sustainability and our low-cost operating philosophy. To that end, we have continued our efforts to monitor our water usage and identify opportunities to improve water efficiency. | CR report | <a href="#">62-63</a>  |
| 303-1 | Interactions with water as a shared resource | Vendor code of conduct (operating in a sustainable manner, where possible; conserving and protecting resources, such as water and energy).  | CR report | <a href="#">83</a> , <a href="#">87</a> , <a href="#">88</a> |
|       |  | Green building  | CR report | <a href="#">57</a>   |

**GRI 305: Emissions**

|     |                     |   |           |                    |
|-----|---------------------|---|-----------|--------------------|
| 103 | Management approach | Our Executive Environmental Steering Committee (EESC) is responsible for guiding the development of TJX's environmental sustainability strategy and aligning it with the overall business strategy, and reviews progress against our quantitative emissions-reduction goals.  | CR report | <a href="#">49</a> |
|     |                     | We believe that it is important to measure our progress, including our results against quantitative emissions reduction goals. Our initial, global, corporate greenhouse gas (GHG) target was to reduce our GHG emissions per dollar of revenue by 30% by 2020 against a 2010 baseline. We surpassed our goal and achieved a 47% reduction in GHG emissions. Our next-generation, global corporate emissions-reduction target is a 55% reduction in GHG emissions from our direct operations by 2030 against a baseline year of 2017. | CR report | <a href="#">47</a> |

| GRI Standards Indicator                           | Disclosure title                        | TJX description  | Source  | Page                  |
|---|---|--|---|-----------------------|
| 103   | Management approach                     | As we considered options for setting our third greenhouse gas (GHG) emissions reduction target, we engaged with cross-functional subject matter experts to identify and measure emissions impacts to our business. We plan to continue to foster these global, cross-functional initiatives to better address environmental sustainability risks and create efficiency opportunities for our business. | CR report   | <a href="#">65</a>    |
| 305-1   | Direct (Scope 1) GHG emissions          | CDP response   | <a href="#">CDP</a>                               | N/A                   |
|   |   | Environmental Sustainability   | CR report   | <a href="#">46-48</a> |
|   |   | Key Environmental Sustainability Data and Metrics  | CR report   | <a href="#">102</a>   |
| 305-2   | Energy indirect (Scope 2) GHG emissions | CDP response   | <a href="#">CDP</a>                               | N/A                   |
|   |   | Environmental Sustainability   | CR report   | <a href="#">46-48</a> |
|   |   | Key Environmental Sustainability Data and Metrics  | CR report   | <a href="#">102</a>   |
| 305-3   | Other indirect (Scope 3) GHG emissions  | CDP response   | <a href="#">CDP</a>                               | N/A                   |
|   |   | Key Environmental Sustainability Data and Metrics  | CR report   | <a href="#">102</a>   |
| 305-4   | GHG emissions intensity                 | CDP response   | <a href="#">CDP</a>                               | N/A                   |
|   |   | Key Environmental Sustainability Data and Metrics  | CR report   | <a href="#">102</a>   |
| 305-5   | Reduction of GHG emissions              | CDP response   | <a href="#">CDP</a>                               | N/A                   |
|   |   | In fiscal 2021, we set a long-term global goal to reduce GHG emissions from our direct operations by 55% by fiscal 2030 against a baseline year of fiscal 2017.  | CR report   | <a href="#">47</a>    |
|   |   | TJX achieved a 32% reduction in absolute GHG emissions from fiscal 2017 to fiscal 2021 and is on track toward achieving 55% reduction goal by fiscal 2030.   | CR report   | <a href="#">47</a>    |
|   |   | Avoiding and offsetting emissions  | CR report   | <a href="#">55-56</a> |
|   |   | Logistics  | CR report   | <a href="#">56</a>    |
|   |   | Key Environmental Sustainability Data and Metrics  | CR report   | <a href="#">102</a>   |
|   |   | Renewable Energy, U.S., Canada and Europe highlights   | CR report   | <a href="#">52-54</a> |
| <b>GRI 308: Supplier Environmental Assessment</b> |   |  |   |                       |
| 103   | Management approach                     | Our vendors must be in compliance with all applicable environmental laws and regulations. Our vendors are strongly encouraged to protect the environment by: operating in a sustainable manner, where possible; conserving and protecting resources, such as water and energy; and taking into consideration environmental issues that may impact local communities.                                   | <a href="#">Vendor Code of Conduct, CR report</a> | <a href="#">87-88</a> |

