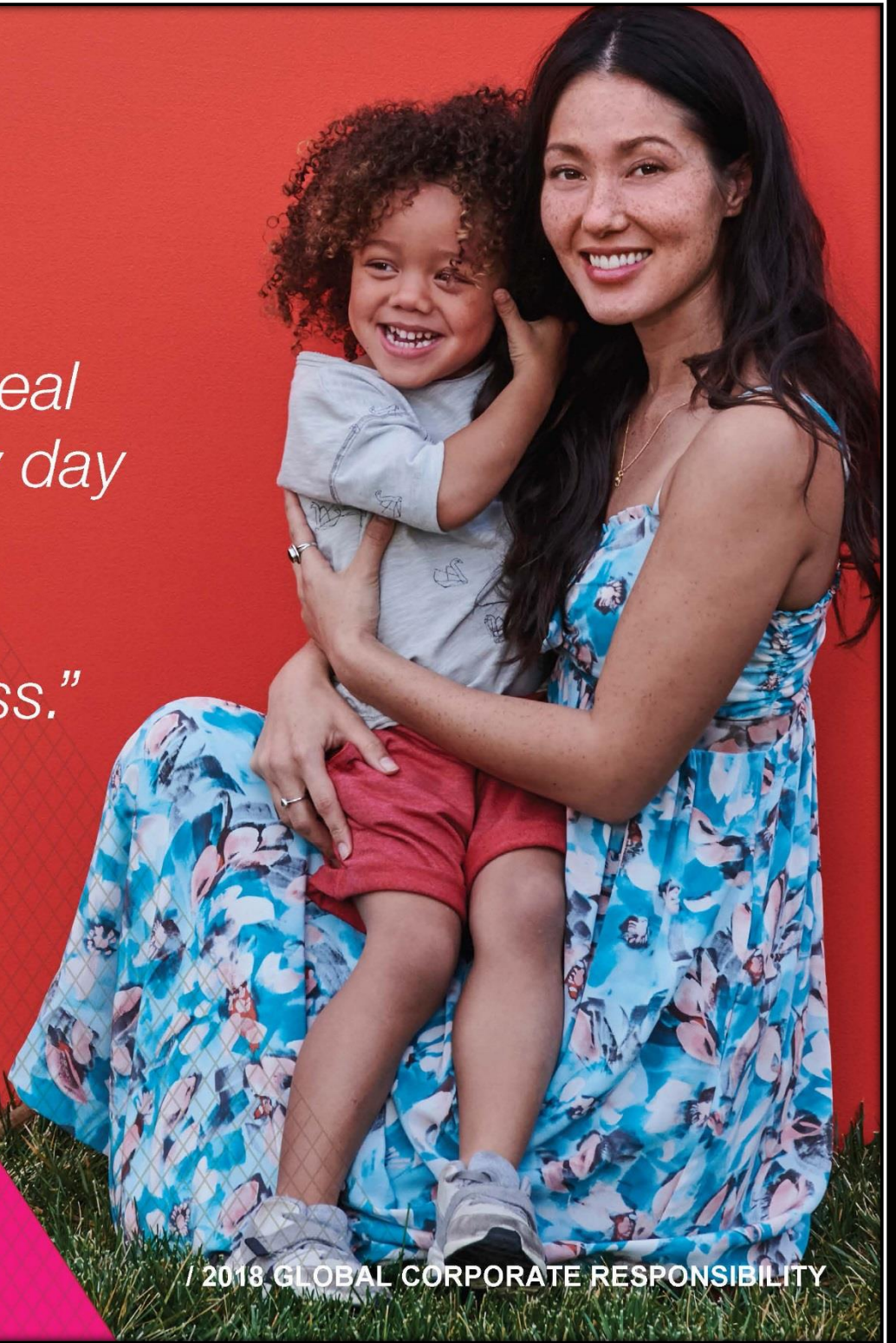


# TJX<sup>®</sup>

*“Delivering real value every day lives at the heart of our business.”*

— Ernie Herrman,  
CEO and President



/ 2018 GLOBAL CORPORATE RESPONSIBILITY



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## DELIVERING REAL VALUE

Delivering real value...it's what TJX is all about. It's what we've always been about. Our customers know that for more than four decades, our retail chains have been proud to offer high quality and brand name merchandise, all at amazing values.

We believe that the real value we bring to the world is as important as what we sell. By investing in our Associates and our communities, being mindful of our impact on the environment, and operating our business ethically, we address the interests of our stakeholders – specifically, our Associates, customers, communities, vendors, and shareholders. We believe it's important that they know we share their values. We are pleased to report on our progress across the four pillars of our program within this website.

Our global Corporate Responsibility efforts are part of the fabric of who we are and reflect our core values of respect, honesty, integrity, and fairness. As our work continues to evolve, we look at ways to better understand how we can make even more of an impact in the future, like exploring how our commitments align with global efforts such as the United Nations Sustainable Development Goals. We remain passionate about working to make a positive, sustainable impact on the world in which we live and conduct our business.

### OUR CORPORATE RESPONSIBILITY PILLARS

We are pleased to report on our progress across the four pillars of our program:

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

*Note that references to items accomplished or completed in 2017 denote TJX's fiscal year 2018, which began January 29, 2017 and ended February 3, 2018. Please visit [tjx.com/responsibility](http://tjx.com/responsibility) for the most current and comprehensive corporate responsibility information.*

# LETTER FROM ERNIE HERRMAN

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



At TJX, we continuously strive to bring real value to all of our stakeholders. Stakeholders increasingly want to know that the company they are buying from, investing in, working for, or doing business with is not only delivering strong financial returns, but also acting responsibly and ethically. They look to companies like ours to be good corporate citizens that value their employees, give back to their communities in meaningful ways, and actively address the impact their operations may have on the environment, while simultaneously delivering strong financial performance and long-term shareholder value. TJX's 2018 Corporate Responsibility reporting is our way of updating all of you on the exciting progress we are making in each of these areas.

This “smart for business, good for the world” thinking has been the philosophy here at TJX throughout our 40-plus year history. Our Company was built on our long-held principles of respect, honesty, integrity, and fairness, and we attribute much of our long-term success to these cultural cornerstones as they deeply influence our business practices.

For us, it's about bringing value to the world in which we live and do business — by providing value for our customers in the form of brands, fashion, price, and quality; understanding the importance of a diverse workplace and inclusive culture; adding value in our neighborhoods by helping people access the resources and opportunities they need to build a better future; and sustaining value by making decisions that are good for the environment as well as our business.

As a global off-price value retailer with more than 4,000 stores, located in nine countries, and spanning three continents, our commitment to creating value for our stakeholders continues to expand. Our progress and efforts are documented in detail throughout this Corporate Responsibility website and are captured under four meaningful pillars — Workplace, Communities, Environment, and Responsible Business.

Though we are proud of our accomplishments this year and over time, we recognize that corporate responsibility is a journey. We remain passionate about continuously improving our programs and working to make a positive, sustainable impact on the world. We will continue to measure our progress in these four pillars and report our results here on this website.

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

Sincere regards,

A handwritten signature in black ink, appearing to read 'Ernie', followed by a long horizontal line that ends in a small dot.

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

April 2018





## **ASSOCIATES BRING OUR BUSINESS TO LIFE**

At TJX, we strive for a workplace where our Associates feel welcomed 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. 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.

*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 ambitious and talented individuals, teach them the fundamentals of our off-price model, offer them challenging assignments, and support their career growth. We believe this encourages Associates to join us, not just for a job, but to build a career. With over 36% of people in managerial positions around the world having been with TJX for 10 or more years, we believe our approach is working. But don't take our word for it. In 2018, we were listed among America's Best Employers in Forbes Magazine and ranked on Great Place to Work's Best Workplaces in Canada list!

We are proud of our culture – and we talk a lot about it! Staying true to that culture has been a priority for over four decades and will continue to be as we grow and expand around the globe.

## AWARDS AND RECOGNITION

We are humbled by some of the recognition that we have received over the last few years. Below are just a few examples.



# RECRUITMENT

## ATTRACTING TOMORROW'S LEADERS, TODAY

As a Fortune 100 company, operating more than 4,000 stores in nine countries, the need to attract, develop, and retain top talent is crucial to supporting our growth. We are continually looking for diverse, enthusiastic, and committed individuals to join our team, with hopes that some will develop into our global leaders of tomorrow.

We take a multi-faceted approach to recruiting as we seek employees with diversity in experience, gender, race, ethnicity, age, and more. In addition to our traditional recruitment activities, we also focus our efforts on students, recent university graduates, and military personnel, as well as hiring locally from the communities we serve.

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

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

Our merchandising internships, in particular, are coveted among students, particularly those who have a passion for various aspects of the fashion industry, including fashion, retail, finance, business administration, information technology, and other related disciplines. On average, 80% of interns from the merchandising program in the U.S. go on to join us full-time after completing college. In Canada, over 35% of our merchandise operations and planning and allocation co-ops transition to full-time or contract positions upon graduation. In the U.K., nearly 70% of merchandising and buying placement students go on to join our Graduate Programme following completion of their university degree courses. In 2017, we hired more than 300 Associates into the U.S., Canadian, and European buyer and planning and allocation training programs, many right out of school or through Associate referrals.



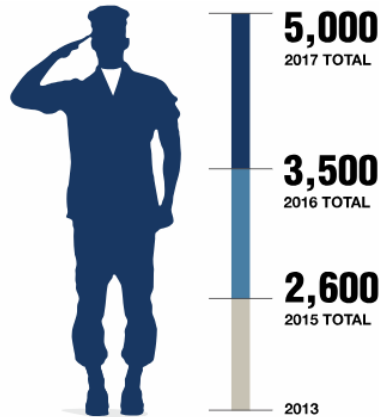
## PROUDLY HIRING THOSE WHO HAVE SERVED IN THE U.S. MILITARY

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



In 2013, TJX pledged to hire at least 3,000 men and women who are active military, veterans, or military spouses by 2018. We met that goal two years early and are pleased to report that we had hired more than 5,000 people from these populations by the end of 2017.

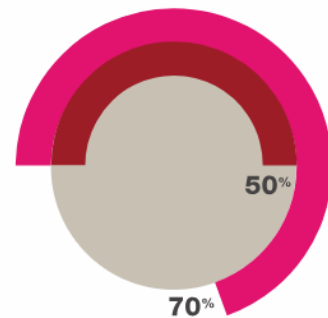
Since 2013, we have hired 5,000 veterans, active military, or their spouses!



### HIRING FOR STORES AND DISTRIBUTION CENTERS IS A TOP PRIORITY

With approximately 249,000 Associates and more than 4,000 stores across the globe, our store Associates are our largest population of talent. But more than that, they are the face of our retail chains, welcoming customers and helping to support an exciting shopping experience. Behind the scenes, the Associates in our distribution centers also ensure our stores continue to deliver a treasure hunt experience by helping us get the right products to the right stores at the right time.

In support of our efforts to hire field Associates, teams in the U.S. and Europe participate in innovative youth programs – the Youth Business Institute (YBI) in the U.S. and Get into Retail in Europe – which offer professional and personal development opportunities for disadvantaged or vulnerable young people. YBI teaches job readiness skills to students in at-risk high schools and exposes them to the business of retail. Get into Retail, run by The Prince’s Trust in the U.K., provides training, development, and eventually, employment opportunities for successful participants. In 2017 we hired over 50% of YBI graduates and nearly 70% of Get Into Retail graduates for positions in our stores. Our Canadian team partners with organizations like the Calgary Region Immigrant Employment Council, Canadian Mental Health Association, Steps to Success, and others to support its field recruitment efforts.



In 2017 we hired over 50% of YBI graduates and nearly 70% of Get Into Retail graduates for positions in our stores.

### TURNING EMPLOYMENT CHALLENGES INTO OPPORTUNITIES

TJX has a long history of hiring people with varying levels of skills and abilities, including those who face barriers to employment. These could include people in situations that make it hard for them to find or keep a job, such as economic challenges, access to transportation, lack of experience, or other personal

challenges. We have developed community outreach and recruitment strategies to support those who face employment challenges and to help us foster a workforce that includes qualified individuals with a breadth of abilities.

For example, to assist in our recruitment efforts, we work closely with community-based organizations in the U.S. and Canada to actively recruit people who may face employment challenges. These organizations often pre-screen and train the candidates that we hire for our stores and distribution centers. The relationship between TJX and community-based organizations is beneficial on many levels:

- / Job seekers gain self-confidence and learn about retail career opportunities
- / TJX hires enthusiastic Associates who have already been recommended by a community-based organization
- / TJX benefits from federal, state, and local tax credits and incentive programs
- / The community-based organizations expand their outreach efforts and continue to attract government and private funding because of their success

Over the course of the last 20+ years, we have provided jobs to more than 290,000 people who have received some form of government assistance in the U.S.

One area of particular focus in the U.S. is hiring people with disabilities. According to the U.S. Department of Labor, in 2016, the unemployment rate for those with a disability was 10.5%, more than twice the rate for individuals with no disability.<sup>1</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. Through these programs, we are working toward increasing employment for these individuals.

<sup>1</sup> Economic News Release at <https://www.bls.gov/news.release/empst.t06.htm>

# CAREER DEVELOPMENT

## TRAINING FOR LONG-TERM SUCCESS



Attracting talent is just the start. At TJX, we believe it is our responsibility to train and mentor our Associates for long-term success. From the top down, our senior leaders consider career development and teaching an absolute priority.

Our training happens throughout the organization in a variety of settings, including in our stores, distribution centers, and corporate offices. No matter the location, a vital part of this training is open communication and relationship-building among our Associates. This, coupled with our core values of respect, honesty, integrity, and fairness, guides our efforts.

## CALLING ALL MERCHANTS: TRAINING STARTS HERE

We are particularly proud of our global merchant training programs, 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. Training begins with education in the principles of planning and allocation and an introduction to off-price retailing. Most merchandising Associates begin their TJX careers in an allocation position. From there, we continue to invest in an Associate's training and development and create opportunities for structured career progression into merchandising, buying, and potentially, management.

# 300

In 2017, we hired over 300 Associates into the U.S., Canadian, and European buyer and planning and allocation training programs.

## TJX UNIVERSITY FOR MERCHANTS

At TJX University, we offer merchandising Associates advanced learning opportunities through specialized training, significant one-on-one coaching, and field exercises to both further their



development and prepare them for the next step in their careers. The coaching and field exercises often take place in our own stores, as well as in the competitive 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 conduct a specialized six-month learning experience. 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.

## **TALENT DEVELOPMENT PROGRAMS**

Along with our merchant training programs, we have many other talent development opportunities in our global corporate headquarters, regional Home Offices, stores, and distribution centers aimed at developing Associates' potential to enjoy long, fulfilling careers at TJX. We offer a global and consistent leadership development curriculum that is directly aligned with the TJX Leadership Competencies and Cultural Factors. We are proud of two programs in particular, Leaders Developing Leaders and the TJX Graduate Programme.

Leaders Developing Leaders is designed to accelerate leadership readiness among our high potential leaders. The program offers a variety of opportunities, including gaining exposure to different leaders and business units, and receiving feedback on leadership style. The individual also participates on a team, researching and addressing a business issue or opportunity. The team develops and presents a strategic plan to senior management, working collaboratively with other managers from a broad range of functions and geographies. Participants 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.

Since 2012, close to half of the 140 Leaders Developing Leaders participants who have completed the program have been promoted. Many of the project recommendations that come out of the program are implemented in some capacity, including, for example, the layout of lighting fixtures for sale in the new Homesense U.S. stores, which is a replica of what was proposed by the Leaders Developing Leaders team.

**~50%**

Of the 140 Leaders Developing Leaders participants who have completed the program to date, nearly half have been promoted.

Similarly, the TJX Graduate Programme in Europe helps broaden Associates' understanding of our business and prepares them for future leadership opportunities in the areas of Finance, Merchandising and Buying, Loss Prevention, and Logistics. 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. During each nine-month session, which runs three times a year, Associates from all functions learn more about themselves as leaders, as well as how to use these leadership skills in their current roles and for future opportunities.

# RETAINING TALENT

## LIFELONG LEARNING TAKES SHAPE HERE

At TJX, we believe our Associates are one of our most valuable assets. Our ability to retain our top talent is largely due to our Company’s long-term success in combination with our culture, including our attention to inclusion and work/life balance. To help support the development of our Associates, we have defined leadership and cultural competencies, which 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 these 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 this benefits our business overall.

Finally, we recognize that a person must feel welcomed, valued, and engaged if they are to make a long-term commitment to any employer. Across our organization, we have formal and informal initiatives underway to foster inclusion.

**36%** of people in global managerial positions<sup>1</sup> have been at the company for 10 or more years.



<sup>1</sup>Managerial is defined as Assistant Store Manager (or equivalent level) and above across the Company.

## COMMITMENT TO ARMED SERVICES



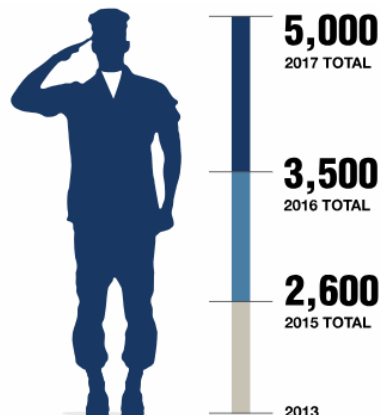
When it comes to supporting our military, TJX is dedicated to hiring members of the U.S. Armed Forces, veterans, National Guard and Reservists, and military spouses. In 2013, TJX joined other U.S. companies on Capitol Hill and pledged to hire at least 3,000 additional active military members, veterans, or their spouses by 2018. We were excited that we met that goal two years early. We are now pleased to report that by the end of 2017 we had hired more than 5,000 people from these populations. In addition to these hiring efforts, we are signatories to the 5-Star Statement of Support created by the federal agency, Employer Support of the Guard and Reserve (ESGR).

At our global headquarters, we have STAR (Supporting TJX Armed Forces Relations), an Associate Resource Group whose mission is to provide networking and support for Associates who have a military affiliation, directly or indirectly via a family member. STAR also provides education for TJX managers and Associates about appropriate support for military-affiliated Associates and their families.

We take our commitment to military men and women and their families seriously, and we are proud to recognize and support our service members.

### HIRING OUR VETERANS

Since 2013, we have hired 5,000 veterans, active military, or their spouses!





## EMBRACING INCLUSION AND DIVERSITY



To support TJX's future growth, we are continually looking for enthusiastic and committed individuals from a broad range of backgrounds and experiences to join our team. As a large, complex, and global business, we believe it is important that our workforce reflect the diversity of our customers and the communities we serve.

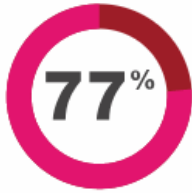
We also believe that creating an inclusive environment in which Associates are engaged and empowered not only strengthens our business, but fosters a culture where Associates are inspired to work hard, challenge themselves, and be innovative in their thinking. At TJX, inclusion and diversity are both important, and we encourage partnerships among leaders, managers, and Associates so all Associates feel welcome in the Company, valued for their contributions, and engaged with our business mission.

### **OUR DIFFERENCES MAKE US STRONGER**

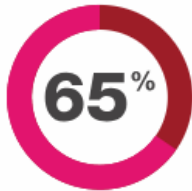
Each one of our Associates brings something unique to our collective culture – a diversity of experience, gender, race, ethnicity, age, sexual orientation, and more, and we welcome new Associates to our Company through diversity recruitment strategies. At TJX, diversity is not something we mark off of a checklist; it is something we celebrate in many ways!

Women are an important part of our workplace diversity and represent an increasing percentage of our leadership team. We are proud of the high percentages of women across our workplace, the strong representation of women in our more senior ranks, and our promotion rates for women over the past three years. We are equally proud that five of our 11 members of our Board of Directors are women.

Globally, women make up 77% of our total workforce, and they hold 65% of our managerial positions.<sup>1</sup> Further, we are pleased to note that women are strongly represented in our more senior ranks across the company, with women comprising 55% of Assistant Vice President and above positions, 43% of Vice President and above positions, and 40% of Senior Vice President and above positions. Additionally, averaged over the past three years, women earned 76% of our promotions. More



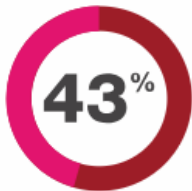
77% of our total workforce globally is female.



