



TJX[®]

VALUE

CORPORATE RESPONSIBILITY

DELIVERING REAL VALUE

At TJX, we believe that the value we bring to the world is as important as what we sell. In that spirit, our corporate responsibility mission is focused on delivering real value to our many important stakeholders – Associates, customers, communities, vendors and shareholders. We approach our role as a corporate citizen seriously, always striving to act with integrity, which affects every aspect of our business.

We report on our progress on our corporate responsibility efforts under four pillars that capture initiatives that are important to us and our stakeholders:

- / OUR WORKPLACE
- / OUR COMMUNITIES
- / ENVIRONMENTAL SUSTAINABILITY
- / RESPONSIBLE BUSINESS

We are proud of our accomplishments and recognize that corporate responsibility is a journey. We remain passionate about continuously improving our program and working to make a positive, sustainable impact on the world in which we live.

/ OUR WORKPLACE

Associates bring our business to life, and we aim to support them by making TJX a terrific place to work. As an international company, we greatly appreciate and value the importance of having an inclusive and diverse workforce.

/ Diverse Workforce

Globally, 65% of our managerial positions are held by women, and in the U.S., 32% are held by racially and ethnically diverse people.*

* Managerial is defined as Assistant Store Manager (or equivalent level) and above, across the Company. Data on ethnic and racial diversity not available outside the U.S.



/ Commitment to Inclusion

TJX SCORED 100

on the Corporate Equality Index of the U.S.-based Human Rights Campaign in eight of the past nine years.

/ OUR COMMUNITIES

We aim to enrich the lives of our customers and neighbors through charitable giving, volunteering, community partnerships, and leveraging our vast store network to raise funds for organizations aligned with our community-giving mission.

/ Family Matters

Our 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.



Photo courtesy of Comic Relief Red Nose Day 2017, photographed by Rankin

/ Charitable Giving

We have

FOUNDATIONS

in the U.S., Canada and the U.K.

/ ENVIRONMENTAL SUSTAINABILITY

We are focused on initiatives that are smart for our business and good for the environment. Key areas of focus include energy efficiency, reducing fuel usage, recycling and waste management, and greener building designs.

/ Meaningful Results

Our initiatives in 2016 reduced our global carbon footprint by 17,500+ metric tons of CO₂e, which is about the amount of CO₂e absorbed by 16,500+ acres of trees.



/ On Track

Our 2020 goal is to

**REDUCE
GREENHOUSE
GAS EMISSIONS**

per dollar of revenue by 30%
against a 2010 baseline.

/ RESPONSIBLE BUSINESS

Operating responsibly is part of our DNA and helps us deliver extreme value to our customers, build longstanding relationships with our vendors, and create long-term value for our shareholders.

/ Operating Ethically

We are guided by strong corporate governance practices and strive for continuous improvement in our social compliance efforts.



/ Sourcing Responsibly

We expect our vendors to uphold the high ethical standards embodied in our

**VENDOR
CODE OF
CONDUCT**

and social compliance program.



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

Ernie Herrman, CEO and President

TJX[®]

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Marshalls

HomeGoods



SIERRA
TRADING POST

WINNERS

HOMESENSE

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