| GRI Standards Indicator                | Disclosure title  | TJX description   | Source    | Page                    |
|--|---|---|-----------|-------------------------|
| 308-1                                  | New suppliers that were screened using environmental criteria             | Factory monitoring and auditing   | CR report | <a href="#">81-83</a>   |
| <b>GRI 401: Employment</b>             |   |   |           |                         |
| 103                                    | Management approach   | We fully appreciate that our Associates bring our business to life, and we aim to support them by making TJX a terrific place to work. It's very important for us to attract talented individuals, teach them our off-price model, and support their careers. We are also very proud of our culture and are committed to our core values of honesty, integrity, and treating each other with dignity and respect. In fact, developing talent and championing our culture are global business priorities year in and year out. We believe this encourages Associates to join us not just to find a job, but to build a career. | CR report | <a href="#">8</a>       |
|  |   | Awards & recognition for employment and diversity   | CR report | <a href="#">9, 24</a>   |
| 401-1                                  | New employee hires and employee turnover                                  | Tenure rates for managerial positions   | CR report | <a href="#">15, 104</a> |
|  |   | Recruitment   | CR report | <a href="#">10-13</a>   |
| 401-3                                  | Parental leave  | We have an enhanced parental leave policy.  | CR report | <a href="#">20, 26</a>  |
| <b>GRI 404: Training and Education</b> |   |   |           |                         |
| 103                                    | Management approach   | At TJX, we believe our Associates are core to our success and, as such, it is our responsibility to train and mentor them. Our senior leaders consider teaching and mentoring an absolute priority to support the career development of our Associates.   | CR report | <a href="#">14</a>      |
| 404-2                                  | Programs for upgrading employee skills and transition assistance programs | Leadership and Career Development   | CR report | <a href="#">14-17</a>   |

| GRI Standards Indicator                         | Disclosure title                             | TJX description   | Source    | Page                  |
|---|--|---|-----------|-----------------------|
| <b>GRI 405: Diversity and equal opportunity</b> |  |   |           |                       |
| 103   | Management approach                          | We are strongly committed to an inclusive workplace where our Associates feel welcome in the Company, valued for their perspectives and contributions, and engaged with our business mission to provide value to our customers. We greatly value diversity and for us, it means many things including diversity of race, ethnicity, age, sexual orientation, gender identity, ability, experience, religion, and much more. We aspire to treat all people with dignity and respect, and we do not tolerate discrimination, harassment or hate of any kind. There are stark reminders every day that injustice exists and that we must continue to work toward a better future for all. Supporting equity and racial justice is an ongoing commitment for TJX. | CR report | <a href="#">18</a>    |
|   |  | While inclusion and diversity are core to TJX, the significance of violent and discriminatory events over the past year illustrated that as a Company, we needed to escalate our efforts in a meaningful way and that we could and should do more to address equity and racial justice. We have publicly committed to stand up for our Black Associates, customers and communities, and take action in support for equity and racial justice through both internal efforts and external philanthropic support. We continue to see examples of violence and discrimination, including against the Asian and Pacific Islander communities, that serve as stark reminders that we need to continue to work towards a better future for all people.               | CR report | <a href="#">20-21</a> |
|   |  | Inclusion-Building Activities and Awareness   | CR report | <a href="#">18-20</a> |
|   |  | We take a multi-faceted approach to recruiting for our stores, distribution centers, and home offices to reach potential candidates with diversity of races, ethnicities, ages, sexual orientations, gender identities, abilities, experiences, and much more. We are also committed to hiring locally from the communities we serve.   | CR report | <a href="#">10</a>    |
|   |  | External Recognition  | CR report | <a href="#">24</a>    |
| 405-1   | Diversity of governance bodies and employees | Embracing Inclusion and Diversity - including percentage of leadership, employees and promotions by gender.   | CR report | <a href="#">18-24</a> |
|   |  | Board Of Directors: Five out of 12 Board Members are Women and eight out of 12 reflect gender or ethnic/racial diversity.   | CR report | <a href="#">96-98</a> |
|   |  | U.S. Military Recruitment   | CR report | <a href="#">12</a>    |