65% of people in managerial positions globally are female.<sup>1</sup>



55% of Assistant Vice Presidents and above globally are female.



43% of Vice Presidents and above globally are female.



40% of Senior Vice Presidents and above globally are female.



56% of our total workforce in the U.S. is people of color.<sup>2</sup>



32% of people in managerial positions in the U.S. are people of color.<sup>1,2</sup>

specifically, over the past three years, on average, women earned 58% of the promotions into Assistant Vice President roles, 40% of the promotions into Vice President roles, and 51% of the promotions into Senior Vice President and above roles.

Our workforce is also racially and ethnically diverse.<sup>2</sup> In the U.S., members of racially or ethnically diverse groups comprise 56% of our total workforce and 32% of managerial positions, which we believe helps create a workplace where our Associates feel *welcomed, valued, and engaged*. To enhance our recruitment efforts for Associates who are members of diverse racial and ethnic groups, we attend conferences, leverage social media, and work with several community-based and business networks. In the U.S., these collaborations include the NAACP, the National Urban League, UnidosUS, the National Retail Federation, Worknet, and more. We also attend college job fairs, including several, such as ALANA, that offer specialized development for members of racially or ethnically diverse groups in higher education. Early results show our networking with these community-based and business groups are helping as approximately 65%-75% of all new hires in our stores and distribution centers are diverse Associates.

At TJX, we have high management tenure rates. For example, 59% of our Associates at the Assistant Vice President level and above have been with the Company for over 10 years. At the Vice President level and above, that percentage increases to 63%. While we are pleased with the stability of our leadership team, which gives us the benefit of years of off-price retail experience to provide to our newer team members, our high tenure rates slow our ability to quickly change our overall workforce demographics. We continue to strive towards a more diverse workforce across our Company at every level, and we are moving our programs forward with a goal of continuous improvement.

**WELCOMED, VALUED, ENGAGED**

Our culture places great value on relationships, which has been a key to our success since our founding and is now a guiding factor driving our inclusion efforts. We encourage Associates to form strong, lasting relationships with each other, and our aim is to transform some of the most talented individuals we hire today into our global leaders of tomorrow. We recognize that our commitment to this relationship must include ensuring that Associates feel *welcome, valued, and engaged* if they are to make a long-term commitment to TJX. We strongly believe that:

- / TJX Associates who feel *welcome* want to come to work. Our Associates feel welcome because they're encouraged to bring their whole self to work and provide their unique perspective to the business.
- / TJX Associates who feel *valued* have an emotional connection to their job, not just an economic one. Our Associates feel valued because they know we want to hear and listen to what they have to say and we appreciate their perspective and experience.
- / TJX Associates who feel *engaged* know the significance of their contributions to our organization and that their opinions are sought out. Associates who want to come to work and have an emotional connection to their job are fully engaged in doing the best and the most they can do.

Across our regions, we have formal and informal initiatives underway to foster this type of inclusion.

**PROMOTIONS OF WOMEN  
AVERAGED OVER THREE YEARS**



**76%** of promotions globally, on average over the past three years, have been earned by women.



of promotions into Assistant Vice President roles globally were female.



of promotions into Vice President roles globally were female.



of promotions into Senior Vice President roles globally were female.



## INCLUSION-RELATED LEARNING

Inclusion-related learning varies among the countries in which we operate and is tailored to address the environment an Associate most often encounters. In the U.S., store management may use a tool called “Culture Pulse” to gauge how store teams are performing in the areas of customer engagement and in their connections with each other. We also belong to Conexion in Boston and, on a national level, The Partnership. Conexion pairs 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 early- to mid-career Associates, as well as the Next Generation Executive Program, a five-month training course. In addition, we actively bring together Associate alumni of both of these programs to build a network that can support participants and encourage learning. Over the years, we have had more than 400 Associates of diverse ethnic or racial backgrounds participate in The Partnership programs.

In an effort to inspire, motivate, and build Associate morale, TJX stores across Canada 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. In Canada, we also offer programs, such as “A Winning Balance,” to help Associates better understand their teams and be more effective leaders.

As our approach to inclusivity continues to mature, we are piloting new initiatives like an online unconscious bias training, as well as diversity and inclusion guides for Associates, managers, and our Human Resources team. Overall, our diversity and inclusion training goal is to equip people with the tools and personal support needed to further enhance a workplace culture of inclusion.

## OTHER INCLUSION-RELATED INITIATIVES

We have formal groups established to support Associate engagement around inclusion and diversity in the U.S. and Canada. These **Associate Resource Groups** offer networking, development, and support for new and long-time Associates and are open to anyone in our corporate offices and loss prevention (LP) departments. While informal, these groups are well organized with a dedicated focus on a business objective and inclusion goal. In addition, in Canada, we have a Diversity Council, consisting of senior leaders from across the Canadian division, that sets the vision and goals that will drive inclusion and diversity across that division.

With relationships and respect so deeply embedded into our culture, we know that one way we can show our Associates that we value them is to take the time to celebrate our diversity. Our Associate Resource Groups in the U.S. and Canada run programs throughout the year, such as Bring Your Whole Self to Work, to respect our differences. Our U.S. distribution centers fly the flags of the countries represented by our Associate base and celebrate key holidays that are important to them. In Canada, we host a diversity picnic at our home office that kicks off with an Associate huddle around why diversity is important to us. And, we have a large presence in the annual PRIDE parades in the U.S. and Canada, as well as many other inclusion-related celebrations.

We also show Associates that we value them through inclusion-related policies. 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. Our benefits program also provides transgender-inclusive healthcare benefits and related healthcare services. We are proud to have scored a 100 on the Corporate Equality Index of the U.S.-based Human Rights Campaign in nine of the past 10 years and earned the highest ranking in the Human Rights Campaign’s “Buying for Workplace Equality” guide.

## OUR IMPACT

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:

- / TJX was listed on Forbes Magazine's America's Best Employers ranking for 2018
- / TJX scored 100 on the 2018 Corporate Equality Index of the U.S.-based Human Rights Campaign in nine of the past 10 years
- / TJX was listed as a Top 50 Employer by Equal Opportunity magazine in 2017
- / Each year since 2014, TJX has been listed as a Top Employer by *Professional Woman's Magazine* and in 2017, we were also named as a “Top LGBT Friendly Company”
- / TJX has been named a Top Entry-Level Employer by CollegeGrad.com every year since 2014
- / Over the years, TJX has been listed as a Top Diversity Employer by *Black EOE Journal*, *Hispanic Network Magazine*, and *Careers & the disABLED magazine*
- / TJX ranked third in a 2017 *Forbes* listing of “10 Companies Where Workers Age 45+ Feel Most Appreciated”
- / Since 2014, TJX Canada has been named as one of the Best Workplaces in Canada by Great Place to Work
- / T.K. Maxx and Homesense were named as a Top Retail Company for Graduates and a Top 50 Company for Apprentices in 2017/2018 by TheJobCrowd

<sup>1</sup>Managerial positions are defined as Assistant Store Manager (or equivalent level) and above across the Company. Data is as of October 2017.

<sup>2</sup>Data on ethnic and racial diversity not available outside the U.S. Statistics for U.S. Associates are based on racial/ethnic designations used by the Equal Employment Opportunity Commission. Data is as of October 2017.

## ASSOCIATE GROUPS



In the U.S. and Canada, we have seven active Associate Resource Groups organized for networking, development, and support for Associates at our corporate headquarters and in our Loss Prevention (LP) department. Our Associate Resource Groups sponsor educational, volunteer, and social events in a comfortable venue.

While informal, these groups are also well organized with a dedicated focus on a business objective and an inclusion goal. Each Associate Resource Group develops an annual business plan describing how it will support our business, and each group has a voice in community relations initiatives. In addition, our Associate Resource Groups are provided an annual operating budget, money for charitable giving and/or community programs, a liaison from Human Resources, and 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 Association population, volunteer opportunities, and fundraising initiatives.

### **Our Associate Resource Groups include:**

- / The Multicultural Coalition (MCC)
- / Women Adding Value Everyday (WAVE and U.S. and Canadian WAVE LP)
- / TJX LGBTQ Associates and Allies (PRIDE)
- / Supporting TJX Armed Forces Relations (STAR)
- / Leadership, Education, and Adaptation for Disabilities (LEAD)



## HELPING BUILD BETTER FUTURES

For more than four decades, delivering great value to our customers has been at the core of our business. In fact, providing value and caring for others have helped define our culture over the years and these principles extend beyond the walls of our stores and into our local communities around the world. As we considered where our community initiatives could have the most impact, it was important to us to focus on the intersection of these principles and areas of need for vulnerable families. Our global community mission is simple:

*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 by focusing our giving on four social impact areas that we believe are critical to helping families and children succeed and thrive.

- / FULFILLING CRITICAL BASIC NEEDS
- / PROVIDING EDUCATION AND TRAINING
- / SUPPORTING RESEARCH AND CARE FOR LIFE-THREATENING ILLNESSES
- / PREVENTING DOMESTIC VIOLENCE

In addition to our key impact areas, we also support our communities when unexpected disasters strike.

### OUR APPROACH TO GIVING BACK

We are a global business with stores located in thousands of communities around the world. There are several ways in which we organize our support:

- / **Foundation Giving:** Through our foundations in the U.S., Canada, and the U.K., we provide philanthropic grants to selected non-profit 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 in support of our mission to support vulnerable families and children.



## IMPACT FROM OUR 2017 GIVING AND IN-STORE FUNDRAISING



**29.6m**  
meals



**317k**  
shelter nights



**953k**  
units of clothing



**129k**  
domestic violence  
services



**\$30m**  
funding for healthcare  
research and patient care



**1.4m**  
young people in  
education programs



**14k**  
young people in workforce  
readiness programs

## CORPORATE PHILANTHROPY



Caring for others is an important part of the culture at TJX. Throughout our more than 40-year history, 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**
- / **PREVENTING DOMESTIC VIOLENCE**

*/ In 2017, our charitable foundations funded more than 1,300 nonprofit organizations, positively impacting people on four continents. /*

One way we support these important social impact areas is through our charitable entities in the U.S., Canada, and the U.K. Our foundations proudly support a variety of organizations, from the national charitable groups our retail chains partner with, to our local giving, including donations to a local charity with new store openings or grants to Associate-recommended organizations that fit our giving guidelines. Sometimes we are also 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 value in our local communities.

Giving Guidelines and information on how to apply for funding are available online for our U.S. foundation.

## MAKING A DIFFERENCE: RED CROSS CHAPTERS

For more than 20 years, TJX has contributed generously to Red Cross chapters around the globe, as well as to other non-profit organizations that help local communities rebuild in the wake of devastating disasters.

In addition to our annual support of the **American Red Cross** in the U.S., we donated money and supplies and conducted fundraisers in 2017 for the American Red Cross and **Save the Children U.S.** to assist hurricane victims in Texas, Florida, and Puerto Rico. The TJX Canada Foundation contributed to the **Canadian Red Cross**, and our Associates and customers donated to relief efforts for the Montreal floods and British Columbia wildfires. In the U.K., we contributed to the **British Red Cross** to support victims of terrorist attacks, the Grenfell Tower fire, and the monsoon flooding in Southeast Asia.



### A HELPING HAND

In the devastating wake of Hurricanes Harvey, Irma, and Maria in 2017 in the U.S., residents across affected areas were left without food, water, shelter, or power. Organizations and individuals around the world joined in the relief efforts – from emergency responders who worked non-stop to rescue stranded residents to private citizens who donated time and money.

Similarly, TJX quickly moved to help. We were pleased to be able to:

- / Provide relief to our Associates and their families through supplies and critical services
- / Donate more than \$1.9 million to the American Red Cross and Save the Children U.S.
- / Hold fundraising campaigns in many of our U.S. stores, which raised approximately \$3 million

[Read more.](#)

## OUR U.S. FOUNDATION



Our **Global Community Mission** is to provide value to our communities by helping vulnerable families and children access the resources and opportunities they need to build a better future.

In addition to our support for current national and local non-profit partners, we are currently accepting letters of inquiry from non-profits seeking grant support in the following areas only:

- / Basic needs for those in need (food, clothing, and shelter)
- / Access to opportunities outside of school that enable school success for at-risk youth (pre-kindergarten to grade 12)
- / Workforce readiness training for at-risk youth (ages 16-24)
- / Safety from domestic violence (shelter, prevention, and services)

### GIVING GUIDELINES

**To be considered for a grant, organizations must:**

- / Be aligned with our mission
- / Provide services within 15 miles of a TJX store, distribution center, or office
- / Be a registered 501(c)(3) for at least the past 12 months
- / Not have received funding from TJX in the past 12 months
- / Have a public nondiscrimination policy that states that the organization does not, by policy or practice, discriminate against a person or group on the basis of race, color, religion, gender, sexual orientation, national origin, age, disability, gender identity and expression, marital or military status, or based on any individual's status in any group or class protected by applicable federal, state, or local law

**TJX does not support:**

- / Capital campaigns
- / Staff salaries
- / Third-party giving/foundations



- / Scholarships
- / Political groups/parties or lobbying
- / Municipalities
- / Schools/colleges
- / Sponsorships, walks, events, or memberships
- / Organizations requiring recipients to accept a specific belief or doctrine to receive services
- / General operating funds

Due to the high volume of requests, we will not be able to fund all organizations that fit our giving guidelines and mission. We take our commitment to community very seriously and would like to fulfill all the requests we receive. Unfortunately, we receive many more appeals for support than we are able to satisfy. When an organization is not invited to apply or a request is denied, it is not a reflection of our view of the organization's value.

TJX reserves the right to make all determinations regarding the organizations and programs that we support.

### **HOW TO APPLY FOR FUNDING<sup>1</sup>**

#### **Step 1:**

Carefully review our eligibility criteria and guidelines.

Only organizations and programs meeting the eligibility criteria will be considered for funding. Both the organization and the program should align to further the mission of The TJX Foundation to provide value to our communities by helping vulnerable families and children access the resources they need to build a better future.

#### **Step 2:**

Submit a letter of inquiry.

All potential grantee partners are required to submit a preliminary letter of inquiry. We use this letter to determine basic eligibility and fit with our selection criteria.

#### **Step 3:**

If a letter of inquiry falls within our priorities and selection criteria, we will follow up with the organization to request a full proposal. Full proposals are accepted by invitation only. Due to the high volume of requests, we will not be able to fund all organizations that fit our giving guidelines and mission.

Please do not contact us by phone or by email to ask about the status of your letter of inquiry. **Due to the volume of inquiries, we cannot respond individually to those not selected for further consideration.**

#### **Step 4:**

Complete your full application. If you receive an invitation to apply, complete the required information and submit back within 30 days. Grantees will be required to submit additional reporting at the end of the grant cycle. Failure to submit required information will impact future funding.

<sup>1</sup>Giving Guidelines and information on how to apply for funding are not available online for The TJX Canada Foundation or The TJX U.K. Foundation. The information on this page is for U.S. 501(c)(3) organizations.

## ASSOCIATE IMPACT



For many of our programs, Associates contribute to our outreach efforts through donations or volunteering.

In the U.S. in 2017, over 31,000 Associates pledged to the **United Way** in our annual workplace campaign to help provide families and children with opportunities for a better life, resulting in substantial funding to the United Way. Associates at our TJX corporate headquarters volunteer at a variety of events, from our one-day educational forum for high school students in the **Girls Inc.** program to weekly participation as **Big Brothers/Big Sisters**.

Our U.S. Associates are also actively engaged in supporting other causes as well. 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 2017, this group rallied together 129 teams in 30 states, with approximately 2,000 Associates, family members, and friends. Cumulatively, the teams have raised well over \$1 million in funding for breast cancer research and support over the past six years!

In Canada, we encourage our Associates to volunteer at **Covenant House**, Canada's largest agency serving at-risk, homeless, and trafficked youth. In May 2017, TJX Canada executives participated in the first all-women Sleep Out to help raise awareness and funds for Toronto youth. Associates also support the **Mississauga Food Bank**, with our Finance team hosting four volunteer sessions in which 80 Associates donated their time to help sort and pack food for those less fortunate in the community.

TJX Canada is also an official sponsor of a number of **Pride** festivals across the country and has supported the LGBTQ community for many years. Each year, Associates join in the festivities by marching in community Pride parades. In 2017, TJX Canada sponsored seven Pride festivals in major Canadian cities, and proudly saw over 580 Associates marching in various parades.

### WE'VE GOT PRIDE!

- / Celebrating 10 years of support of Pride festivals in Canada
- / 2017 sponsorship of 7 Pride festivals in major Canadian cities
- / Over 460 Canadian Associates marched in Pride parades
- / Participated in parades in six states across the U.S. with over 100 Associates participating in the Boston, MA, event

Across Europe, our Associates are amazing advocates of our charitable partners, fundraising millions of dollars to support thousands of vulnerable children and young people living in our local communities. During our Comic Relief campaign, associates in the U.K. organized a singing and dancing competition and took part in sky dives, football tournaments, bake sales, mud runs, and much more, raising a record-breaking amount of money. For our Give Up Clothes For Good campaign in the U.K., our Associates donate clothes, accessories, and homewares to support **Cancer Research U.K.** Together, our Associates and customers have donated more than 1,000,000 bags of these items since 2004! Associates in Ireland organized a huge talent show to support the Give Up Clothes For Good campaign, celebrating 20 years of our partnership with **Enable Ireland**.

In Germany, Associates entered 15 teams for Dusseldorf’s Metro Marathon and also participated in a weight loss competition, a 24-hour bike ride, and auctions. Our Poland Associates have organized fundraising barbecues, football matches, city-to-city bike rides, a mid-winter swim in the Baltic Sea, and the President’s Chair initiative where children from **Stowarzyszenie WIOSNA**, a national children’s education charity, are invited to visit TJX to learn more about careers within the business. We are very proud to have won an award for two consecutive years at WIOSNA’s annual gala for our Associates’ support of their Academy of the Future program. Associates in the Netherlands held their first fundraising event, creating a charity festival for customers in support of their local children’s projects.

In August 2017, our T.K. Maxx Australia team had more than 65 Associates participate in Sydney’s annual City2Surf fun run to raise funds for the **Starlight Foundation**, a national organization that aims to brighten the lives of seriously ill children and their families while health professionals focus on treating the illness. Working in partnership with healthcare professionals, Starlight provides programs integral to the total well-being of seriously ill children, lifting their spirits and giving them the opportunity to laugh, play, and focus on being children.

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

# WE’RE MAKING STRIDES IN OUR IMPACT!

## TEAMS PARTICIPATE IN MAKING STRIDES FOR BREAST CANCER WALKS ACROSS THE U.S.

### STATES



### TEAMS



## FULLFILLING BASIC NEEDS



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 and the impact that can have on families. This is why we are passionate about supporting non-profit organizations that help fill these critical basic needs for vulnerable families.

In 2017, our community efforts supported more than 1,800 non-profit organizations worldwide. Some examples of the programs we supported include:

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 2017, Associates participated in volunteer and collection events, donating and processing clothing items, and stuffing 40,000 backpacks with school supplies and notes of encouragement during the annual Backpack-A-Thon.

In Canada, we continued our longstanding relationship with the **Daily Bread Food Bank**, which provides food and support to nearly 200 food programs throughout Toronto. In fact, TJX Canada is the largest provider of food relief in the Greater Toronto area, and our Associates volunteer their time, sorting and managing food for school lunches, among other projects.

## 2017 IMPACT

  
**29.6m**  
meals

  
**317k**  
shelter nights

  
**953k**  
units of clothing



TJX Europe has been working in 12 communities in the Rwenzori region of western Uganda to help send children to school since 2008. In 2011, we furthered our commitment by developing a sustainable trade program in the region to help more than 6,000 families increase their incomes. We have supported the production and sale of coffee, cocoa, cotton, and crafts, and we sell coffee and crafts produced in that region in our stores. We also support helping these parents form co-operatives and build relationships with commercial and development partners, which has led to better and higher quality drop yields. Cotton and cocoa co-operatives that we work with have been Fairtrade certified, helping the co-operatives achieve fairer pricing and access to international markets. In fact, research shows that these coffee farmers now earn more for their crops. These, combined with consistent sales of their crops, give parents a more reliable and increased income stream, allowing them to save for school fees and materials. We believe our support is making a difference. Since the Rwenzori Trade Project started in 2011, there has been a 40% increase in children completing their primary school education.

T.K. Maxx in the U.K. further developed its 13-year relationship with **Comic Relief**, a charity that serves children and families impacted by poverty and social injustice in the U.K. and Africa. Since 2005, our Associates and customers have raised tens of millions of dollars for Comic Relief U.K.'s much-loved fundraising campaign, "Red Nose Day." In 2017, as the official t-shirt retailer for the campaign, we raised more than \$5 million to support Comic Relief's efforts.

#### **MAKING A DIFFERENCE: FEEDING AMERICA**

According to research from the U.S. Department of Agriculture, 15.6 million American households struggle to put food on the table.<sup>1</sup> This year, our U.S. retail chains teamed up with **Feeding America** to support families in need during the holidays. Through this campaign, funds donated from our U.S. foundation and our customers were distributed to Feeding America and 152 of its member food banks located in our communities across the U.S., translating into an estimated 22.5 million meals served to those in need. Throughout the year, TJX Associates also volunteered at local food banks and held food drives at our distribution centers, stores, and corporate offices. We're proud to be having a positive impact on people's lives, like Derek, a single father from St. Louis.



#### **DEREK'S STORY**

When Derek became a single dad, he didn't know how he was going to make ends meet, but he was determined to care for his family – and that's where his community's food pantry made all the difference.

*"Even though you're working, you always come up short in some kind of way. If you need help, you have to ask. So I asked for help."*

Derek, single father  
St. Louis, Missouri

[Read more.](#)

<sup>1</sup>Food Security Status of U.S. Households in 2016 at <https://www.ers.usda.gov/topics/food-nutrition-assistance/food-security-in-the-us/key-statistics-graphics.aspx>

## PROVIDING EDUCATION AND TRAINING



TJX has long been committed to helping unlock educational opportunities for at-risk youth to help them reach their full potential. Over the years, our support has focused on quality enrichment and out-of-school programs that provide the skills, resources, and opportunities needed to support school and career success.

In 2017, we worked with a variety of organizations, including **Girls Inc.**, **Read to a Child**, **Covenant House**, and **The Prince's Trust**, to help create a brighter future for children, teens, and young adults. We funded education and workforce training opportunities that have impacted more than 1.4 million young people.

Some notable highlights of our relationships and successes in 2017 include:

In 1999, TJX founded the **Youth Business Institute (YBI)** to provide young people in the Boston, Massachusetts, area with skills and job training. Today, YBI is an innovative 11-week professional development program for underserved high school students in cities around the U.S. The program offers workshops on time management, budgeting, résumé building, and interview preparation. TJX Associates bring their talents to the classroom, teaching these students job readiness skills and exposing them to career paths into the retail workforce. Since 2012, more than 1,400 students have graduated from the YBI program. TJX has awarded over \$900,000 in scholarships to YBI students and hired nearly 750 program graduates into full- and part-time positions within the Company.

### 2017 IMPACT



**1.4m**

young people in  
education programs



**14k**

young people in workforce  
readiness programs

Similarly, TJX Europe works with The Prince's Trust, an organization that supports teens and young adults who are unemployed, struggling at school, or otherwise at risk of exclusion from many opportunities. In 2017, we raised over \$330,000 for the program. Since 2012, we have been actively involved in the Trust's Get Into Retail program, which helps disadvantaged young people acquire the skills and training needed to succeed in a retail career. Participants in the program learn basic career

skills, interview preparedness, and job application techniques. They also benefit from combining classroom-based training with an in-store mentor. In 2017, we supported 15 Get Into Retail programs, training more than 200 young people and hiring over 70% of the program participants. In addition to our participation in Get Into Retail, in 2016, Homesense became a contributor to The Prince's Trust Achieve program, a personal development course for 13- to 17-year-olds. In just the past year, Homesense's support has helped Prince's Trust to reach about 230 additional young people.



At TJX Canada, our Associates support Covenant House Toronto – contributing time and financial resources. Covenant House provides life-saving shelter, education, counseling, healthcare, employment assistance, job training, and aftercare services to homeless populations. Approximately 250 youth are assisted by Covenant House every day and more than 90,000 young people have been served since 1982.

2017 marked the third year that TJX Canada executives participated in Covenant House's Executive Sleep Out, an event in which executives and community leaders spend one night on the streets with nothing but a sleeping bag and a piece of cardboard to make a difference in the lives of the most vulnerable. Despite subzero temperatures, the 2017 Sleep Out was successful, helping to raise awareness and money so more young people in Toronto will have access to shelter. Our Associates and Foundation donated over \$66,000 to the cause. We were also proud to have Associates participating in the first all-women Sleep Out in May.

Marshalls in the U.S. is focused on providing safe and engaging programs for children after school. In 2017, Marshalls in the U.S. supported the **Boys and Girls Club of America's** Project Learn, which reinforces academic enrichment and school engagement of young people during the time they spend at the Club. Through Project Learn, Club staff use all the areas and programs in the Club to create opportunities for high-yield learning activities, including leisure reading, writing activities, discussions with adults, helping others, homework help, tutoring, and games that develop young people's cognitive skills.

At Sierra Trading Post, we want the outdoors to be accessible to everyone and support new store openings with grants to non-profits that help children in those communities get outdoors. Some examples include supporting **YMCA's** camp programs and **Big City Mountaineers**, whose mission is to instill critical life skills in under-resourced youth through transformative wilderness mentoring experiences.



## MAKING A DIFFERENCE: SAVE THE CHILDREN

For more than 30 years, T.J. Maxx has been a sponsor of **Save the Children U.S.**, supporting the organization's programs to create a brighter future for children in need through early education, literacy, nutrition, and physical fitness programs. Our longstanding relationship is rooted in the belief that all children deserve a healthy start in life, and the opportunity to learn and thrive. In 2017, TJX support included T.J. Maxx's annual in-store fundraising campaign, grants from The TJX Foundation, and volunteerism. As part of our annual in-store fundraising campaigns for Save the Children U.S., customers purchased merchandise featuring children's artwork, with a portion of the proceeds going to Save the Children U.S.

Our executives, Associates, and customers had the opportunity to engage firsthand with our partners in 2017. Our Associates visited Save the Children U.S.'s programs in both Kentucky and California. Additionally, through the Maxx You Project (an ongoing initiative by T.J. Maxx to inspire and help women embrace their individuality), customers and program participants attended a non-profit 101 workshop hosted by Angeline Martyn, Senior Director of Global Corporate Partnerships at Save the Children U.S. The stories our teams heard, like Rosa's, were inspiring and heartwarming.



### ROSA'S STORY

*"When I first gave birth to Surena prematurely, I was afraid because I didn't know what I needed to do to help my baby. Save the Children connected me with Diana, an early childhood specialist, through the Early Steps to School Success program. She taught me so much and became like family, regularly visiting our home and helping to make sure Surena was healthy, talking more, and growing in confidence. Now, Surena is in pre-school and eagerly awaits her bag filled with new books each week from Save the Children's Book Bag Exchange. Not only did Diana and Save the Children help her to be healthy, they also helped her be ready for school and enjoy learning. She can do anything!"*

Rosa, mother and participant  
Save the Children's Early Steps to School Success Program



## SUPPORTING RESEARCH AND CARE FOR LIFE-THREATENING ILLNESSES



Providing real value is at the heart of everything we do at TJX, and that includes supporting organizations that deliver services to families and children when they are facing life-threatening illnesses, including funds aimed at spurring advancements in cures and care. Our Associates, 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 more than 25 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 an Elite Corporate Partner for the past seven years, helping to fund breakthroughs 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**.

### 2017 IMPACT



**\$12.3m**

funding raised for cancer research and care



**\$17.8m**

funding raised for illness research and care

HomeGoods has also partnered with St. Jude Children's Research Hospital since 2010 and **Dana-Farber Cancer Institute** since 2001, 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. For several years, we have also sold exclusively designed holiday water globes in our HomeGoods stores, with 50% of the purchase price being donated to St. Jude. In the U.S., Associates have also continued their long history of participation in the **Making Strides Against Breast Cancer** walk to raise funds for breast cancer research and support programs.

TJX Canada has supported **The Sunshine Foundation of Canada** for nearly 20 years, helping fulfill dreams of seriously ill, physically challenged, and abused children. Associates volunteer their time and donate money to this program. Additionally, in 2017, our Decal Campaign/Corporate Match raised more than \$860,000 for the Sunshine Dreams for Kids program. To celebrate the organization's 30th anniversary in June 2017, more than 700 TJX Canada Associates came together with The Sunshine Foundation alum and staff members to form "The Largest Human Image of a Sun." Marshalls in Canada also teams up with the **Kids Help Phone**, a counseling service for youth, where professional counselors are available 24 hours a day, 365 days a year, to help young people deal with concerns, large and small.

In Australia, T.K. Maxx supported the **Starlight Children's Foundation**, a national organization that aims to brighten the lives of seriously ill children and their families. Together with our customers, we raise funds through a range of activities, including our "Round Up Your Sale" campaign where shoppers can round up the cost of their purchase to the nearest dollar, with 100% of the excess change going directly to Starlight's Wish granting program. A Starlight Wish is a once-in-a-lifetime wish for a seriously ill child and their family and can be anything from meeting a pop star, to travelling to the Gold Coast to visit the theme parks, to surfing with a pro.

#### **MAKING A DIFFERENCE: CANCER RESEARCH U.K.**

T.K. Maxx has raised millions for **Cancer Research U.K.** to help fight childhood cancer through research, prevention, and treatment. In 2017, we raised nearly \$3 million through cause marketing and in-store fundraising campaigns to help fund clinical trials and other programs aimed at advancing childhood cancer prevention and treatments. Our support also includes the "Give Up Clothes For Good" campaign, the U.K.'s largest clothing donation program. This initiative allows people to drop off their high-quality, used clothes, accessories, and homeware at our stores for donation to Cancer Research U.K. The items are then sold at Cancer Research U.K. thrift shops to raise funds. Today, T.K. Maxx is the largest corporate funder of children's cancer research in the U.K., helping young people like Edward.

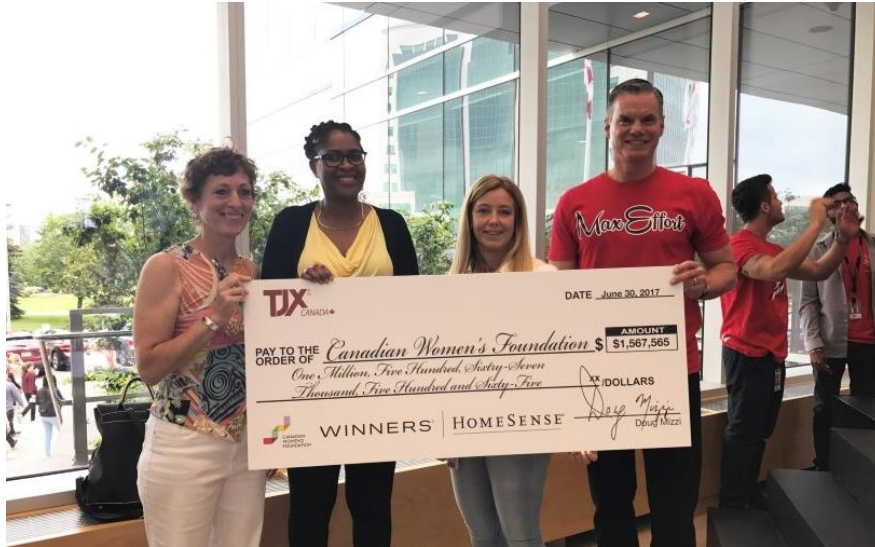


**EDWARD'S STORY**

*"I am now living a very happy and healthy life. I'm back playing football and will never take for granted the feeling of running on the pitch. I am very much looking forward to seeing what lies ahead."*

Edward, 18, diagnosed with Leukemia on his 8th birthday  
Beneficiary of Cancer Research U.K.  
Telford, U.K.

# PREVENTING DOMESTIC VIOLENCE



We believe everyone deserves a safe and secure home free from abuse, which is why TJX supports domestic violence prevention organizations at the national, state, and local levels in the U.S. and Canada. We specifically fund programs that provide a safe haven for those fleeing domestic violence, along with the tools they need to rebuild their lives.

TJX has supported domestic violence prevention programs for over 25 years. 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 vital link to safety for an estimated 324,000 people annually who are affected by domestic violence.

In 2017, TJX awarded domestic violence program grants for public awareness campaigns – programs such as the “Take a Stand” campaign on Alabama college campuses; the “Peace Begins at Home” specialized license plate campaign in Virginia; and the “Breaking up with Bad Love” campaign developed by teens for teens in Illinois.

## 2017 IMPACT



**600**

shelters supported



**129k**

domestic violence services

## MAKING A DIFFERENCE: CANADIAN WOMEN'S FOUNDATION

For nearly 15 years, Winners and HomeSense have supported the **Canadian Women's Foundation** through in-store fundraising and corporate giving. Ranked one of the largest women's foundations in the world, the Canadian Women's Foundation empowers women and girls in Canada to move out of violence and poverty and into confidence and leadership. It serves about 6,300 women and children in shelters each night. Each year, Winners and HomeSense offer a unique product line, "Shop for GEN1," to specifically raise funds for the Canadian Women's Foundation. The line has been well received, and proceeds benefit over 450 emergency shelters and violence prevention programs in Canada funded by the Canadian Women's Foundation, positively impacting women like Rose.



### ROSE'S STORY

*"Giving up and returning to a life of abuse would have surely put me in the grave. I was determined to make it on my own. I took an unknown step forward and left a life of fear, hoping for a more peaceful one. We are now living the life of peace we hoped for. This is an accomplishment that I am very proud of."*

Rose, Canadian Women's Foundation Beneficiary  
Toronto, Canada

[Read more.](#)





## SMART FOR BUSINESS. GOOD FOR THE ENVIRONMENT.

TJX has long been committed to pursuing initiatives that are smart for our business and good for the environment. We operate a large, complex international business and in 2017, were pleased to increase our global store count by over 250 stores. Our growth has resulted in annual increases in our environmental footprint, including our absolute greenhouse gas (GHG) emissions. That's why we continually work to increase the energy efficiency of our operations by maximizing technologies that lower store and distribution center energy use from lighting, heating, ventilation, and air conditioning systems. We also proactively address the way we handle the waste generated by our business operations and are working to send less and less waste to landfills across our global business footprint.

*One of the key ways we measure our progress is by tracking our results against our GHG reduction goal, which is to reduce our global GHG emissions per dollar of revenue by 30% by fiscal 2020, against a fiscal 2010 baseline.*

We are pleased to report that we are on track to exceed our goal. We are also in the process of considering options for setting our next quantitative emissions reduction goal. As part of that process, we are undertaking a feasibility assessment for creating a science-based target and are considering options that range from a two-degree scenario to a carbon neutral scenario.

### KEY INITIATIVES

Our efforts to reduce our carbon footprint are focused around these key initiatives:

- / ENERGY AND EMISSIONS
- / LOGISTICS
- / GREEN BUILDING
- / WASTE MANAGEMENT
- / ASSOCIATE ENGAGEMENT
- / MEASUREMENT AND REPORTING

# 2017 ACHIEVEMENTS

## ON TRACK WITH OUR 2020 GOAL



On track to exceed our 2020 goal to reduce global GHG emissions per dollar of revenue by 30% against a 2010 baseline

---

Purchased over 195 million kilowatt hours of renewable energy in North America, avoiding over 58,000 tons of CO<sub>2</sub>e associated with our 2017 electricity use

## LEVERAGING RENEWABLE ENERGY



---

## REDUCING CARBON FOOTPRINT



Implemented emissions reduction initiatives that, on a global basis, reduced our carbon footprint by more than 19,500 metric tons of CO<sub>2</sub>e

- 
- Achieved CDP score of B
  - Celebrated 17 years on FTSE4Good index
  - 2017 U.S. EPA Smartway High Performer
  - New England Environmental Merit Award



## RECOGNITION OF OUR EFFORTS



## STRENGTHENING OUR COMMITMENT

Undertaking a feasibility study for creating a science-based target and considering options that range from a two-degree to a carbon-neutral scenario

## PROGRAM OVERSIGHT



Our Executive Environmental Steering Committee is responsible for guiding the development of TJX's environmental sustainability strategy and aligning it with the overall business strategy. The steering committee provides guidance, advocacy, support, and oversight for global environmental initiatives, including guidance in managing the risks and opportunities associated with climate change, and reviews progress against our global greenhouse gas target. The group includes senior leadership from Environmental Sustainability, Logistics, Global Communications, Store Operations, Compliance, Enterprise Risk Management, Internal Audit, Property Development, Global Sourcing and Procurement, Merchandising, Product Development, and Legal.

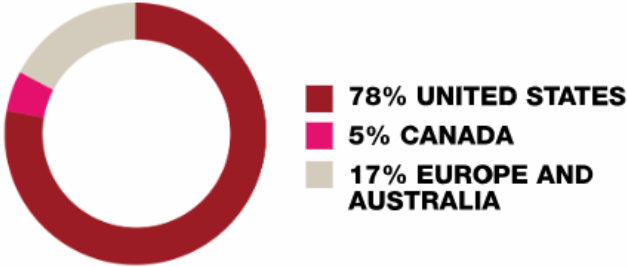
TJX also has a Global Environmental Sustainability Committee (GESC) that includes environmental sustainability subject matter experts from the U.S., Canada, and Europe. This committee facilitates collaboration across geographies on TJX's core environmental sustainability focus areas:

- / Sustainable business operations (including energy efficiency, transportation and logistics, green building, and waste management)
- / Measurement and reporting
- / Associate engagement

The Global Environmental Sustainability Committee reports on its progress and strategy to the Executive Environmental Steering Committee. Members of the GESC help shape the high-level environmental sustainability priorities for the business, which can also influence the strategies of regional operational teams. Periodically, these regional operational teams review and modify their strategies, in conjunction with feedback from the GESC, to reflect both short- and long-term plans for the regions.

In 2017, the GESC worked on several key initiatives, including the exploration of options for setting our next greenhouse gas target, and discussed our approach to renewable energy products. It also broadened its engagement with key decision makers across the business to help determine the ways to best prioritize environmental sustainability projects under the Company's environmental sustainability roadmap. The GESC works to prioritize initiatives that are meaningful to the Company's many stakeholders and prepares the business to support the dynamic landscape of sustainability reporting and disclosure frameworks.

### The U.S. is Our Largest Source of GHG Emissions by Region<sup>1</sup>



<sup>1</sup>Includes 2017 scope 1 (direct) and scope 2 (indirect) GHG emissions.



## ENERGY AND EMISSIONS



Electricity and fuels used to operate our stores generate the majority of the greenhouse gas (GHG) emissions that we can control directly. Our global approach to reducing our impact and increasing our efficiency includes a balanced and opportunistic portfolio of emissions reduction activities highlighting energy efficiency and renewable energy. We are pleased to report that we saved an estimated \$24 million in energy expenses between 2011 and 2017 as a result of our programs. As we have said for several years, our environmental sustainability efforts truly benefit both our business and the environment! We are currently focused on:

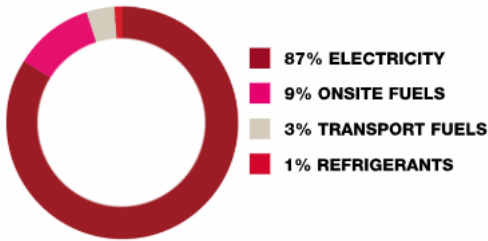
### Energy Efficiency

- / Retrofitting lighting
- / Implementing and monitoring energy management / building automation systems
- / Conducting preventative maintenance on heating, ventilation, and air conditioning (HVAC) systems
- / Providing stores with energy awareness training materials

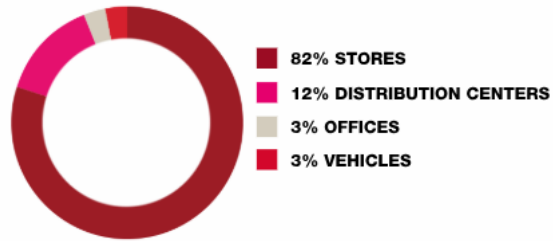
### Renewable Energy

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

**Electricity is our Largest Source of GHG Emissions<sup>1</sup>**



**Stores Account for 82% of our Carbon Footprint<sup>1</sup>**



<sup>1</sup>Includes 2017 scope 1 (direct) and scope 2 (indirect) GHG emissions.