| GRI Standards Indicator  | Disclosure title   | TJX description  | Source   | Page               |
|--|--|--|--|--------------------|
| 405-2  | Ratio of basic salary and remuneration of women to men   | At TJX, we are firmly committed to pay equity and fostering an inclusive and diverse environment that provides attractive and accessible opportunities throughout our organization.<br><br>In 2020, we expanded our efforts to include a pay equity analysis of our U.S. workforce that covers gender and race/ethnicity. We are pleased to report that, in the U.S., based on 2019 data and accounting for job title, geography, and full- or part-time status, we found, on average, no meaningful difference in base pay between Associates based on gender or race/ethnicity at TJX. | CR report  | <a href="#">24</a> |
|  |  | UK Gender Pay Gap Statement  | <a href="#">Website</a>                            | N/A                |
| <b>GRI 407: Freedom of Association and Collective Bargaining</b> |  |  |  |                    |
| 407-1  | Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | Our vendors must respect the rights of their workers to choose (or choose not) to freely associate and to bargain collectively where such rights are recognized by law. We prohibit harassment, retaliation, and violence against trade union members and representatives.   | <a href="#">Vendor Code of Conduct</a> , CR report | <a href="#">87</a> |
| <b>GRI 408: Child Labor</b>                                      |  |  |  |                    |
| 408-1  | Operations and suppliers at significant risk for incidents of child labor                                      | Our vendors must not use child labor. The term "child" is defined as anyone younger than 15 years of age (or younger than 14 years of age where the law of the country of manufacture allows 14-year-olds to work). At all times our vendors must respect compulsory education laws. Workers under the age of 18 must not perform hazardous work.  | <a href="#">Vendor Code of Conduct</a> , CR report | <a href="#">87</a> |
| <b>GRI 409: Forced or Compulsory Labor</b>                       |  |  |  |                    |
| 409-1  | Operations and suppliers at significant risk for incidents of forced or compulsory labor                       | Our vendors must not use voluntary or involuntary prison labor, indentured labor, bonded labor, labor acquired through slavery or human trafficking, or any forms of involuntary or forced labor. Our vendors must not require workers to surrender any identity papers as a condition of employment; such documents may only be temporarily held to verify a worker's employment eligibility. Our vendors must reimburse their workers for any recruitment or hiring fees that are paid.  | <a href="#">Vendor Code of Conduct</a> , CR report | <a href="#">87</a> |

| GRI Standards Indicator                 | Disclosure title    | TJX description  | Source  | Page                  |
|---|---------------------|--|---|-----------------------|
| <b>GRI 412: Human Rights Assessment</b> |                     |  |   |                       |
| 103                                     | Management approach | <p>We expect high ethical standards from all of the companies and individuals with whom we do business. Our Vendor Code of Conduct reflects those high standards, which embrace internationally recognized principles designed to protect the interests of the workers who manufacture products for sale in our businesses. These principles have been informed by, and in many instances incorporate, human rights, labor rights, and anti-corruption standards enunciated by the United Nations and other respected international bodies, such as the International Labour Organization and its core standards. We are committed to respecting the rights of all workers, in particular, the rights of women and children, who can be especially vulnerable in the retail manufacturing supply chain.</p> <p>TJX Associates involved in the development and buying of merchandise undergo formal social compliance training biennially. In addition, through informal meetings and discussions, our AVP, Global Social Compliance continues to share our learnings, updating our product development and buying personnel on the requirements of TJX's Global Social Compliance Program. TJX Associates involved in the development and buying of merchandise are expected to undergo formal social compliance training biennially. In addition, through informal meetings and discussions, our AVP, Global Social Compliance continues to share our learnings, updating our product development and buying personnel on the requirements of TJX's Global Social Compliance Program.</p> | <a href="#">Vendor Code of Conduct, CR report</a> | <a href="#">84-89</a> |
| <b>GRI 413: Local Communities</b>       |                     |  |   |                       |
| 103                                     | Management approach | Helping build better futures/Our approach to giving back   | CR report   | <a href="#">29-31</a> |
|   |                     | Our social impact areas: 1) Fulfilling critical basic needs 2) Providing education and training 3) Supporting research and care for life-threatening illnesses 4) Empowering women.  | CR report   | <a href="#">29</a>    |
|   |                     | Corporate Philanthropy   | CR report   | <a href="#">32-33</a> |
|   |                     | Our U.S. Foundation  | CR report   | <a href="#">32-33</a> |
|   |                     | Associate Impact   | CR report   | <a href="#">34-35</a> |