We have regional Energy Management teams across our global operations that are responsible for managing our energy consumption and costs, analyzing and improving current operational performance, and testing, prioritizing, and implementing energy efficiency technologies and products. To facilitate the sharing of best practices across our global regions, our Energy Management teams share information throughout the year and collaborate on regional approaches. These teams support the energy data collection efforts for over 4,000 stores as part of our global, corporate GHG inventory. They also help align reduction strategies to our global, corporate GHG emissions reduction target of a 30% reduction of GHG emissions per million dollars of revenue by 2020 against a 2010 baseline year.

Over the past five years, our Energy Management teams have implemented emissions reduction projects that have helped reduce our global carbon footprint by over 62,500 metric tons of carbon dioxide equivalents (CO<sub>2</sub>e) and saved the Company an estimated \$19 million. In 2017, our energy-saving initiatives reduced our CO<sub>2</sub>e emissions by about 19,500 metric tons, an increase of over 10% from 2016.

**2017 GLOBAL RESULTS**

Combined emissions reduction initiatives in the U.S., Canada, and Europe reduced our carbon footprint by approximately

**19,500**  
metric tons of CO<sub>2</sub>e

That's the annual GHG emissions given off by about

**4,100**  
  
cars

or the annual GHG emissions stored by about

**22,000**  
  
acres of trees

**RENEWABLE ENERGY**

Renewable energy is an increasingly important part of our environmental sustainability strategy and our approach to reducing GHG emissions from electricity consumption. For TJX, onsite renewable electricity generation opportunities are limited as we typically do not build or own our stores. Additionally, as a global company, we operate in many different energy and renewables markets, so opportunities for using renewable energy vary greatly from country to country and even within regions. For these

reasons, we have regional strategies to support our efforts, and subject matter experts review opportunities, deal structures, and procurement strategies that are currently available in their local marketplaces. They continue to evaluate alternative energy solutions and purchasing opportunities for our facilities, taking into account the economic and operational feasibility of projects.

In 2017, we purchased more than 195 million kilowatt-hours of renewable energy in total, sourced from a variety of technologies. This represents a significant increase in renewable energy consumption compared to 2016. In the U.S. and Canada, our approach to renewable energy includes installing solar panels on select buildings, contracting with utilities for renewables, and purchasing renewable energy credits from national new renewable facilities. Our renewable energy projects and purchases in 2017 enabled us to reduce our Scope 2 market-based GHG inventory by nearly 58,500 metric tons of CO<sub>2</sub>e, which is estimated to have reduced our aggregate emissions for our 2017 market-based GHG inventory by almost 7.5%.

In the U.S., specific efforts include solar panels installed on the roofs of select stores in New Jersey, Connecticut, New York, Massachusetts, and California and distribution centers in Arizona, Connecticut, and Nevada. We have also designed the roofs on our new distribution centers to accommodate solar panels and have evaluated the potential for solar panel installations at distribution centers and home offices. We believe these efforts position us well to expand our solar projects where it makes sense for the business in the future. In 2017, we were proud to go live with two new solar panel installations on our Arizona distribution centers, including the largest solar panel installation in TJX history.

- / In Phoenix: Nearly 13,000 solar panels power about 30% of the distribution center's electricity consumption, netting a carbon savings that is roughly the equivalent of taking more than 285 cars off the road each year. By powering our distribution center, in part, by the sun, we anticipate saving approximately \$135,000 per year.
- / In Tucson: Nearly 4,500 solar panels power about 17% of the distribution center's electricity consumption, equivalent to the amount of carbon absorbed by about 360 acres of trees and providing a cost savings of about \$72,000 per year.

In Canada, in 2017, we purchased renewable energy credits enabling the reduction of close to 75% of our electricity-related emissions and, for the first time, we have purchased carbon offsets that enabled us to completely offset the emissions associated with our scope 3 business travel in Canada. For 80% of our offset purchase, we chose a VCS-certified project known as the Darkwoods Forest Carbon Project, located in southeastern British Columbia, which provides multiple conservation benefits, including protecting over 250,000 acres of forest and ensuring that natural habitats for wildlife are not disrupted.

In Europe, our processing centers in Germany and Poland have incorporated both solar and geothermal technologies.

## **U.S. HIGHLIGHTS**

In the U.S., members of our Energy Management team work with our Store Design teams, Distribution Center teams, vendors, and many others to review opportunities to increase our energy efficiency for new and existing facilities. For our large and diverse real estate portfolio nationwide, we analyze store energy data, surveys, and feedback to identify energy consumption outliers and then work to deploy the appropriate solutions for purposes of improving the operations of our buildings, increasing people's

comfort, and saving energy. Our U.S. Energy Management team works with the goal of reducing energy and emissions in these key ways:

- / Identifying new light-emitting diode (LED) technologies that meet our criteria for lighting in our stores and installing LED light fixtures in most areas of our new stores – from the backroom to the fitting rooms to the jewelry cases;
- / Retrofitting existing lighting and HVAC systems in stores and distribution centers;
- / Leading the Save-a-Watt program, which identifies stores that are operating outside of our standards for efficiency and works with them to optimize lighting, electrical, and mechanical systems;
- / Exploring market-based opportunities with energy suppliers to include renewable energy in our purchasing process where possible; and,
- / Collaborating cross-functionally with Finance, Operations, Procurement, and Environmental Sustainability to plan and execute against onsite solar energy installations.

Additionally, our Energy Management team works with our Environmental Sustainability team to monitor our GHG emissions inventory and progress against our reduction target and is a key partner in developing the strategies and plans for our next generation goals. In 2017, our lighting and HVAC efficiency initiatives, along with our renewable energy purchases, reduced our GHG emissions by over 52,000 metric tons of CO<sub>2</sub>e.

## **CANADA HIGHLIGHTS**

In Canada, we have an Energy Optimization group, which is comprised of representatives from Store Design and Construction, Maintenance, Finance, and Environmental Sustainability. The team takes a similar approach as its U.S. counterpart, capturing and analyzing electric and gas usage data to identify ways to conserve energy in our stores. The team focuses on:

- / Identifying opportunities to conserve energy in our stores (primarily through energy efficient lighting upgrades);
- / Evaluating technologies such as battery energy storage, demand-control ventilation for HVAC, and LED lighting;
- / Leveraging incentives provided by provincial utility programs to reduce project costs; and,
- / Exploring renewable energy purchasing opportunities.

In 2017, we continued to support renewable energy through the purchase of renewable energy credits from Canadian wind farms and implemented new technologies, like LED lighting in over 40 stores, saving an estimated 430 metric tons of CO<sub>2</sub>e as a result.

## **EUROPE HIGHLIGHTS**

In Europe, our Energy and Environment Committee is responsible for setting regional environmental sustainability goals, approving implementation strategies, reviewing program progress, and assessing the viability of future opportunities. It is comprised of senior individuals from across the business, including Store Operations, Property, Distribution, Facilities, Finance, Store Design, Procurement, and Corporate Responsibility as well as external expert consultants. At the operations level, we also have an



Environmental and Energy Management Committee, comprised of internal Associates and an external energy management specialist, which has developed a comprehensive, multi-year plan with the goal of improving our energy performance.

TJX Europe initiatives include:

- / Rolling out our LED lighting program in new and existing U.K. stores and processing centers;
- / Managing building monitoring systems with the goal of further reducing our energy consumption, measuring our performance against initiatives, and upgrading some systems to allow for easier access to high-quality information, which permits us to more swiftly resolve maintenance or other issues; and,
- / Implementing lighting and heating / cooling policies to manage electricity use for stores in the U.K. and other parts of Europe.

In 2017, the European team completed LED lighting retrofits and remodel projects that resulted in lowered energy consumption overall across our U.K. real estate portfolio. We are proud to report that these efforts resulted in a 7% reduction in our energy intensity (kilowatt hours per square foot) in this country and helped to reduce our GHG emissions by about 5,200 metric tons of CO<sub>2</sub>. We are equally excited to share that Europe has set its own emissions reduction goal of 15% metric tons CO<sub>2</sub>e per million British pounds by 2020 against a 2017 baseline.

# LOGISTICS



To support our large, international business, our Logistics teams worldwide seek out strategies and technology solutions that can help us increase the efficiency of our transportation operations. Whether we are using modeling software for purposes of improving the efficiency of our store delivery network, better utilizing trailer space, or testing new alternative fuel vehicles, we are constantly striving to improve the ways that we move merchandise from suppliers around the world to our stores.

## U.S. HIGHLIGHTS

As our business has grown, our shipping miles have increased significantly. Despite this, our focus on fuel and network efficiencies has resulted in a reduction in our carbon dioxide equivalents (CO<sub>2</sub>e) per shipment average over the past several years. For inbound logistics, we have reduced our CO<sub>2</sub>e per shipment by about 58% since 2010. For outbound logistics, by switching to more efficient modes of transportation and increasing the efficiency of our network by opening service centers, our Logistics teams in North America have reduced CO<sub>2</sub>e per shipment by over 60% since 2010!

The use of intermodal<sup>1</sup> for shipping merchandise is driving some of the reductions we are seeing in greenhouse gas (GHG) emissions as well. This is a more fuel-efficient alternative than trucking alone, and we intend to use this greener transportation alternative where it makes business sense as it reduces both our costs and logistics-related GHG emissions.

### Our Use of Inbound Intermodal in the U.S. has Increased<sup>1</sup>



<sup>1</sup>Transportation involving more than one form of carrier during a single journey.

Some highlights from 2017 include:

- / Inbound intermodal to distribution centers was about 78% of miles travelled;
- / About 18% of our outbound shipment miles between our distribution and shipping centers (i.e., crossdock) were intermodal;
- / We continued to ramp up our outbound intermodal mileage for transportation for store deliveries and doubled the number of miles travelled by intermodal to stores compared to 2016; and,
- / One of our rail carriers utilizes trains fueled by liquefied natural gas for select routes in southern Florida for outbound freight; it is expected that these trains will produce fewer emissions than traditional locomotives.

In addition to these initiatives, 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 recyclable materials like cardboard and plastic from our stores to the ARRCs.

Since 2013, we have been working with one of our transport carriers to operate compressed natural gas trucks in two major metropolitan markets. We have increased the number of trucks used in each of the past four years. We estimate that these trucks produce about 22% less CO<sub>2</sub> per mile than diesel trucks and that our initiative is helping to reduce CO<sub>2</sub> by over 335 metric tons annually. 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 U.S. Environmental Protection Agency's (EPA) 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. We require that all new U.S. carriers are SmartWay certified.

In 2016, the most recent year for which we have data available, 92% of TJX's U.S. land transportation mileage was with SmartWay-certified carriers. To achieve this result, TJX collaborated with carriers to encourage their participation in this program. SmartWay scores are now included in our TJX Logistics Service Provider Questionnaire, which goes out to all prospective U.S. carriers.

## **CANADA HIGHLIGHTS**

In Canada, the majority of our carriers are Fleet Smart or SmartWay approved. (Fleet Smart is the Canadian equivalent of the U.S. SmartWay program.) Since 2016, a significant portion of our Canadian carrier spend was with either Fleet Smart or SmartWay carriers. We are increasing our engagement with our transportation and logistics carriers on environmental sustainability topics and have added environmental sustainability questions into select logistics bids. We are also engaging in discussions with our partners during business review meetings.

Our initiatives to reduce fuel consumption extend beyond our transport partners. For example, at our distribution centers in North America, we work to optimize store delivery runs by using logistics software to design more efficient routes. We utilize various co-loading methods to encourage use of fully loaded trucks as well as alternative methods to load and unload trucks. We now have a variety of delivery techniques, including traditional deliveries, floor-loaded trailers, pallet drops, and trailer drops. Additionally, we have a night time trailer drop program that reduces drive times to stores and maximizes the space used on the truck. This program is another way in which we conserve fuel, reduce travel time, and decrease the number of trucks on the road.

In 2016, we began working with a third-party distribution center in Delta, British Columbia. The 450,000 square-foot facility was strategically positioned to support stores in western Canada and will substantially reduce the miles needed to ship products to our stores.

## **EUROPE HIGHLIGHTS**

In the U.K. and Ireland, where we directly manage our logistics, we believe we are at the forefront of innovation in our logistics fleet. We collaborate with our transport providers and incorporate a "green" clause in our agreements, which covers both trucking and store delivery vehicles and commits both parties to achieving key environmental goals. Together with our partners, we continually work on new ideas to increase fuel efficiency and reduce costs, thereby minimizing the impact of our vehicles on the environment. In fact, we estimate that we saved over 1.3 million kilometers of truck travel over 2017 by being more efficient.

Through our logistics partners, we work with trailer manufacturers to develop innovative designs for our vehicles. Our whole fleet is now comprised of newer lifting deck trailers built for T.K. Maxx, which represent the latest in trailer solutions and offer better durability, more cubic space, aerodynamic profiling, and a host of safety features. We are also using low-rolling resistance tires on new double deck trailers.

In addition to our existing fleet enhancements, we encourage our logistics partners to pilot hybrid vehicles, and we leverage technology and design to improve logistics efficiency. We are introducing driving-style management applications to provide fuel savings and currently testing 100% liquefied natural gas trucks in London.

We continue to utilize dual-fueled vehicles (liquefied petroleum gas and diesel) within our fleet to reduce our GHG emissions. We take steps to increase the utilization of our vehicles and to help manage delivery routes more efficiently. We also offer driver education and invest in technologies like vehicle tracking that can help optimize driving habits to reduce fuel costs, improve safety, and ensure efficient routes.

We also collaborate with other retailers in the U.K. and Ireland to share capacity on some of our delivery routes. This collaborative approach can eliminate the need for multiple, parallel trips to the same location, helping to further reduce GHG emissions.

Outside of the U.K. and Ireland, we continue to work with our logistics providers to introduce a new double deck trailer for use across other parts of Europe. We are currently trialing two double deck trailers for transport of products between Poland and Germany. These trailers are designed to increase cubic capacity and deliver improved aerodynamics.

Altogether, we estimate that our emissions reductions from our European logistics initiatives was 1,300 metric tons of CO<sub>2</sub>e.



## GREEN BUILDING



As we construct new buildings, we incorporate environmentally sustainable features whenever feasible. 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.

### HOME OFFICES

Our office buildings in Marlborough, Massachusetts, have earned the Leadership in Energy and Environmental Design<sup>1</sup> (LEED) Gold certification from the Green Building Council. The buildings feature light-emitting diode (LED) lighting and occupancy sensors in offices and conference rooms, as well as 100% compostable utensils, plates, and napkins in the cafeterias among other sustainability features.

TJX Canada's regional headquarters, completed in 2015, incorporated environmental sustainability features into its construction plan and is LEED Silver certified. In addition to energy and water conservation measures, environmentally sustainable features were incorporated throughout the building, including in the interior finishes, workstations, outdoor areas, and cafeteria. The building and grounds also feature special hybrid and electric vehicle charging stations, interior landscaping, a garden to support the monarch butterfly migration and bee populations, and a vegetable and herb garden that is managed by Associates. In 2017, in response to a difficult season which saw a large decline in the local butterfly and bee populations, our Associates donated their time to plant even more flowers in our garden to support these vulnerable species.

TJX Europe began construction on its new corporate headquarters in 2017. As we make design and facility decisions that support our commitment to environmental sustainability for the long term, we are incorporating sustainability initiatives into the build process as well, including recycling or reusing materials like electric cabling, insulation, plaster board, glazing, and plastics where possible. Heavier materials, such as bricks and concrete from the construction site, are being crushed and processed on site and can then be reused for later construction work. Our goal is to achieve BREEAM certification ("Building Research Establishment Environmental Assessment Method;" an environmental assessment

method and rating system for buildings) based on the building’s environmental sustainability credentials.

## DISTRIBUTION NETWORK

As we build new distribution and shipping centers, we are incorporating environmentally sustainable features whenever feasible and are pleased to have received LEED certification for our distribution centers in Jefferson, Georgia and Las Vegas, Nevada and for the office space in Phoenix, Arizona.

TJX Europe’s processing center in Wakefield, England opened in 2017 and houses sustainable features like LED lighting, rainwater harvesting, and wind turbines. The building also uses adiabatic cooling in the warehouse to reduce refrigeration use and solar energy to preheat water. During the construction process, we leveraged BREEAM guidelines and were pleased to have achieved a “very good” rating from BREEAM following its review of the building’s environmental sustainability features. In addition to this new center, our processing center in Bergheim, Germany was recognized for its environmental design with a Silver award for Best Sustainable Design by the German Sustainable Building Association, and our processing center in Wroclaw, Poland also has innovative environmental features.

**INTEGRATING SUSTAINABILITY INTO OPERATIONS**

LEED-Certified Buildings:	Green Building Enhancements:	Solar Installations: <sup>4</sup>	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	/ Tucson, Arizona, U.S.	/ Connecticut, U.S.
/ Marlborough, 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.
		/ Bristol, Connecticut, U.S.	/ Massachusetts, U.S.
		/ Bloomfield, Connecticut, U.S.	/ New Jersey, U.S.
		/ New London, Connecticut, U.S.	/ New York, U.S.
		/ Norwell, Massachusetts, U.S.	/ Ohio, U.S.
		/ Las Vegas, Nevada, U.S.	/ Pennsylvania, U.S.
		/ Bridgewater, New Jersey, U.S.	/ Rhode Island, U.S.
		/ Edgewater, New Jersey, U.S.	/ Texas, U.S.
		/ Holmdel, New Jersey, U.S.	/ Virginia, U.S.
		/ Lawrenceville, New Jersey, U.S.	/ District of Columbia, U.S.
		/ New Brunswick, New Jersey, U.S.	/ Alberta, Canada
		/ North Bergen, New Jersey, U.S.	/ Nova Scotia, Canada
		/ Secaucus, New Jersey, U.S.	/ Saskatchewan, Canada
		/ Westbury, New York, U.S.	
		/ Bergheim, Germany	
		/ Wroclaw, Poland	

# WASTE MANAGEMENT



## REDUCE-REUSE-RECYCLE

Although only a little more than 4% of our total, calculated greenhouse gas (GHG) emissions come from waste, teams throughout our business work to implement cost-effective strategies and processes to responsibly manage the waste materials resulting from our business operations. As with energy and operations logistics, we have a diverse group of waste management experts dedicated to monitoring and improving our performance. We have implemented initiatives in our stores, distribution centers, and home offices to reduce, reuse, and recycle as we strive to reduce the amount of waste going to landfill.

On a global level, we encourage collaboration across geographies to share best practices in waste operations, data collection, and strategy. In 2017, our global waste management stakeholders collected data to calculate our fifth global waste, GHG emissions footprint and diversion rate (that is, how much waste is being diverted from landfill).<sup>1</sup> We included waste GHG emissions data in our scope 3 emissions report for the first time in our 2016 CDP Climate response. We use the insights developed through our global waste data collection process to identify opportunities to improve our recycling and waste minimization efforts.

## 2017 DIVERSION RATES



<sup>1</sup>For TJX, diverted waste is either recycled or sent to facilities that convert waste to energy (w2e).

In addition to our diversion rates, through our data collection in 2017 we found:

- / Waste-related GHG emissions are comparable to business travel and significantly less than electricity and product transport;
- / While recycled materials make up the majority of our total tonnage of waste, they only constitute a small fraction of our GHG emissions;
- / In some regions, our programs are resulting in improved diversion rates. For example, in Canada, we have increased our diversion rate 14 percentage points in five years, from 75% in 2012 to about 89% in 2017; and,
- / We are expanding our compost food waste programs in select home offices across our global operations.

We have learned that waste disposal programs work better when they are flexible and can adapt to our many different store configurations, as well as to the regulatory or legislative requirements in different regions. As our programs mature, we are working to find solutions for the responsible disposal of many different types of materials in our waste stream and are continuously considering new solutions to avoid sending materials to landfills.

## **PACKAGING**

Like many retailers, cardboard and other materials used to package our merchandise for shipping to our stores constitute the most significant volume in our waste stream. Throughout our geographies, we have many initiatives that address reduction, reuse, and recycling of many of these materials beginning with suppliers, through to our distribution centers, and on to the stores. We strive to include environmental impact analytics in the selection process for packaging materials where feasible.

In 2017, a cross-functional team comprised of U.S. Logistics, T.J. Maxx and Marshalls Store Operations, and Distribution Services Associates piloted a project to maximize packaging re-use by leveraging our Asset Recovery and Recycling Centers (ARRCs) and their related distribution network. The team's goal was to reduce the cost of corrugate purchases and lessen the environmental impacts of shipping, while still protecting merchandise as it travels to the store. Over the course of the year, the group implemented physical and process changes with the ARRCs and the distribution center network, which resulted in the return of reusable corrugate and plastic totes from our stores to the pilot distribution centers. As of the end of 2017, we had successfully transferred over 536,000 reusable units of packaging materials through this pilot. We continue to assess the feasibility of implementing this across our broader network.

In the past, we analyzed the lifecycle impacts of some of our internal-packaging and fragile-packing materials in our T.J. Maxx and Marshalls distribution centers, as well as the impact of using plastic totes versus cardboard boxes in the U.S. 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 recyclable material and corrugated box inserts and resulted in an estimated 11 million fewer plastic bags being used across our distribution network each year. Additionally, this packaging solution is being included in our re-use pilot and in 2017, we brought back over 7,500 items to our distribution centers as a result.

## IN OUR STORES

Across geographies, we have introduced recycling programs to many stores for common items like cardboard, plastic, paper, aluminum, and glass. To reduce the creation of waste, the majority of our store reports, training materials, and policies are available electronically. Additionally, in 2017 in Canada, we expanded a pilot project for recycling Styrofoam (polystyrene) and are pleased with the results of diverting approximately 28,000 kilograms of waste from the landfill. For customers, we offer reusable bags for sale in our stores. In Europe, customers can purchase reusable bags, under our “Bags for Life” program, and a portion of the proceeds goes to one of our charity partners.

## IN OUR DISTRIBUTION AND SERVICE CENTERS

Virtually all of our distribution 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 organics.

In the U.S., our ARRCs are located within many service centers and serve 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. As of 2017, we operated 18 ARRC locations in the U.S., including four new sites. These ARRCs service about 60% of our T.J. Maxx and Marshalls stores, and we plan to continue to open new locations that broaden this service across the nation.

The flexibility of the ARRC organization enables 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 Styrofoam as a key area of focus, our ARRC organization and network provides the operational testing sites for the Company to implement new technologies that enable better recycling of this material. In this pilot project, we used machinery that compresses and melts Styrofoam into blocks, which are then sent to recycling centers for reuse. In 2017, we were able to divert 21 tons of Styrofoam from landfills, and we expect to continue growing this program in the future. Thanks to this initiative and many others, in 2017 alone, the ARRCs helped divert more than 56,000 metric tons of waste from landfills. We are committed to expanding ARRCs across the nation to support our business.

In 2015, our two distribution centers in Canada were awarded the Recycling Council of Ontario’s 3R Silver Certification for outstanding policies and performance in responsible waste management. We encourage waste reduction and recyclability through our procurement policy, and have improved our diversion rate year over year for the last three years. In 2017, we achieved a combined 95% diversion rate in our distribution centers!

We are pleased to report that in 2017, our European processing centers diverted 90% of their waste from landfill. They are recycling waste streams that include plastic, wooden pallets, and cardboard, and now backhaul cardboard and plastics from select stores in the U.K. to processing centers. We continue to look for opportunities to add more stores to the trial and for closed-loop initiatives to support enhanced environmental performance. In the U.K., we also have an Asset Recovery and Recycling



Center, which acts as a central destination for storage and distribution of excess hangers, store fixtures, display cases, and more.

### **IN OUR OFFICES**

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 buildings in Marlborough, Massachusetts, as well as our Canadian and European corporate offices, we have removed waste bins from Associates' workspaces and installed centrally located recycling bins for Associates to use. In these buildings we also use cups, plates, napkins, and utensils that are either made from 100% compostable materials or are fully recyclable, and we have organic waste programs. We monitor the success of these programs with our janitorial and Office Services staff and make adjustments to improve where necessary.

### **REDUCING WATER CONSUMPTION**

Although our business operations are not water intensive, we believe reducing water usage is consistent with both our low-cost operating philosophy and our commitment to environmental sustainability. To that end, we are continuing our efforts to monitor our water usage and identify opportunities to improve water efficiency in our operations. For instance, our Energy Management group in the U.S. collects water usage data to identify opportunities for improvement. We use time-sensor technologies to control faucets in many of our restrooms, and, in the U.K., we monitor our direct water usage and work to reduce consumption in all stores. We have also benchmarked our consumption against similar retailers and evaluated our average daily usage for stores.

Additionally, our TJX Vendor Code of Conduct strongly encourages our 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 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.

## 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 will be. At TJX, our Associates are encouraged to consider how to make operational decisions that minimize environmental impacts, and we communicate this in our Associate Code of Conduct.

As we consider options for setting our third greenhouse gas (GHG) emissions reduction target, we are engaging with cross-functional subject matter experts to identify and measure emissions impacts to our business. This process requires participation from Associates across our Store Operations, Facilities, Procurement, IT, Construction, and Energy Management groups and should result in a better understanding of which initiatives could potentially affect future energy use and reduce our GHG emissions.

In addition, we have global energy teams, global waste management teams, and other teams that convene several times a year to 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.

### **ENCOURAGING OUR ASSOCIATES TO "GO GREEN"**

We use our intranet, The Thread, to communicate with Associates about our environmental sustainability initiatives, whether they are global corporate efforts or more regional success stories. In the U.S., we have hosted events at our home offices in which local vendors and TJX experts educate Associates on the Company's environmental sustainability initiatives, as well as with regard to what they personally could do to help the environment. In Europe, our internal communications channels share environmental achievements regularly.

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. It also manages the "Turn Over a New Leaf" program, which encourages Associates to take sustainable actions in the workplace or at home. In the last five years, "Turn Over a New Leaf" has netted over 81,000 pledges from Associates to implement environmentally friendly practices. In 2017, Associates focused their pledges on reducing their diet-related environmental impacts by increasing their consumption of plant-based foods.

Associates also volunteered their time on various local conservation projects in the year, including a park clean up, planting a pollinator garden at our headquarters, adopting a bee hive, and creating a beautiful patio vegetable and herb garden. Other key successes in the year included the introduction of an onsite, eco-friendly dry cleaner; swap and reuse events for formal wear, back to school supplies, and Halloween costumes; and our annual EcoFest.

EcoFest is TJX Canada's annual sustainable celebration that features special guests, eco-friendly vendors, and food offerings. At the 2017 EcoFest celebration – our 8th annual – over 800 Associates joined in the fun, enjoying samples of eco-friendly products from more than 30 vendors. To continue inspiring Associates year round, we also host EcoFest pop-up shops that feature eco-friendly vendors that Associates can shop and learn from.

# MEASUREMENT AND REPORTING

## GLOBAL METRICS

Our global teams work together to measure the performance of our environmental sustainability initiatives, including these key metrics:

- / Corporate carbon footprint
- / Emissions reduction activities
- / Performance against our relative greenhouse gas (GHG) emissions reduction target
- / Performance score on the CDP report

## OUR TARGET

Reduce our global GHG emissions per dollar of revenue by 30% by fiscal 2020, against a fiscal 2010 baseline.

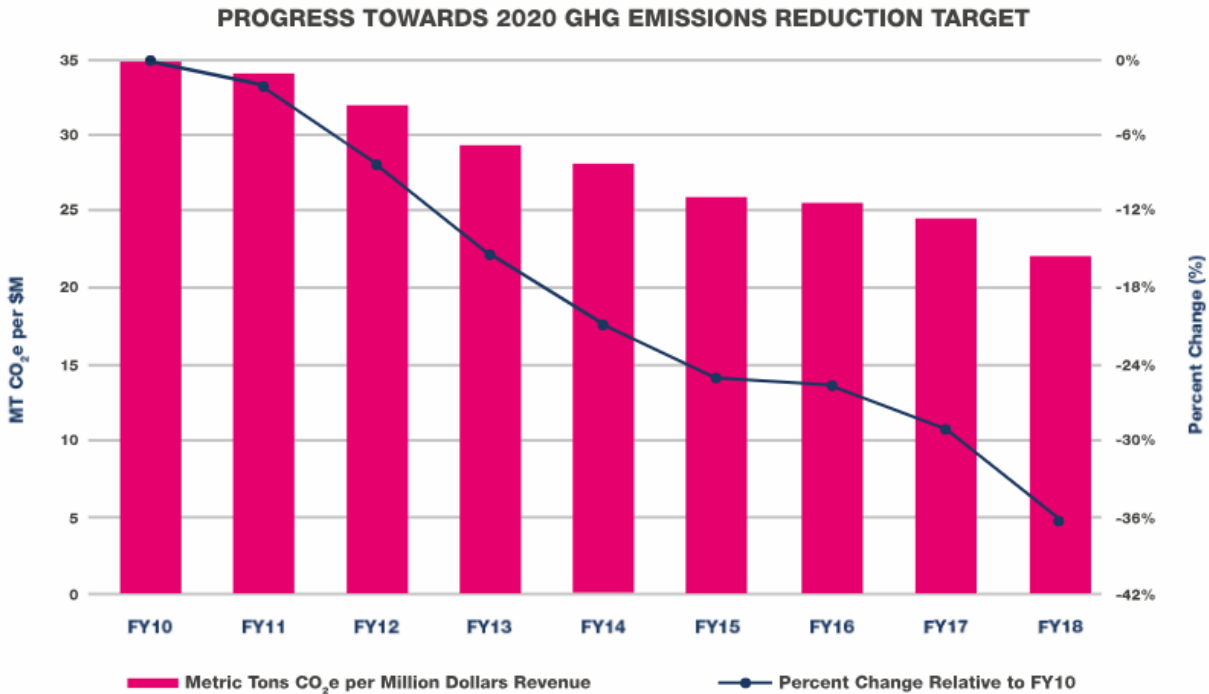
## RESULTS OF KEY GLOBAL METRICS

METRIC	2013	2014	2015	2016	2017
<b>Carbon Footprint:<sup>1</sup></b> The calculated environmental impact of our business operations	~766,000 metric tons of CO <sub>2</sub> e	~759,000 metric tons of CO <sub>2</sub> e	~796,000 metric tons of CO <sub>2</sub> e	~778,000 metric tons of CO <sub>2</sub> e	~784,000 metric tons of CO <sub>2</sub> e
<b>CO<sub>2</sub>e Emissions Reductions:</b> Energy efficiency measures that result in carbon reductions and cost savings	~7,000 metric tons of CO <sub>2</sub> e saved	~8,200 metric tons of CO <sub>2</sub> e saved	~10,300 metric tons of CO <sub>2</sub> e saved	~17,500 metric tons of CO <sub>2</sub> e saved	~19,500 metric tons of CO <sub>2</sub> e saved
<b>GHG Emissions Reduction:<sup>2</sup></b> GHG emissions in metric tons/million dollars of revenue	27.9 MT/\$M revenue	26.1 MT/\$M revenue	25.7 MT/\$M revenue	23.8 MT/\$M revenue	21.9 MT/\$M revenue
<b>Reporting:</b> Scoring for our voluntary disclosure of environmental data to CDP <sup>3</sup>	98, B	98, B	96, C	A-	B

<sup>1</sup>Location-based carbon footprint includes scope 1 (direct) and scope 2 (indirect) GHG emissions. 2013 through 2016 numbers were rebaselined in 2017.

<sup>2</sup>TJX's target is a 30% reduction in GHG emissions per million dollars of revenue by 2020 against a 2010 baseline.

<sup>3</sup>Number score is for disclosure; grade score is for performance. In 2016, CDP changed scoring to a single grade.



## EXTERNAL REPORTING

- / Our **GHG inventory** calculation includes both market-based and location-based calculations, following the revised GHG Protocol scope 2 Guidance, as a result of our renewable energy commitments and purchases. **View our 2017 GHG inventory** at <https://www.tjx.com/files/pdf/2018-ghg-inventory.pdf>.
- / In 2017, we participated in the **CDP Climate Change Information Request** for the eighth consecutive year, and we again delivered strong results, receiving a score of B. You can view our full CDP response by registering on **CDP's website** at [www.cdp.net](http://www.cdp.net).
- / TJX's corporate responsibility information has been indexed against **Global Responsibility Initiative's** Standard Guidelines. The TJX index is intended to help readers more easily navigate our website to the topic of interest. View our index at the end of this PDF.

## THIRD-PARTY CERTIFICATION AND VERIFICATION

- / In Europe, we have been working with the **Carbon Trust** to develop a strong environmental program with a focus on GHG emissions reduction. Our European carbon footprint has been externally audited by the Carbon Trust since 2006. Additionally, since 2009, we have been accredited with the **Carbon Trust Standard certificate**, recognizing our year-on-year efforts to reduce our environmental impact in the U.K., and since 2013, the certification has included our entire scope 1 and 2 European operations.



- / Our **scope 1 and scope 2 U.S. GHG inventory data** is third-party verified (using AICPA (AT101) standards). This initiative has resulted in TJX obtaining third-party verification for 60% of our global scope 1 emissions (onsite fuels, refrigerants, and transport fuels) and an estimated 80% of our global scope 2 emissions (electricity and steam calculated using location-based emissions factors) for our 2017 reporting period.
- / Combined, about 84% of our global scope 1 and 95% of our global scope 2, location-based emissions data are third party verified. **View our 2017 GHG inventory** at <https://www.tjx.com/files/pdf/2018-ghg-inventory.pdf>.
- / In 2017, we were pleased that our Las Vegas, Nevada, distribution center was recertified with **LEED® Certification**,<sup>1</sup> following its original certification in 2012. In 2016, we were also awarded LEED Silver Certification for TJX Canada’s regional headquarters, which incorporated environmental sustainability features into its construction plan. The Green Building Council’s LEED green building program is a preeminent program for the design, construction, maintenance, and operations of high-performance green buildings.
- / In 2015, our two distribution centers in Canada were awarded the **Recycling Council of Ontario’s 3R Silver Certification** for outstanding policies and performance in responsible waste management.

## RECOGNITION

- / In addition to the recognition of our efforts by CDP and Carbon Trust, in 2017, we were once again listed on the **FTSE4Good Index**. We have been selected for inclusion on the FTSE4Good Index every year since 2001. Created by the global index provider FTSE Russell, the FTSE4Good Index Series is designed to measure the performance of companies demonstrating strong Environmental, Social, and Governance practices. The FTSE4Good indices are used by a wide variety of market participants to create and assess responsible investment funds and other products.<sup>2</sup>
- / In 2017, TJX received the **New England Environmental Merit Award from the U.S. EPA**. We were honored to receive this award in recognition of our commitment to pursuing initiatives that are smart for our business and good for the environment. We were also named a **SmartWay High Performer** in 2017 from the U.S. EPA for our contribution to a more efficient, productive, and sustainable freight industry by using SmartWay carriers for 92% of the miles we ship.

<sup>1</sup>LEED® - an acronym for Leadership in Energy and Environmental Design™ - is a registered trademark of the U.S. Green Building Council®.

<sup>2</sup>FTSE Russell (the trading name of FTSE International Limited and Frank Russell Company) confirms that TJX has been independently assessed according to the FTSE4Good criteria, and has satisfied the requirements to become a constituent of the FTSE4Good Index Series.



## 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 4,000 stores in nine countries spanning three continents. As a leader in global retail and a Fortune 100 company, we recognize the responsibilities we have to our key stakeholders – Associates, customers, communities, vendors, and shareholders – to operate ethically and source responsibly.

*Our business dealings and interactions are grounded in our long-held principles of respect, honesty, integrity, and fairness, which serve as cornerstones to guide our efforts.*

In 2018, we were pleased to be ranked #2 within the specialty retailer category on *Fortune's* Most Admired Companies list. This list recognizes the Company's efforts in areas of importance to stakeholders, including: quality of products and services, financial soundness, long-term investment value, and social responsibility.

Just as we hold ourselves to high ethical standards, we also expect the same ethical standards from the people and organizations with which we do business, and in particular our vendors, whose relationships are key to our success. We place great importance on our **Social Compliance Program** and our **Vendor Code of Conduct**, with which we expect all our vendors around the world to comply.

In addition to operating ethically, we aim to be a retailer of choice for consumers. This means that we challenge ourselves to find new and innovative ways to improve the shopping experience and engage with customers so that customers return to shop our stores again and again.

Finally, as a responsible business, we have a long history of practicing excellence in **corporate governance**. As part of our governance practices, we have a suite of **corporate governance materials** that outline the standards to which we hold ourselves accountable. We seek to have a highly engaged Board of Directors that represents diversity as to experience, gender, ethnicity/race, and much more.

## A LEADING RETAILER

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 by offering a rapidly changing assortment of 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. Our stores are located in diverse geographic areas,



from urban to rural, and serve a diverse customer base. It is important that we challenge ourselves to find new and innovative ways to continually improve the shopping experience so that we may best serve the changing preferences, tastes, and concerns of our customers.

We seek to engage with customers when they visit our stores so they have a positive shopping experience. We believe our efforts to deliver great service are paying off. In 2017, and for the second year in a row, T.J. Maxx was voted Brand of the Year in the off-price retailer category by the Harris Poll. The Harris Poll surveyed more than 100,000 U.S. consumers regarding more than 4,000 brands to measure each brand's equity over time in three areas: familiarity, quality, and purchase consideration. Likewise, in 2016, we were honored to be recognized as Retailer of the Year by the World Retail Congress.

### LISTENING TO OUR CUSTOMERS

As always, a primary focus is our customers' experience in our stores. We aim to provide our store Associates with training to enhance interactions with customers and help improve their experience while shopping in our stores. We have implemented a number of "voice of the customer" initiatives, including online customer satisfaction surveys, which allow customers to tell us how they rate their shopping experience. We receive thousands of responses each month and regularly provide reports to store operations management to provide specific, detailed, and timely feedback regarding store performance so they may identify and 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.

This data has also helped drive broad improvements across many of our retail chains. For example, in the U.S., as a result of the feedback we received from T.J. Maxx and Marshalls customers, we implemented improved signs to differentiate our departments. We've also improved the design of our dressing rooms, added department-specific fixtures that allow us to transform product categories into small "shops" for flexible periods of time, created multilingual signs in some stores that make it easier for customers to find what they are looking for, and have implemented new processes and technologies

to speed up checkout times and dressing room lines. In Europe, we continued to enhance the customer experience in our stores by focusing on store navigation and building a suite of fixtures that make it easier for our customers to shop. We have carefully tested each initiative to ensure it drives excitement about our products and continues to deliver the treasure hunt experience that we know our customers love.

Each retail chain has a website that highlights seasonal offerings, store locations, and contact information for Customer Service groups. Our brands also leverage social media channels for real-time feedback on store experiences.

Beyond brick-and-mortar stores, tjmaxx.com, sierratradingpost.com, and tkmaxx.com offer customers the ability to shop online 24/7, every day of the year. We congratulate our teams on having tjmaxx.com recognized as a Top 50 “favorite online retailer” by the National Retail Federation for four consecutive years, ranking #31 in 2017. The Top 50 ranking comes from a survey of more than 7,000 consumers who were asked to write in the name of the website where they shop most often for apparel and non-apparel items.