| GRI Standards Indicator                    | Disclosure title                                       | TJX description  | Source   | Page                  |
|--|--|--|--|-----------------------|
| <b>GRI 414: Supplier Social Assessment</b> |  |  |  |                       |
| 414-1                                      | New suppliers that were screened using social criteria | Our philosophy towards social compliance mirrors our culture, and just as we are committed to honesty, integrity, and treating others with dignity and respect, we expect those that we do business with to do the same. Our Global Social Compliance Program is inspired by the United Nations Guiding Principles on Business and Human Rights. Our commitment to these principles is reflected in our Vendor Code of Conduct, which serves as the foundation for our program and our responsible sourcing initiatives. | CR report  | <a href="#">78-80</a> |
|  |  | Size and location of vendors.  | CR Report  | <a href="#">72</a>    |
| <b>GRI 415: Public Policy</b>              |  |  |  |                       |
| 103  | Management approach                                    | Statement on Political Activity and Expenditures   | <a href="#">Statement on Political Activity and Expenditures</a> | N/A                   |

# UNITED NATIONS SUSTAINABLE GOALS DISCLOSURE MATRIX

Our corporate responsibility program is based on four pillars: Our Workplace, Our Communities, Environmental Sustainability, and Responsible Business. We acknowledge the importance of the 17 United Nations Sustainable Development Goals (SDGs), and are including a mapping of references to the SDGs within our reporting.

| TJX UN SDGs Content Index   |  |           |  |
|---|--|-----------|--|
| SDGs  | TJX efforts  | Source    | Page   |
|  <b>SDG2</b> Zero Hunger                 | Fulfilling critical basic needs is one of the four core social impact areas within our community program. In our communities around the world, there are families in poverty who struggle to overcome the challenges of everyday life and meet their basic needs. In 2019 our funding to organizations allowed 34 million meals to be served.  | CR report | <a href="#">36</a>                             |
|  <b>SDG3</b> Good Health and Well-Being | A key part of our communities work involves supporting organizations that deliver services to families and children when they are facing life-threatening illnesses, including funding organizations with missions aimed at spurring advancements in cures and care. In 2020, we donated \$23 million for healthcare research and patient care and \$11 million for cancer research and patient care.  | CR report | <a href="#">41-45</a>                          |
|  <b>SDG4</b> Quality Education         | TJX has long been committed to helping unlock educational opportunities for at-risk youth and vulnerable young people to help them reach their full potential. Over the years, our support has focused on quality enrichment and out-of-school programs that provide skills, resources, and opportunities to support school and career success in the hopes of helping to create a brighter future for children, teens, and young adults. In 2020, we worked with a variety of organizations and funded education and workforce training opportunities that impacted more than 1.5 million young people.   | CR report | <a href="#">38-40</a>                          |
|  <b>SDG5</b> Gender Equality           | Within our <i>workplace</i> , women are an important part of our diverse workforce, and we are proud of the strong representation of women across our company, including an increasing percentage of our leadership team.<br><br>In addition to U.K. pay equity analysis, in 2020 also recently expanded our efforts to include a pay equity analysis of our U.S. workforce that covers gender and race/ethnicity. The analysis found that, in the U.S., based on 2019 data and accounting for job title, geography, and full- or part-time status, we found, on average, no meaningful difference in base pay between Associates based on gender or race/ethnicity at TJX.<br><br>Within our <i>communities</i> , TJX has long partnered with organizations committed to helping empower women and enrich their lives. We support programs that provide services ranging from help for those fleeing domestic violence, to others that offer education, training, and job placement resources. TJX provided 400,000 shelter nights and 95,000 domestic violence services in 2020. | CR report | <a href="#">20-24</a><br><a href="#">44-45</a> |

| SDGs  | TJX efforts   | Source    | Page               |
|---|---|-----------|--------------------|
| <br><b>SDG7</b> Affordable and Clean Energy | <p>Managing and mitigating TJX's climate impact is a key focus area of our environmental sustainability program. We have historically focused our climate strategy on the emissions created by our direct operations, meaning the energy used to power our stores, home offices, distribution (or processing) centers, and vehicles.</p> <p>Our global approach to reducing our climate impact includes a balanced portfolio of emissions-reduction activities focused on reducing our energy consumption and expense, investing in energy efficiency projects, and sourcing low-carbon and renewable energy sources for our direct operations.</p> | CR report | <a href="#">51</a> |
| <br><b>SDG13</b> Climate Action             | <p>About 26%, or over 400 million kilowatt hours, of our global electricity use comes from renewable or low-carbon energy sources. In comparison to fiscal 2020, TJX renewable energy sourcing increased by 15%. TJX purchased 29,000 megawatt hours more renewable and low-carbon energy including renewable energy certificates (RECs), onsite solar power purchase agreements (PPAs), and utility-supplied renewable energy in fiscal 2021 than in fiscal 2020.</p>  |           |                    |