## **SERVING OUR CUSTOMERS**

We strive to make our customers a top priority. We are always looking for ways to enhance the treasure hunt shopping experience as we believe the “thrill of the find” and an excellent experience help keep our customers coming back.

To achieve this, we have dedicated Store Planning groups within each retail chain that are responsible for understanding the customer base across different geographic locations. This helps us get the right products, to the right stores, at the right time, essentially giving the customers what they want, when they want it. Additionally, we give our store managers the flexibility to create their own floor displays and feature locally popular items. Our model allows us the flexibility to rebalance inventory levels in key categories, which has helped enhance the treasure hunt experience that our customers love and expect when they shop us.

We seek to increase our customer base and get excited when we see our customers shopping our stores again and again. To motivate customers, we offer various loyalty programs, which include both our TJX Rewards credit card and several non-credit incentives. Each program includes a variety of different perks. To learn more, visit our regional program websites:

- / TJX Rewards in the U.S.
- / TJX Style+ in Canada
- / Treasure in the U.K. and Ireland

Finally, we have a number of in-store programs designed to motivate and reward individual Associates, stores, and districts, as well as programs for Associates to share ideas, including thoughts on how to further improve the customer experience. The overarching goal of all of our programs is to teach, develop, and lead teams to provide excellence in customer service so that our customers have a wonderful shopping experience across all of our retail chains.

## 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. 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 communicate with and engage our Associates, something we believe is key to maintaining our culture. We want our Associates to be informed about our businesses and geographies and allow for opportunities to participate in Company-organized activities and community events. As such, we have many different ways to communicate, including: virtual and live management Town Hall meetings; State of the Company meetings; CEO updates; The Thread, our global intranet, which empowers Associates to collaborate and share information as appropriate; TJX geographic publications, such as TJXtra in Europe; and weekly bulletins.

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 Associates for "spreading joy" through random acts of kindness, such as encouraging a co-worker or providing a helping hand to a customer. Our goal 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. We have implemented a number of "voice of the customer" initiatives to identify ways that we might improve the customer experience. We share more about the



many ways we communicate and engage with our customers on the **Leading Retailer** page of our website.

### **ENGAGING WITH OUR INVESTORS**

We speak regularly with shareholders throughout the year via investor meetings, conferences, and phone calls. These interactions allow us to engage with the investment community, listen to our shareholders' insights and perspectives, and share near- and long-term strategies. Members of TJX management and subject matter experts also meet periodically with socially conscious investors to discuss and consider important issues in areas of corporate responsibility.

### **RECOGNITION OF OUR EFFORTS**

In 2018, we were pleased to be ranked #2 within the specialty retailer category on *Fortune's* Most Admired Companies list. For this survey, Fortune asked several stakeholder groups – including company executives, company directors, and investment analysts – to rate companies in their own industry on nine criteria. The list recognizes our efforts in areas of importance to stakeholders, and we were pleased to be given the highest score possible in the areas of innovation, social responsibility, quality of management, financial soundness, long-term investment value, and global competitiveness.

Our aim is to demonstrate accountability to our stakeholders. We listen carefully and consider their valuable input in the context of our current policies and practices.

## SUPPLIER DIVERSITY



At TJX, operating responsibly is part of our DNA. For us, this responsibility includes valuing diversity throughout our supplier relationships. Managed by our Global Sourcing and Procurement group, our U.S. Supplier Diversity Program is dedicated to broadening our supplier options for not-for-resale goods and services in the U.S. Since its inception in 1992, our program has helped to raise awareness of various diverse groups and organizations, which in turn has helped us to identify the best vendors for mutually valuable relationships. As we strive to be a good neighbor in our communities, expanding relationships through supplier diversity also enables us to encourage economic development in local communities where we do business. Our program includes businesses that are owned by minorities, women, veterans, LGBTQ individuals, and persons with disabilities.

### SUPPLIER REQUIREMENTS

To support TJX's goal to provide 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

To participate in our Supplier Diversity Program, suppliers must be certified by one of the following:

- / **National Minority Supplier Development Council**
- / **Women's Business Enterprise National Council**

- / **Disability:IN**
- / **National Veteran-Owned Business Association**
- / **National Gay and Lesbian Chamber of Commerce**
- / **Other state, local, and federal certifying agencies**

Suppliers certified by an organization listed above can register on our **supplier diversity portal**. Registering with TJX will not automatically guarantee a business opportunity. We will 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:**



# SOCIAL COMPLIANCE



At TJX, we are committed to treating people with dignity, fairness, and respect, and operating our business with high standards of ethics. Our commitment to these principles is reflected in our responsible sourcing initiatives through our **Social Compliance Program**.

We strongly value the relationships that we have developed with our vendors, relationships built on a foundation of honesty, trust, and ethical business practices. We expect our vendors to uphold the high ethical standards embodied in our **Vendor Code of Conduct** and **Social Compliance Program**, including respecting the laws and the cultures of the communities in which they operate and the rights of the workers who manufacture products for sale in our stores.



TJX's Vendor Social Compliance Committee is composed of management representatives 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.

# PRODUCT SOURCING



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, over 1,000 Associates in our buying organization source from a universe of more than 20,000 vendors and over 100 countries, and as part of TJX's purchase order terms, all of 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. These requirements stand even if a vendor applies their own code of conduct, monitoring, or ethical sourcing guidelines.



## OUR OFF-PRICE BUSINESS MODEL

We see ourselves as a global, off-price, value retailer. Our mission is to deliver great value to our customers by offering a rapidly changing assortment of 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 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, some merchandise is designed by our own fashion and style experts and manufactured just for us, particularly 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.

### **OUR SOCIAL COMPLIANCE EFFORTS**

Historically, we have focused our factory monitoring and supplier training program on suppliers of products that we have designed or manufactured, as this is where we are most likely to have a meaningful impact. 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. TJX believes deeply in ethical sourcing in our supply chain and is ever committed to continuous improvement. Even though we do not own, operate, or control any facilities that manufacture products sold in our stores, all of our vendors are required to follow our Vendor Code of Conduct.

# VENDOR CODE OF CONDUCT

For our vendors to understand our standards and expectations, TJX has an established Vendor Code of Conduct, which requires each of our vendors, at a minimum, to act in accordance with all applicable laws and regulations when manufacturing products to be sold to TJX.

The Code reflects our own high standards, which embrace internationally recognized principles designed to protect the interests of the workers who manufacture products for sale in our stores. 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.

## **TJX VENDOR CODE OF CONDUCT**

TJX requires that all products offered for sale in our stores 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 (collectively, our "vendors") must comply with all applicable laws and regulations, including, but not limited to, all environmental laws and regulations, and all laws, regulations, and internationally adopted restrictions concerning bribery and corruption.

### **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). However, in countries where the legal age for completing compulsory education is higher than 15, then we define "child" as anyone younger than the age for completing compulsory education.

### **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.

### **WAGES AND BENEFITS**

Our vendors must abide with all applicable laws relating to wages and benefits, and must pay the legally prescribed minimum wage or the prevailing industry wage, whichever is higher.

### **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, age, religious, ethnic or cultural beliefs, 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.

#### **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 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.

## GLOBAL SOCIAL COMPLIANCE PROGRAM

Our Social Compliance Program is global and attention to ethical sourcing spans across many departments. We have a global Social Compliance Committee that helps guide corporate management in setting strategy and executing the program, with our international buying offices and merchants also playing key roles in achieving our goals.

Our 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 and oversees compliance of TJX's ethical sourcing initiative, which is coordinated by our Assistant Vice President (AVP), Global Social Compliance, who has specific responsibility for managing and overseeing our Ethical Sourcing Program. This Global Social Compliance position reports to the Senior Vice President, Chief Risk and Compliance Officer, and works closely with representatives of the different purchasing functions across all of TJX's businesses and with the Social Compliance Committee.

As we continue to develop and evolve our 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 Labor Organization, and have received and incorporated valuable insights and suggestions from socially responsible investors. We have retained several organizations that have extensive experience and knowledge in the field of ethical sourcing – UL, Intertek, and Omega – to assist us with program development, education and training, and compliance monitoring. We are members of the National Retail Federation, the Retail Industry Leaders Association, Ethisphere's Business Ethics Leadership Alliance, Boston College Center for Corporate Citizenship, and the Ethics & Compliance Officer Association. We also participate in industry conferences and stay current on the latest developments in social compliance and ethical sourcing. Finally, we review and benchmark ourselves against the programs of companies comparable to ours.

**For us,  
value is a  
combination of  
Brand,  
Fashion,  
Price,  
and  
Quality.**

### FACTORY MONITORING PROGRAM

Some of our merchandise is manufactured for us and some is designed by our own fashion and style experts, particularly 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 believe our responsible sourcing efforts are best devoted to products we have designed and have been manufactured for us, because 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.

Together with our representatives, we work closely with our agents and vendors so that they understand our Social Compliance Program and our Vendor Code of Conduct. Our merchants also play

an important role in educating suppliers on our Social Compliance Program requirements and encouraging them to make improvements at their facilities, when necessary. We created the TJX Global Social Compliance Manual, which 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 the monitoring and corrective action processes. We require our buying agents to disseminate this manual to their entire TJX vendor base.

Factories manufacturing the products we design are required to undergo periodic audits to ensure adherence to our Vendor Code of Conduct. In conjunction with our third-party auditors, we conduct over 1,000 audits each year. Our goal is to conduct biennial audits of factories in good standing. Factories requiring additional monitoring are targeted to be revisited within six months of the prior audit.

## **FACTORY AUDITING**

Factories manufacturing the products we design are expected to cooperate fully with us and our auditors and to provide access to facilities and documents. We have developed comprehensive compliance program guidelines for our third-party factory auditors. We regularly review and, as appropriate, modify these guidelines to try to ensure that they are consistent with evolving social compliance issues and trends.

On-site 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
- / 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.

At the conclusion of an audit, a Corrective Action Plan (CAP) is created and concerns are discussed by the auditors with factory management. Factory management is requested to sign the CAP to verify their understanding of the findings. In certain cases, we may require our third-party monitors to re-audit the factory. Our goal is to have re-audits complete within six months of the prior audit, and we strive to work with factories to continuously improve their operations.



## **CORRECTIVE ACTION AND REMEDIATION**

At the conclusion of an audit, a copy of the CAP is left with 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 a third-party audit. TJX receives a copy as well.

For lower-risk deficiencies, our buying agents or direct vendors are expected to provide evidence to us demonstrating that remedial action has been carried out. 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. Problems are tracked and factories are notified of the expectation of remedial action.

There are several issues that we consider "zero tolerance" issues. That is, we would immediately terminate the relationship if a factory is found to be in violation of this aspect of our program, including for example, issues like bribery/corruption; child, prison, slave, or forced labor; human trafficking; maintaining a facility with all doors and/or exits locked; use of chemicals banned in that region; and failure to pay any wages.

When a problem requires remediation, 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 must conclude that we can no longer do business with 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 of their facilities because the reality is that improving working conditions in factories in underdeveloped countries is an ongoing effort. TJX, like other retailers, is facing this challenge. Our goal, when possible and reasonable, is continuous improvement of conditions at factories. This is preferable to ceasing business with these factories and gives us the ability to influence positive change. We believe that this "continuous improvement" model is in the best interest of the workers in the facilities from which we source goods.

Integral to the success of our compliance program is ongoing involvement and partnerships between TJX, UL, Intertek, Omega, our buying agents, and vendors to address shortcomings identified in audits and to work toward improvement.

## **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. Furthermore, our Supplier 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.

## **CONTINUOUS IMPROVEMENT**

The driving tenet of TJX's Vendor Code of Conduct and our Social Compliance Program is continuous improvement. While we expect each of our 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 suppliers 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.

## SOCIAL COMPLIANCE TRAINING



We recognize that it is important to routinely train our buying agents, vendors, and factory management. On average, we hold 10-12 training sessions a year in various locations around the world, which in the past have included China, India, Indonesia, Korea, Mexico, the Philippines, Taiwan, Thailand, Turkey, the United States, and Vietnam.

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

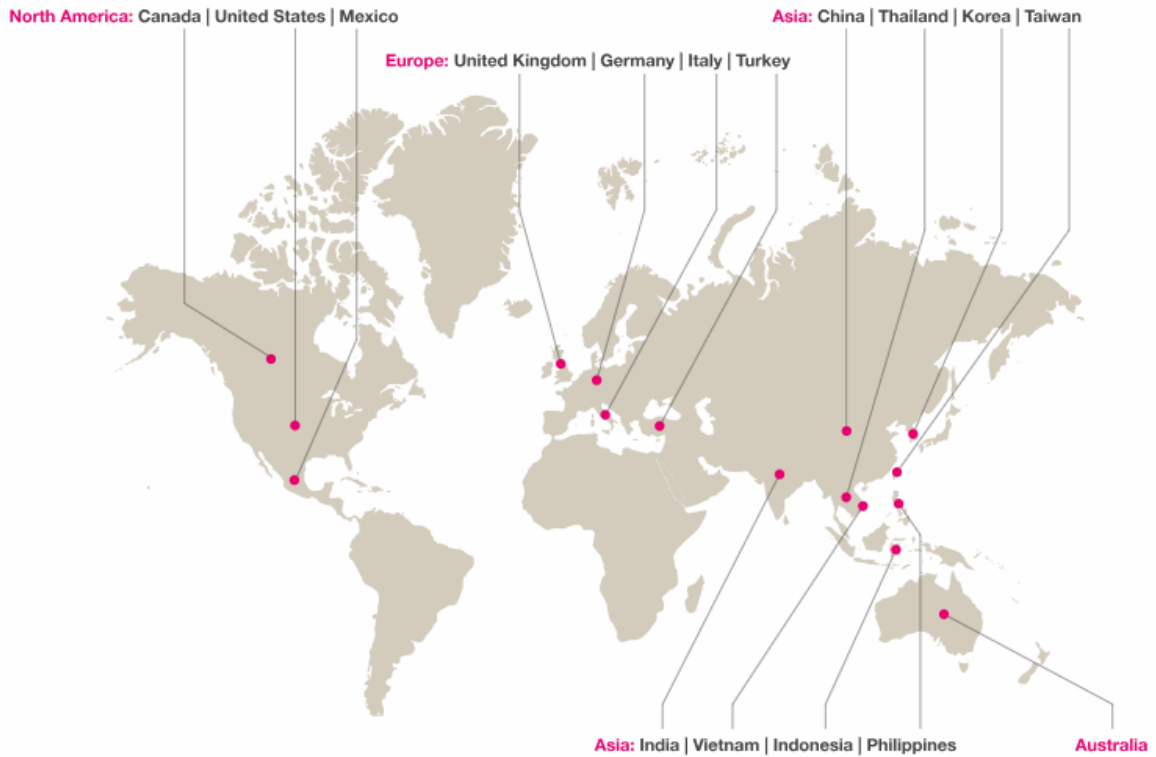
- / TJX's Vendor Code of Conduct and the expectations contained in this Code
- / Local labor laws
- / Anti-bribery laws (including the Foreign Corrupt Practices Act and the U.K. Bribery Act)
- / Regulations on chemicals and hazardous materials, Material Data Safety Sheets, hazardous waste management, 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
- / 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

Designated representatives at our international buying offices also provide instruction to our suppliers 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 undergo formal social compliance training biennially. In addition, through informal meetings and discussions, our AVP, Global Social Compliance, continues to update our product development and buying personnel on the requirements of TJX's Social Compliance Program.

## Internal and External Training



## RESPONSES TO EVOLVING ISSUES

INCLUDING BANGLADESH, UZBEKISTAN, MODERN SLAVERY AND CALIFORNIA'S SB 657, CONFLICT MINERALS, AND FUR

Since 1999, we, our buying agents, and our third-party auditors have conducted thousands of audits of factories producing goods for TJX. Based on the knowledge learned from these audits and the program in general, we continue to revise and enhance our program.

### BANGLADESH

The tragedies that took place in Bangladesh several years ago clearly focused retailers' and manufacturers' attention on remaining vigilant and monitoring whether their policies and practices are adequate and appropriate. Although very little of the product manufactured for us is made in Bangladesh, worker health and safety have always been a significant part of TJX's Social Compliance Program, and we have further strengthened our focus in these important areas.

We have expanded our audit programs based on evolving industry recommendations regarding auditing the fire safety practices of factories. We have elevated the importance of fire safety in our external supplier and internal buyer training programs and posted a message about our workplace safety expectations on our vendor intranet site as well. Going forward, we plan to continue to follow the various Bangladesh-focused initiatives of the retail industry to glean any insights that might enhance our own global Social Compliance Program.

### UZBEKISTAN

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 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. Our vendors are also reminded of our policy regarding Uzbekistan cotton during our vendor training sessions.

On three separate occasions, TJX was a signatory among many other companies, civil society organizations, and investors on letters urging the Government of Uzbekistan to ensure there is an immediate cessation to forced child labor in the cotton fields. In the past, we have participated in multi-stakeholder meetings to address this issue in Washington, D.C., New York, and Brussels. TJX continues to participate, along with over 270 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. We also continue to participate in periodic multi-stakeholder calls to stay current on this matter.



## MODERN SLAVERY AND HUMAN TRAFFICKING

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

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 all of our merchandise suppliers, reflect these principles and prohibit involuntary or forced labor. As described below, our factory audit program and training efforts further underscore this commitment. Our TJX Social Compliance Committee, which includes senior leadership from the U.S., Canada, and Europe, meets on a regular basis to oversee TJX's ethical sourcing initiative. While an overview of our efforts is provided here in response to the California Transparency in Supply Chains Act of 2010 and the U.K. Modern Slavery Act of 2015, we invite you to explore a more comprehensive description of our Social Compliance Program within this section of our Corporate Responsibility microsite.

**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 the use of any form of involuntary or forced labor, including labor obtained through slavery or human trafficking. Our Vendor Code of Conduct further requires that the goods our vendors sell to us have been manufactured in accordance with all applicable laws and regulations.

**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 must select those that act with integrity and in a manner consistent with the ethical principles stated in our Code. TJX reviews any reported concerns and takes appropriate action depending on the nature and severity of the violation.

**Third-Party Audits.** We contract with both independent auditors (including UL, Intertek, and Omega) and other third parties (such as our buying agents) to conduct social compliance audits at factories for suppliers of products that we have designed for sale in our stores and online, and to evaluate and address risks of forced labor, including slavery and human trafficking. Thousands of audits have been conducted since 1999.

We created a Global Social Compliance Manual, which is available in seven languages and contains an audit procedure outline and factory evaluation checklist to help the affected 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, and they are intended to verify the factories' compliance with the standards contained in our Vendor Code of Conduct, including our prohibition of involuntary or forced labor. To this end, auditors consider 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. Our auditors include employee interviews in order to hear first hand about worker treatment. The factory's score on the initial audit determines how soon it will be re-assessed, according to a risk-based audit cycle we have developed. We will take appropriate steps should we learn that a vendor is failing to meet our standards, including remediation, cancellation of purchase orders, or termination of our business relationship.

**Training.** We provide biennial 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 managers around the world. Among other things, this training provides guidance on recognizing and mitigating the risks of forced labor, modern slavery, and human trafficking. A senior member of our U.S. based Global Social Compliance team travels globally to attend these training sessions in person, making sure our commitment to these important issues is clear.

**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 may reach us via any of the phone numbers or addresses listed by locality on the "Contact Us" section of our corporate website.

This Statement relates to our fiscal year ended February 3, 2018. It is made on behalf of The TJX Companies, Inc. and its consolidated subsidiaries (collectively, "TJX") because we take a global approach to the topic discussed herein. Not all of our consolidated subsidiaries are subject to the California Transparency in Supply Chains Act or the U.K. Modern Slavery Act. *This Statement has been approved by the Boards of the TJX subsidiaries subject to the U.K. Modern Slavery Act, as required by that Act, and signed by the undersigned Director of those entities.*



David L. Averill, Director

## **CONFLICT MINERALS POLICY**

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 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 our affected vendors not to 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.

## **GLOBAL FUR PRACTICES**

At TJX, our retail chains strive to offer a merchandise mix that provides choices for the very broad customer demographic that we serve across the globe. In each of our regions, we aim to offer customers the kinds of products that they may be interested in purchasing, and this approach is reflected in our fur practices.

TJX is 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 have recently incorporated information about our fur practices into our social compliance training.

The vast majority of TJX businesses are fur-free. In the U.S., at T.J. Maxx, Marshalls, HomeGoods, Sierra Trading Post, and Homesense, we avoid knowingly purchasing or selling products that contain real fur. In Europe, T.K. Maxx and Homesense have a longstanding “no fur” policy and since 2012, no longer source goods containing angora. At T.K. Maxx in Australia, we also avoid knowingly purchasing or selling products that contain real fur or goods containing angora. From time to time, these businesses may offer products containing shearling, haircalf, or hide. 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 in these geographies, we work quickly to remove the item. At Winners, HomeSense, and Marshalls in Canada, our fur practices differ due to customer preferences, and we may, on occasion, offer products that contain fur.

Importantly, at all times, TJX is committed to conducting business in compliance with all applicable laws, rules, and regulations.

## **CONTINUING OUR COMMITMENT**

Social compliance is a tremendously challenging undertaking, and we know that we do not have all of the answers. Indeed, no company does. 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 reporting on our efforts on our website.

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

## Governance



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 respect, honesty, integrity, and fairness. We rely on the talent and efforts of our approximately 249,000 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.

We have a long history of practicing excellence in corporate governance. As part of our governance practices, we have a suite of corporate governance materials that outline the standards to which we hold ourselves accountable. Our governance documents also guide us in our approach to business dealings and decisions and interactions with each other, and we seek to operate with the highest standards of ethical conduct and in compliance with laws and regulations. Additionally, our Board of Directors and management believe that responsibly considering the interests of all of 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



As a global company with approximately 249,000 Associates, we consider diversity and inclusion among our Associates, customers, vendors, and suppliers 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 and fostering inclusion, which we believe enhances our talented and diverse workforce. In that regard, we seek to have a highly engaged Board that represents diversity as to experience, gender, and ethnicity/race and that reflects a range of talents, ages, skills, viewpoints, professional experiences, educational backgrounds, and expertise to provide sound and prudent guidance with respect to our operations, strategy, and interests.

### Board Diversity

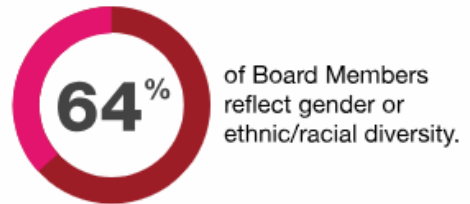
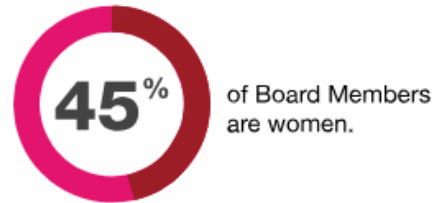
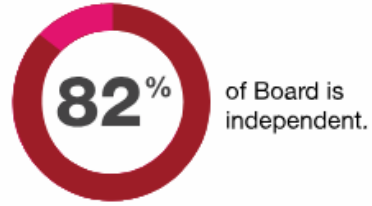
While we do not have a formal policy with respect to Board diversity, we do take into account many factors when evaluating the suitability of prospective Board nominees. These factors include a prospective nominee's general understanding of disciplines relevant to the success of a large, global, and complex publicly traded company in today's business environment; understanding of our business and industry; professional background and leadership experience; experience on the boards of other large publicly traded companies; personal accomplishments; ethics, integrity, and values; independence; as well as geographic, gender, age, ethnic, and racial diversity. The Corporate Governance Committee evaluates each prospective nominee in the context of the Board as a whole, with the objective of recommending a group of nominees that the Committee believes can best continue the success of our business and represent shareholder interests through the exercise of sound judgment using its collective diversity of experience.

We value the many kinds of diversity reflected in our Board and are pleased to report:

- / Three of the four members of our Audit Committee are audit committee financial experts.
- / Nine of our 11 Board members are independent.



- / Five of our 11 Board members are women.
- / Seven of our 11 Board members reflect gender or ethnic/racial diversity.
- / Our Board represents a range of ethnicities, experiences, and backgrounds.
- / Board members are elected annually by majority vote.
- / In 2015, David Ching, a member of TJX's Board of Directors since 2007, received the U.S. Pan Asian American Chamber of Commerce (USPAACC) Asian American Corporate Director Award. This award honors Asian Americans who serve as members of the Board of Directors of Fortune 500 corporations.
- / In 2017, we celebrated our seventh consecutive year on 2020 Women on Boards' "Winning Company" list. The list recognized companies for having a gender-diverse board comprised of at least 20% women. We are considered an "Honor Roll" recipient, having appeared on the list for at least five consecutive years.



For more detail on our Board of Directors, Committees, and governance structure, we encourage you to visit the Governance section of our website at <http://www.tjx.com/investors/governance/>.

## TJX GRI Content Index

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

GRI Standards Indicator	Disclosure title	TJX description	Link	Source(s)	Page
<b>GRI 102: General Disclosures</b>					
<b>1. Organizational profile</b>					
102-1	Name of the organization	TJX Companies, Inc	<a href="http://www.tjx.com/company/">http://www.tjx.com/company/</a>	Website	N/A
102-2	Activities, brands, products, and services	Leading off-price retailer of apparel and home fashions in the U.S. and worldwide, is ranked 85 among Fortune 500 companies. At the end of 2017, <sup>1</sup> the Company had over \$35 billion in revenues, more than 4,000 stores in 9 countries, 3 e-commerce sites, and approximately 249,000 Associates.	<a href="http://www.tjx.com/company/">http://www.tjx.com/company/</a>	Website	N/A
102-3	Location of headquarters	770 Cochituate Road, Framingham, MA 01701 USA	<a href="http://www.tjx.com/files/pdf/annual_reports/tjx-2017-annual-report.pdf">http://www.tjx.com/files/pdf/annual_reports/tjx-2017-annual-report.pdf</a>	Annual Report	1
102-4	Location of operations		<a href="http://www.tjx.com/files/pdf/annual_reports/tjx-2017-annual-report.pdf">http://www.tjx.com/files/pdf/annual_reports/tjx-2017-annual-report.pdf</a>	Annual Report	8,9,23
102-5	Ownership and legal form		<a href="http://www.tjx.com/files/pdf/annual_reports/tjx-2017-annual-report.pdf">http://www.tjx.com/files/pdf/annual_reports/tjx-2017-annual-report.pdf</a>	Annual Report	1
102-6	Markets served		<a href="http://www.tjx.com/businesses/">http://www.tjx.com/businesses/</a>	Website	N/A
102-7	Scale of the organization		<a href="http://www.tjx.com/company/">http://www.tjx.com/company/</a>	Website	N/A
102-8	Information on employees and other workers	At the end of 2017, <sup>1</sup> the Company had approximately 249,000 Associates.	<a href="http://www.tjx.com/company/">http://www.tjx.com/company/</a>	Website	N/A
102-9	Supply chain	On a worldwide basis, over 1,000 Associates in our buying organization source from a universe of more than 20,000 vendors and over 100 countries.	<a href="http://www.tjx.com/responsibility/responsible-business/supplier-diversity.html">http://www.tjx.com/responsibility/responsible-business/supplier-diversity.html</a>	Website, CR report	65
			<a href="http://www.tjx.com/responsibility/responsible-business/social-compliance/product-sourcing.html">http://www.tjx.com/responsibility/responsible-business/social-compliance/product-sourcing.html</a>	Website, CR report	68
102-10	Significant changes to the organization and its supply chain	No significant changes	<a href="http://www.tjx.com/files/pdf/annual_reports/tjx-2017-annual-report.pdf">http://www.tjx.com/files/pdf/annual_reports/tjx-2017-annual-report.pdf</a>	Annual Report	N/A
102-12	External initiatives	As we continue to develop and evolve our 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 Labor Organization.	<a href="http://www.tjx.com/responsibility/responsible-business/social-compliance/our-program.html">http://www.tjx.com/responsibility/responsible-business/social-compliance/our-program.html</a>	Website, CR report	72
			<a href="http://www.tjx.com/responsibility/responsible-business/supplier-diversity.html">http://www.tjx.com/responsibility/responsible-business/supplier-diversity.html</a>	Website, CR report	65
			<a href="http://www.tjx.com/responsibility/responsible-business/social-compliance/evolving-issues.html">http://www.tjx.com/responsibility/responsible-business/social-compliance/evolving-issues.html</a>	Website, CR report	78-79
102-13	Membership of associations	As we continue to develop and evolve our 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, Ethisphere's Business Ethics Leadership Alliance, Boston College Center for Corporate Citizenship, and the Ethics & Compliance Officer Association. We also participate in industry conferences and stay current on the latest developments in social compliance and ethical sourcing.  We are a member of the U.S. Environmental Protection Agency's (EPA) SmartWay Transport Partnership.  Our corporate memberships include organizations committed to minority suppliers: NMSDC, GNEMSDC, WBENC, Center for Women & Enterprise Disability, IN, nglcc	<a href="http://www.tjx.com/responsibility/responsible-business/social-compliance/our-program.html">http://www.tjx.com/responsibility/responsible-business/social-compliance/our-program.html</a>	Website, CR report	72
			<a href="http://www.tjx.com/responsibility/environment/logistics.html">http://www.tjx.com/responsibility/environment/logistics.html</a>	Website, CR report	46
			<a href="http://www.tjx.com/responsibility/responsible-business/supplier-diversity.html">http://www.tjx.com/responsibility/responsible-business/supplier-diversity.html</a>	Website, CR report	66
<b>2. Strategy</b>					
102-14	Statement from senior decision-maker		<a href="http://www.tjx.com/responsibility/ceo-letter.html">http://www.tjx.com/responsibility/ceo-letter.html</a>	Website, CR report	2
<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 our Associate Global Code of Conduct, Code of Ethics for TJX Executives, Director Code of Business Conduct and Ethics, and Corporate Governance Principles.	<a href="http://www.tjx.com/files/pdf/TJX-Code-of-Conduct.pdf">http://www.tjx.com/files/pdf/TJX-Code-of-Conduct.pdf</a>	TJX Global Code of Conduct	N/A
			<a href="http://www.tjx.com/files/pdf/corp_resp/Code%20of%20Ethics%20for%20TJX%20Executives.pdf">http://www.tjx.com/files/pdf/corp_resp/Code%20of%20Ethics%20for%20TJX%20Executives.pdf</a>	Code of Ethics for TJX Executives	N/A
			<a href="http://www.tjx.com/files/pdf/corp_resp/Director%20Code%20of%20Business%20Conduct%20and%20Ethics.pdf">http://www.tjx.com/files/pdf/corp_resp/Director%20Code%20of%20Business%20Conduct%20and%20Ethics.pdf</a>	Director Code of Business Conduct & Ethics	N/A
102-17	Mechanisms for advice and concerns about ethics		<a href="http://www.tjx.com/files/pdf/TJX-Code-of-Conduct.pdf">http://www.tjx.com/files/pdf/TJX-Code-of-Conduct.pdf</a>	TJX Global Code of Conduct	N/A
<b>4. Governance</b>					
102-18	Governance structure		<a href="http://www.tjx.com/files/pdf/annual_reports/tjx-2018-proxy-statement.pdf">http://www.tjx.com/files/pdf/annual_reports/tjx-2018-proxy-statement.pdf</a>	Proxy filing	3
			<a href="http://www.tjx.com/investors/governance/board-of-directors.html">http://www.tjx.com/investors/governance/board-of-directors.html</a>	Website, CR report	83
<b>5. Stakeholder engagement</b>					

GRI Standards Indicator	Disclosure title	TJX description	Link	Source(s)	Page
102-20	Executive-level responsibility for economic, environmental, and social topics	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. The group includes senior leadership from Environmental Sustainability, Logistics, Global Communications, Store Operations, Compliance, Enterprise Risk Management, Internal Audit, Property Development, Global Sourcing and Procurement, and Legal.	<a href="http://www.tjx.com/responsibility/environment/program-oversight.html">http://www.tjx.com/responsibility/environment/program-oversight.html</a>	Website, CR report	38
		Our 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.	<a href="http://www.tjx.com/responsibility/responsible-business/social-compliance/our-program.html">http://www.tjx.com/responsibility/responsible-business/social-compliance/our-program.html</a>	Website, CR report	72
102-21	Consulting stakeholders on economic, environmental, and social topics	International bodies and organizations with which we have engaged and sought guidance.	<a href="http://www.tjx.com/responsibility/responsible-business/social-compliance/our-program.html">http://www.tjx.com/responsibility/responsible-business/social-compliance/our-program.html</a>	Website, CR report	72
		Seeking perspectives of our many stakeholders.	<a href="http://www.tjx.com/responsibility/responsible-business/stakeholder-engagement.html">http://www.tjx.com/responsibility/responsible-business/stakeholder-engagement.html</a>	Website, CR report	63
102-22	Composition of the highest governance body and its committees		<a href="http://www.tjx.com/investors/governance/board-of-directors.html">http://www.tjx.com/investors/governance/board-of-directors.html</a>	Website, CR report	83
102-23	Chair of the highest governance body		<a href="http://www.tjx.com/investors/governance/board-of-directors.html">http://www.tjx.com/investors/governance/board-of-directors.html</a>	Website, CR report	83
			<a href="http://www.tjx.com/files/pdf/annual_reports/tjx-2018-proxy-statement.pdf">http://www.tjx.com/files/pdf/annual_reports/tjx-2018-proxy-statement.pdf</a>	Proxy filing	N/A
102-24	Nominating and selecting the highest governance body		<a href="http://www.tjx.com/files/pdf/annual_reports/tjx-2018-proxy-statement.pdf">http://www.tjx.com/files/pdf/annual_reports/tjx-2018-proxy-statement.pdf</a>	Proxy filing	N/A
			<a href="http://www.tjx.com/investors/governance/board-of-directors.html">http://www.tjx.com/investors/governance/board-of-directors.html</a>	Website, CR report	83
102-25	Conflicts of interest		<a href="http://www.tjx.com/files/pdf/corp_resp/Director%20Code%20of%20Business%20Conduct%20and%20Ethics.pdf">http://www.tjx.com/files/pdf/corp_resp/Director%20Code%20of%20Business%20Conduct%20and%20Ethics.pdf</a>	Director Code of Business Conduct & Ethics	N/A
102-26	Role of highest governance body in setting purpose, values, and strategy		<a href="http://www.tjx.com/files/pdf/annual_reports/tjx-2018-proxy-statement.pdf">http://www.tjx.com/files/pdf/annual_reports/tjx-2018-proxy-statement.pdf</a>	Proxy filing	N/A
102-28	Evaluating the highest governance body's performance		<a href="http://www.tjx.com/files/pdf/annual_reports/tjx-2018-proxy-statement.pdf">http://www.tjx.com/files/pdf/annual_reports/tjx-2018-proxy-statement.pdf</a>	Proxy filing	N/A
102-33	Communicating critical concerns		<a href="http://www.tjx.com/files/pdf/TJX-Code-of-Conduct.pdf">http://www.tjx.com/files/pdf/TJX-Code-of-Conduct.pdf</a>	TJX Global Code of Conduct	N/A
102-35	Remuneration policies		<a href="http://www.tjx.com/files/pdf/annual_reports/tjx-2018-proxy-statement.pdf">http://www.tjx.com/files/pdf/annual_reports/tjx-2018-proxy-statement.pdf</a>	Proxy filing	21-57
102-36	Process for determining remuneration		<a href="http://www.tjx.com/files/pdf/annual_reports/tjx-2018-proxy-statement.pdf">http://www.tjx.com/files/pdf/annual_reports/tjx-2018-proxy-statement.pdf</a>	Proxy filing	21-57
102-37	Stakeholders' involvement in remuneration		<a href="http://www.tjx.com/files/pdf/annual_reports/tjx-2018-proxy-statement.pdf">http://www.tjx.com/files/pdf/annual_reports/tjx-2018-proxy-statement.pdf</a>	Proxy filing	21-57
102-38	Annual total compensation ratio		<a href="http://www.tjx.com/files/pdf/annual_reports/tjx-2018-proxy-statement.pdf">http://www.tjx.com/files/pdf/annual_reports/tjx-2018-proxy-statement.pdf</a>	Proxy filing	58
102-40	List of stakeholder groups	Stakeholder engagement	<a href="http://www.tjx.com/responsibility/responsible-business/stakeholder-engagement.html">http://www.tjx.com/responsibility/responsible-business/stakeholder-engagement.html</a>	Website, CR report	63
		Listening to, and serving our customers	<a href="http://www.tjx.com/responsibility/responsible-business/a-leading-retailer.html">http://www.tjx.com/responsibility/responsible-business/a-leading-retailer.html</a>	Website, CR report	61,62
102-41	Collective bargaining agreements		<a href="http://www.tjx.com/responsibility/responsible-business/social-compliance/vendor-code-of-conduct.html">http://www.tjx.com/responsibility/responsible-business/social-compliance/vendor-code-of-conduct.html</a>	Vendor Code of Conduct	N/A
102-42	Identifying and selecting stakeholders		<a href="http://www.tjx.com/responsibility/responsible-business/stakeholder-engagement.html">http://www.tjx.com/responsibility/responsible-business/stakeholder-engagement.html</a>	Website, CR report	63
102-43	Approach to stakeholder engagement		<a href="http://www.tjx.com/responsibility/responsible-business/stakeholder-engagement.html">http://www.tjx.com/responsibility/responsible-business/stakeholder-engagement.html</a>	Website, CR report	63
102-44	Key topics and concerns raised		<a href="http://www.tjx.com/responsibility/responsible-business/social-compliance/evolving-issues.html">http://www.tjx.com/responsibility/responsible-business/social-compliance/evolving-issues.html</a>	Website, CR report	78
<b>6. Reporting practice</b>					
102-45	Entities included in the consolidated financial statements		<a href="http://www.tjx.com/files/pdf/annual_reports/tjx-2017-annual-report.pdf">http://www.tjx.com/files/pdf/annual_reports/tjx-2017-annual-report.pdf</a>	Annual Report	N/A
102-46	Defining report content and topic Boundaries		<a href="http://www.tjx.com/responsibility/reporting/">http://www.tjx.com/responsibility/reporting/</a>	Website, CR report	1,85
102-48	Restatements of information	There are no restatements from previously published CR data	N/A	N/A	N/A
102-49	Changes in reporting	We are pleased to report on our progress across the four pillars of our program within this website and our CR report, which reflect information for the fiscal year ending February 3, 2018.	<a href="http://www.tjx.com/responsibility/">http://www.tjx.com/responsibility/</a>	Website, CR report	1