## ENDNOTES

<sup>1</sup> Statistics and items accomplished cited in this section are for TJX's Fiscal Year 2021, which ended January 30, 2021.

<sup>2</sup> Managerial positions are defined as Assistant Store Manager (or equivalent level) and above across the Company.

<sup>3</sup> Data on ethnic and racial diversity for the U.S. only Statistics for U.S. Associates are based on racial/ethnic designations used by the EEOC.

<sup>4</sup> Score published in December 2021.

<sup>5</sup> The magnitude of some of the reductions was partially driven by temporary store closures across all regions due to COVID-19. In particular, our energy use, business travel, and waste generated in operations were lower in FY21 than FY20.

<sup>6</sup> The number of training sessions held in fiscal 2021 were impacted by the pandemic.

<sup>7</sup> Economic News Release at <https://www.bls.gov/news.release/disabl.nr0.htm>.

<sup>8</sup> People of Color includes, consistent with definitions used by the Equal Employment Opportunity Commission ("EEOC"), the following racial and ethnic categories: Black or African American; Hispanic or Latino; Asian; Native Hawaiian or Pacific Islander; American Indian or Alaskan Native; and Two or More Races.

<sup>9</sup> Donations in Europe are made through the T.K. Maxx and Homesense Foundation.

<sup>10</sup> Please note that references to items accomplished or completed in this section denote TJX's Fiscal Year 2021, which ended January 30, 2021. Additionally, the magnitude of some of the reductions was partially driven by temporary store closures across all regions due to COVID-19. In particular, our energy use, business travel, and waste generated in operations were lower in FY21 than FY20.

<sup>11</sup> Location-based carbon footprint includes Scope 1 (direct) and Scope 2 (indirect) GHG emissions. FY17 numbers were rebaselined in FY18.

<sup>12</sup> TJX's target is a 55% reduction in GHG emissions from our direct operations by fiscal 2030 against a baseline of fiscal 2017. Data based on market-based emissions.

<sup>13</sup> Includes FY21 Scope 1 (direct) and Scope 2 (indirect) GHG emissions.

<sup>14</sup> As defined by the [Greenhouse Gas Protocol](#), Scope 1 emissions are direct GHG emissions that occur from sources that are owned or controlled by the company. Scope 2 emissions are from the generation of purchased energy consumed by the company. Scope 3 emissions are a consequence of the activities of the company, but occur from sources not owned or controlled by the company. Canada's GHG Inventory includes Scope 1 and Scope 2 as well as Scope 3 business travel and waste from operations.

<sup>15</sup> Verified Carbon Standard (VCS) is a widely used, voluntary program for the certification of GHG emission reduction projects.

<sup>16</sup> Carbon offsets are certificates that can be traded. The certificate represents a reduction in GHG emissions created by a project, like, for example, planting acres of trees. Companies can purchase these certificates to "offset" an increase in GHG emissions in their operations.

<sup>17</sup> Transportation involving more than one form of carrier during a single journey.

<sup>18</sup> GHG emissions estimate assumes that reused clothing avoids an equivalent amount of new clothing produced from virgin raw materials.

<sup>19</sup> Amfori's Business Social Compliance Initiative (BSCI), Worldwide Responsible Accredited Production (WRAP), and Sedex Information Exchange Limited (SEDEX).

<sup>20</sup> Our 2017 GHG inventory calculations were restated in 2018 to reflect updated emissions factors and activity data where appropriate.

<sup>21</sup> Approximate square meters of retail space based on approximate average store size.

<sup>22</sup> Number of distribution centers based on primary owned and leased distribution and fulfillment centers as of January 30, 2021. Square meters information for the distribution and fulfillment centers represents total "ground cover" of the facilities.