GRI Standards Indicator	Disclosure title	TJX description	Link	Source(s)	Page
102-50	Reporting period		<a href="http://www.tjx.com/responsibility/">http://www.tjx.com/responsibility/</a>	Website, CR report	1
102-51	Date of most recent report		<a href="http://www.tjx.com/responsibility/">http://www.tjx.com/responsibility/</a>	Website, CR report	1
102-52	Reporting cycle		<a href="http://www.tjx.com/responsibility/">http://www.tjx.com/responsibility/</a>	Website, CR report	1
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="http://www.tjx.com/responsibility/reporting/">http://www.tjx.com/responsibility/reporting/</a>	Website	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.	<a href="http://www.tjx.com/responsibility/reporting/">http://www.tjx.com/responsibility/reporting/</a>	Website, CR report	85
102-55	GRI content index		<a href="http://www.tjx.com/responsibility/reporting/">http://www.tjx.com/responsibility/reporting/</a>	Website, CR report	85
<b>GRI 201: Economic Performance</b>					
201-1	Direct economic value generated and distributed		<a href="http://www.tjx.com/files/pdf/annual_reports/tjx-2017-annual-report.pdf">http://www.tjx.com/files/pdf/annual_reports/tjx-2017-annual-report.pdf</a>	Annual Report	26
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	Sign in and search for "TJX": <a href="https://www.cdp.net/en/responses/19145">https://www.cdp.net/en/responses/19145</a>		N/A
			<a href="http://www.tjx.com/files/pdf/annual_reports/tjx-2017-annual-report.pdf">http://www.tjx.com/files/pdf/annual_reports/tjx-2017-annual-report.pdf</a>	Annual Report	17
201-3	Defined benefit plan obligations and other retirement plans		<a href="http://www.tjx.com/files/pdf/annual_reports/tjx-2018-proxy-statement.pdf">http://www.tjx.com/files/pdf/annual_reports/tjx-2018-proxy-statement.pdf</a>	Proxy filing	44
			<a href="http://www.tjx.com/files/pdf/annual_reports/tjx-2017-annual-report.pdf">http://www.tjx.com/files/pdf/annual_reports/tjx-2017-annual-report.pdf</a>	Annual Report	F-24
<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="http://www.tjx.com/files/pdf/TJX-Code-of-Conduct.pdf">http://www.tjx.com/files/pdf/TJX-Code-of-Conduct.pdf</a>	TJX Global Code of Conduct	23
<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="http://www.tjx.com/files/pdf/TJX-Code-of-Conduct.pdf">http://www.tjx.com/files/pdf/TJX-Code-of-Conduct.pdf</a>	TJX Global Code of Conduct	18
<b>GRI 301: Materials</b>					
301-1	Materials used by weight or volume	Waste management	<a href="http://www.tjx.com/responsibility/environment/waste-management.html">http://www.tjx.com/responsibility/environment/waste-management.html</a>	Website, CR report	51
301-2	Recycled input materials used	Discussion of diversion rates, recycling and packaging solutions	<a href="http://www.tjx.com/responsibility/environment/waste-management.html">http://www.tjx.com/responsibility/environment/waste-management.html</a>	Website, CR report	51
301-3	Reclaimed products and their packaging materials	Packaging	<a href="http://www.tjx.com/responsibility/environment/waste-management.html">http://www.tjx.com/responsibility/environment/waste-management.html</a>	Website, CR report	52
<b>GRI 302: Energy</b>					
103	Management approach	Our global approach to reducing our impact and increasing our efficiency includes a balanced and opportunistic portfolio of emissions reduction activities highlighting energy efficiency and renewable energy.	<a href="http://www.tjx.com/responsibility/environment/energy-and-emissions.html">http://www.tjx.com/responsibility/environment/energy-and-emissions.html</a>	Website, CR report	40
302-1	Energy consumption within the organization	Electricity types and percent of energy use by facility type	<a href="http://www.tjx.com/responsibility/environment/energy-and-emissions.html">http://www.tjx.com/responsibility/environment/energy-and-emissions.html</a>	Website, CR report	41
302-3	Energy intensity	Energy and Emissions	<a href="http://www.tjx.com/responsibility/environment/energy-and-emissions.html">http://www.tjx.com/responsibility/environment/energy-and-emissions.html</a>	Website, CR report	41
		Renewable Energy, U.S., Canada and Europe highlights	<a href="http://www.tjx.com/responsibility/environment/energy-and-emissions.html">http://www.tjx.com/responsibility/environment/energy-and-emissions.html</a>	Website, CR report	40
302-4	Reduction of energy consumption	CDP response	Sign in and search for "TJX": <a href="https://www.cdp.net/en/responses/19145">https://www.cdp.net/en/responses/19145</a>		N/A
		Energy and Emissions	<a href="http://www.tjx.com/responsibility/environment/energy-and-emissions.html">http://www.tjx.com/responsibility/environment/energy-and-emissions.html</a>	Website, CR report	41
		Renewable Energy, U.S., Canada and Europe highlights	<a href="http://www.tjx.com/responsibility/environment/energy-and-emissions.html">http://www.tjx.com/responsibility/environment/energy-and-emissions.html</a>	Website, CR report	41-44
		Lighting the way to better energy efficiency	<a href="http://www.tjx.com/responsibility/stories/led.html">http://www.tjx.com/responsibility/stories/led.html</a>		N/A
302-4	Reduction of energy consumption	Green building	<a href="http://www.tjx.com/responsibility/environment/green-building.html">http://www.tjx.com/responsibility/environment/green-building.html</a>	Website, CR report	49
		CDP response	Sign in and search for "TJX": <a href="https://www.cdp.net/en/responses/19145">https://www.cdp.net/en/responses/19145</a>		N/A



GRI Standards Indicator	Disclosure title	TJX description	Link	Source(s)	Page
<b>GRI 303: Water and effluents</b>					
103	Management approach	Although our business operations are not water intensive, we believe reducing water usage is consistent with both our low-cost operating philosophy and our commitment to environmental sustainability. To that end, we are continuing our efforts to monitor our water usage and identify opportunities to improve water efficiency in our operations. (Click on the 'Reducing Water Consumption' section)	<a href="http://www.tjx.com/responsibility/environment/waste-management.html">http://www.tjx.com/responsibility/environment/waste-management.html</a>	Website, CR report	54,74
303-1	Interactions with water as a shared resource		<a href="http://www.tjx.com/responsibility/environment/waste-management.html">http://www.tjx.com/responsibility/environment/waste-management.html</a>	Website, CR report	54,74
<b>GRI 305: Emissions</b>					
103	Management approach	Program oversight	<a href="http://www.tjx.com/responsibility/environment/program-oversight.html">http://www.tjx.com/responsibility/environment/program-oversight.html</a>	Website, CR report	38
		General statement	<a href="http://www.tjx.com/responsibility/environment/">http://www.tjx.com/responsibility/environment/</a>	Website, CR report	36
		Associate engagement	<a href="http://www.tjx.com/responsibility/environment/engagement.html">http://www.tjx.com/responsibility/environment/engagement.html</a>	Website, CR report	55
305-1	Direct (Scope 1) GHG emissions	CDP response	Sign in and search for "TJX": <a href="https://www.cdp.net/en/responses/19145">https://www.cdp.net/en/responses/19145</a>	CDP response	N/A
		Energy and Emissions	<a href="http://www.tjx.com/responsibility/environment/energy-and-emissions.html">http://www.tjx.com/responsibility/environment/energy-and-emissions.html</a>	Website, CR report	41
		Measurement and reporting	<a href="http://www.tjx.com/responsibility/environment/measurement-and-reporting.html">http://www.tjx.com/responsibility/environment/measurement-and-reporting.html</a>	Website, CR report	57
		Energy and Emissions	<a href="http://www.tjx.com/files/pdf/2018-ghg-inventory.pdf">http://www.tjx.com/files/pdf/2018-ghg-inventory.pdf</a>	TJX GHG Inventory	N/A
305-2	Energy indirect (Scope 2) GHG emissions	CDP response	Sign in and search for "TJX": <a href="https://www.cdp.net/en/responses/19145">https://www.cdp.net/en/responses/19145</a>	CDP response	N/A
		Energy and Emissions	<a href="http://www.tjx.com/responsibility/environment/energy-and-emissions.html">http://www.tjx.com/responsibility/environment/energy-and-emissions.html</a>	Website, CR report	41
		Measurement and reporting	<a href="http://www.tjx.com/responsibility/environment/measurement-and-reporting.html">http://www.tjx.com/responsibility/environment/measurement-and-reporting.html</a>	Website, CR report	57
		Energy and Emissions	<a href="http://www.tjx.com/files/pdf/2018-ghg-inventory.pdf">http://www.tjx.com/files/pdf/2018-ghg-inventory.pdf</a>	TJX GHG Inventory	N/A
305-3	Other indirect (Scope 3) GHG emissions	CDP response	Sign in and search for "TJX": <a href="https://www.cdp.net/en/responses/19145">https://www.cdp.net/en/responses/19145</a>	CDP response	N/A
		Energy and Emissions	<a href="http://www.tjx.com/files/pdf/2018-ghg-inventory.pdf">http://www.tjx.com/files/pdf/2018-ghg-inventory.pdf</a>	TJX GHG Inventory	N/A
305-4	GHG emissions intensity	CDP response	Sign in and search for "TJX": <a href="https://www.cdp.net/en/responses/19145">https://www.cdp.net/en/responses/19145</a>	CDP response	N/A
		Energy and Emissions	<a href="http://www.tjx.com/responsibility/environment/energy-and-emissions.html">http://www.tjx.com/responsibility/environment/energy-and-emissions.html</a>	Website, CR report	57,58
		Measurement and reporting	<a href="http://www.tjx.com/responsibility/environment/measurement-and-reporting.html">http://www.tjx.com/responsibility/environment/measurement-and-reporting.html</a>	Website, CR report	57
		Energy and Emissions	<a href="http://www.tjx.com/files/pdf/2018-ghg-inventory.pdf">http://www.tjx.com/files/pdf/2018-ghg-inventory.pdf</a>	TJX GHG Inventory	
305-5	Reduction of GHG emissions	CDP response	Sign in and search for "TJX": <a href="https://www.cdp.net/en/responses/19145">https://www.cdp.net/en/responses/19145</a>	CDP response	
		Energy and Emissions 2017 achievements	<a href="http://www.tjx.com/responsibility/environment/">http://www.tjx.com/responsibility/environment/</a>	Website, CR report	37,41,57
		Measurement and reporting, third-party certification and verification, recognition	<a href="http://www.tjx.com/responsibility/environment/measurement-and-reporting.html">http://www.tjx.com/responsibility/environment/measurement-and-reporting.html</a>	Website, CR report	57
		Logistics	<a href="http://www.tjx.com/responsibility/environment/logistics.html">http://www.tjx.com/responsibility/environment/logistics.html</a>	Website, CR report	45
		Energy and Emissions	<a href="http://www.tjx.com/files/pdf/2018-ghg-inventory.pdf">http://www.tjx.com/files/pdf/2018-ghg-inventory.pdf</a>	TJX GHG Inventory	
		Renewable Energy, U.S., Canada and Europe highlights	<a href="http://www.tjx.com/responsibility/environment/energy-and-emissions.html">http://www.tjx.com/responsibility/environment/energy-and-emissions.html</a>	Website, CR report	40-44
<b>GRI 308: Supplier Environmental Assessment</b>					
103	Management approach	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.	<a href="http://www.tjx.com/responsibility/responsible-business/social-compliance/vendor-code-of-conduct.html">http://www.tjx.com/responsibility/responsible-business/social-compliance/vendor-code-of-conduct.html</a>	Vendor Code of Conduct	N/A
308-1	New suppliers that were screened using environmental criteria	Factory monitoring and auditing	<a href="http://www.tjx.com/responsibility/responsible-business/social-compliance/our-program.html">http://www.tjx.com/responsibility/responsible-business/social-compliance/our-program.html</a>	74-75	N/A



GRI Standards Indicator	Disclosure title	TJX description	Link	Source(s)	Page
<b>GRI 401: Employment</b>					
103	Management approach	At TJX, we strive for a workplace where our Associates feel welcomed 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. 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.	<a href="http://www.tjx.com/responsibility/workplace/">http://www.tjx.com/responsibility/workplace/</a>	Website, CR report	4
		Awards & recognition	<a href="http://www.tjx.com/responsibility/workplace/">http://www.tjx.com/responsibility/workplace/</a>	Website, CR report	5
401-1	New employee hires and employee turnover	Tenure rates	<a href="http://www.tjx.com/responsibility/workplace/diversity-and-inclusion.html">http://www.tjx.com/responsibility/workplace/diversity-and-inclusion.html</a>	Website, CR report	14
		Recruitment	<a href="http://www.tjx.com/responsibility/workplace/recruitment.html">http://www.tjx.com/responsibility/workplace/recruitment.html</a>	Website, CR report	6-8
401-3	Parental leave	Further, in the U.S., we are planning enhanced vacation benefits for certain Associates and are rolling out paid parental leave for eligible Associates.	<a href="http://www.tjx.com/files/pdf/annual_reports/tjx-2017-annual-report.pdf">http://www.tjx.com/files/pdf/annual_reports/tjx-2017-annual-report.pdf</a>	Annual Report	9
<b>GRI 404: Training and education</b>					
103	Management approach	At TJX, we believe it is our responsibility to train and mentor our Associates for long-term success. From the top down, our senior leaders consider career development and teaching an absolute priority.	<a href="http://www.tjx.com/responsibility/workplace/development.html">http://www.tjx.com/responsibility/workplace/development.html</a>	Website, CR report	9
404-2	Programs for upgrading employee skills and transition assistance programs	Training and talent development programs	<a href="http://www.tjx.com/responsibility/workplace/development.html">http://www.tjx.com/responsibility/workplace/development.html</a>	Website, CR report	9-10
		Retaining talent	<a href="http://www.tjx.com/responsibility/workplace/retaining-talent.html">http://www.tjx.com/responsibility/workplace/retaining-talent.html</a>	Website, CR report	11
<b>GRI 405: Diversity and equal opportunity</b>					
103	Management approach	We believe that creating an inclusive environment in which Associates are engaged and empowered not only strengthens our business, but fosters a culture where Associates are inspired to work hard, challenge themselves, and be innovative in their thinking.	<a href="http://www.tjx.com/responsibility/workplace/diversity-and-inclusion.html">http://www.tjx.com/responsibility/workplace/diversity-and-inclusion.html</a>	Website, CR report	13,15
		Inclusion-related learning, employee resource groups	<a href="http://www.tjx.com/responsibility/workplace/diversity-and-inclusion.html">http://www.tjx.com/responsibility/workplace/diversity-and-inclusion.html</a>	Website, CR report	16-18
		We take a multi-faceted approach to recruiting as we seek employees with diversity in experience, gender, race, ethnicity, age, and more. In addition to our traditional recruitment activities, we also focus our efforts on students, recent university graduates, and military personnel, as well as hiring locally from the communities we serve.	<a href="http://www.tjx.com/responsibility/workplace/recruitment.html">http://www.tjx.com/responsibility/workplace/recruitment.html</a>	Website, CR report	6
		Awards & recognition	<a href="http://www.tjx.com/responsibility/workplace/diversity-and-inclusion.html">http://www.tjx.com/responsibility/workplace/diversity-and-inclusion.html</a>	Website, CR report	17
405-1	Diversity of governance bodies and employees	Diversity & tenure statistics	<a href="http://www.tjx.com/responsibility/workplace/diversity-and-inclusion.html">http://www.tjx.com/responsibility/workplace/diversity-and-inclusion.html</a>	Website, CR report	13-15
		40% of our Board members are women	<a href="http://www.tjx.com/investors/governance/board-of-directors.html">http://www.tjx.com/investors/governance/board-of-directors.html</a>	Website, CR report	83-84
		Women at TJX	<a href="http://www.tjx.com/responsibility/stories/women-at-tjx.html">http://www.tjx.com/responsibility/stories/women-at-tjx.html</a>	Website	N/A
		Proud to support pride	<a href="http://www.tjx.com/responsibility/stories/pride.html">http://www.tjx.com/responsibility/stories/pride.html</a>	Website	N/A
		Best places to work for LGBTQ Equality	<a href="http://www.tjx.com/responsibility/workplace/">http://www.tjx.com/responsibility/workplace/</a>	Website	N/A
		Hiring military and their families	<a href="http://www.tjx.com/responsibility/workplace/commitment-to-armed-services.html">http://www.tjx.com/responsibility/workplace/commitment-to-armed-services.html</a>	Website	N/A
405-2	Ratio of basic salary and remuneration of women to men	Please see the TJX UK Gender pay gap statement	<a href="http://www.tjx.com/files/pdf/Gender-Pay-Gap-Statement.pdf">http://www.tjx.com/files/pdf/Gender-Pay-Gap-Statement.pdf</a>	Pay gap statement	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.	<a href="http://www.tjx.com/responsibility/responsible-business/social-compliance/vendor-code-of-conduct.html">http://www.tjx.com/responsibility/responsible-business/social-compliance/vendor-code-of-conduct.html</a>	Vendor Code of Conduct	N/A

GRI Standards Indicator	Disclosure title	TJX description	Link	Source(s)	Page
<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). However, in countries where the legal age for completing compulsory education is higher than 15, then we define "child" as anyone younger than the age for completing compulsory education.	<a href="http://www.tjx.com/responsibility/responsible-business/social-compliance/vendor-code-of-conduct.html">http://www.tjx.com/responsibility/responsible-business/social-compliance/vendor-code-of-conduct.html</a>	Vendor Code of Conduct	N/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.	<a href="http://www.tjx.com/responsibility/responsible-business/social-compliance/vendor-code-of-conduct.html">http://www.tjx.com/responsibility/responsible-business/social-compliance/vendor-code-of-conduct.html</a>	Vendor Code of Conduct	N/A
<b>GRI 412: Human Rights Assessment</b>					
103	Management approach	TJX has an established Vendor Code of Conduct, which reflects our own high standards, which embrace internationally recognized principles designed to protect the interests of the workers who manufacture products for sale in our stores. 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.	<a href="http://www.tjx.com/responsibility/responsible-business/social-compliance/vendor-code-of-conduct.html">http://www.tjx.com/responsibility/responsible-business/social-compliance/vendor-code-of-conduct.html</a>	Vendor Code of Conduct	N/A
<b>GRI 413: Local Communities</b>					
103	Management approach	Impact from Helping build better futures	<a href="http://www.tjx.com/responsibility/communities/">http://www.tjx.com/responsibility/communities/</a>	Website, CR report	19-20
		Our social impact areas: 1) Fulfilling critical basic needs 2) Providing education and training 3) Supporting research and care for life-threatening illnesses 4) Preventing domestic violence	<a href="http://www.tjx.com/responsibility/communities/">http://www.tjx.com/responsibility/communities/</a>	Website, CR report	19
		Corporate philanthropy	<a href="http://www.tjx.com/responsibility/communities/corporate-philanthropy/">http://www.tjx.com/responsibility/communities/corporate-philanthropy/</a>	Website, CR report	21-22
		U.S. Foundation	<a href="http://www.tjx.com/responsibility/communities/our-us-foundation.html">http://www.tjx.com/responsibility/communities/our-us-foundation.html</a>	Website, CR report	23-24
		Associate impact	<a href="http://www.tjx.com/responsibility/communities/volunteerism.html">http://www.tjx.com/responsibility/communities/volunteerism.html</a>	Website, CR report	25-26
413-1	Operations with local community engagement, impact assessments, and development programs	Impact of fulfilling basic needs	<a href="http://www.tjx.com/responsibility/communities/basic-needs.html">http://www.tjx.com/responsibility/communities/basic-needs.html</a>	Website, CR report	27-28
		Impact of providing education and training	<a href="http://www.tjx.com/responsibility/communities/education-and-training.html">http://www.tjx.com/responsibility/communities/education-and-training.html</a>	Website, CR report	29-31
		Impact of supporting research and care for life-threatening illnesses	<a href="http://www.tjx.com/responsibility/communities/healthcare-research.html">http://www.tjx.com/responsibility/communities/healthcare-research.html</a>	Website, CR report	32-33
		Impact of preventing domestic violence	<a href="http://www.tjx.com/responsibility/communities/domestic-violence-prevention.html">http://www.tjx.com/responsibility/communities/domestic-violence-prevention.html</a>	Website, CR report	34-35
		Community stories	<a href="http://www.tjx.com/responsibility/stories/">http://www.tjx.com/responsibility/stories/</a>	Website	N/A
<b>GRI 414: Supplier Social Assessment</b>					
414-1	New suppliers that were screened using social criteria	At TJX, we are committed to treating people with dignity, fairness, and respect, and operating our business with high standards of ethics. Our commitment to these principles is reflected in our responsible sourcing initiatives through our Social Compliance Program.	<a href="http://www.tjx.com/responsibility/responsible-business/social-compliance/">http://www.tjx.com/responsibility/responsible-business/social-compliance/</a>	Website, CR report	67,69-75
		Size and location of vendors.	<a href="http://www.tjx.com/responsibility/responsible-business/social-compliance/product-sourcing.html">http://www.tjx.com/responsibility/responsible-business/social-compliance/product-sourcing.html</a>	Web	68
<b>GRI 415: Public Policy</b>					
103	Management approach		<a href="http://www.tjx.com/files/pdf/corp_resp/Corporate%20Governance%20Statement%20on%20Political%20Activity.pdf">http://www.tjx.com/files/pdf/corp_resp/Corporate Governance Statement on Political Activity.pdf</a>	Statement on Political Activity and Expenditures	N/A