TJX®

2021 GLOBAL CORPORATE RESPONSIBILITY REPORT SUMMARY

DELIVERING REAL VALUE EVERY DAY
We believe that the value we bring to the world is as important as the value we offer to our customers every day.

By investing in our Associates and communities, being mindful of our impact on the environment, and operating our business ethically, we address the interests of our stakeholders and demonstrate our continued commitment to acting as a responsible corporate citizen. We think of our global program as ever evolving, and we remain committed to making a positive impact on the world, with our efforts reflecting our core values of honesty, integrity, and treating each other with dignity and respect.
For nearly 45 years, our commitment to acting as a responsible corporate citizen has gone hand in hand with our company mission to deliver great value every day.

Ernie Herrman
Chief Executive Officer and President
The TJX Companies, Inc.
OUR GLOBAL CORPORATE RESPONSIBILITY PILLARS

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To learn more, visit tjx.com/responsibility.
OUR WORKPLACE

/ OUR ASSOCIATES BRING OUR BUSINESS TO LIFE.
We fully appreciate that our Associates bring our business to life, and we aim to support them by making TJX a terrific place to work.

**We strive for an inclusive workplace where our Associates feel:**
- Welcome when they walk in the door
- Valued for their diversity of thought, background, and experience
- Engaged with our mission to provide value to our customers

Don’t take our word for it. In 2021, we were listed among America’s Best Employers for Diversity in Forbes Magazine, and in 2020, we ranked on Great Place to Work’s Best Workplaces in Canada list and were named a Top Retail Company for Apprentices in the U.K. by TheJobCrowd!

### 2020 Workplace Highlights

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<tr>
<th>Statistic</th>
<th>Details</th>
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<tr>
<td>64%</td>
<td>64% of managerial positions in stores and field offices were filled by internal promotions¹</td>
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<tr>
<td>40%</td>
<td>40% of people in managerial positions around the world have been at the Company for 10 or more years¹</td>
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<td>19,000</td>
<td>19,000 attendance in Global Leadership Curriculum courses since 2017</td>
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<tr>
<td>80%</td>
<td>80% of promotions globally in fiscal 2021 were earned by women</td>
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The diversity of our Associates makes us a stronger company and better able to serve our broad and diverse customer base around the world.

Our programming is grounded in the understanding that inclusion welcomes a range of differing opinions and perspectives, and we greatly value diversity, including diversity of race, ethnicity, age, sexual orientation, gender identity, ability, experience, religion, and much more. Our decades-long, open door philosophy not only supports, but encourages this.

Treating each other with dignity and respect is one of our core values, and we do not tolerate harassment or discrimination of any kind. These expectations are reinforced to all Associates in the TJX Global Code of Conduct.
of our total global workforce is female

of people in managerial positions globally are female

of people in non-managerial positions globally are female

of Vice Presidents and above positions globally are female

of promotions globally in fiscal 2021 were earned by women

of our Board of Directors is female

of our total U.S. workforce is people of color

of people in managerial positions in the U.S. are people of color

of people in non-managerial positions in the U.S. are people of color

of Vice Presidents and above in the U.S. are people of color

of promotions in the U.S. in fiscal 2021 were earned by people of color

of our Board of Directors identify as racially or ethnically diverse
As a global retailer, the need to attract, develop, and retain talent is crucial to support our growth. We take a multifaceted approach to recruiting to reach potential candidates. In addition to our traditional recruitment activities, we have programs focused on students, recent university graduates, disadvantaged or vulnerable young people, diverse racial and ethnic groups, military personnel, and people with barriers to employment.

Attracting talent is just the start. We strive to train and mentor our Associates across the organization for long-term success. Our Global Leadership Curriculum helps Associates gain skills in communications, change management, strategic planning, and more.

To further help support the development of our Associates, our leadership competencies and cultural factors in our Leadership Development Toolkit help define the skills and behaviors that have led to long-term success for many of our managers, with personal character, integrity, and relationship-building at the core.
We believe that every one of us can play a part in helping to build a better world, where justice, fairness, and dignity are upheld as basic human rights. In addition to our ongoing work to support inclusion and diversity across many underrepresented populations, in 2020, we made a commitment to expand our efforts in support of equity and racial justice.

We stand with our Black Associates, customers, and communities. Our initiatives are focused on driving sustainable, organizational changes that can become embedded within our culture and business practices. We are fully committed to ongoing efforts that strengthen our inclusion and diversity programs, and we want our Associates to be heard and actively engaged in our journey as we build out and execute longer-term plans.
WORKING TOWARD OUR GLOBAL PRIORITIES

In 2020 and 2021, we conducted listening sessions and focus groups to help guide open conversations and support a more inclusive workplace.

Additionally, in early 2021, we invited our approximately 320,000 global Associates to participate in an inclusion and diversity survey to help inform our long-term global inclusion and diversity programs and initiatives.

Our current initiatives include:

// Working toward increasing the representation of people of color, LGBTQ+ individuals, Associates with disabilities, and women in increasingly higher levels of management through our talent pipeline.

// Providing leaders (current and future) with the tools needed to receive and successfully manage differences with awareness and sensitivity.

// Integrating inclusive behaviors, language, and practices throughout the business such that all Associates understand their role and responsibility as it relates to inclusion.
We are proud to have been recognized for our workplace efforts by organizations such as Forbes Magazine, the Human Rights Campaign, Black EOE Journal, Hispanic Network Magazine, Great Place to Work Canada, and the JobCrowd in the U.K., among others.
OUR COMMUNITIES

/ HELPING BUILD BETTER FUTURES FOR VULNERABLE FAMILIES.
Providing value and caring for others have helped define our culture for more than four decades. These principles extend beyond the walls of our stores and influence how we support local communities around the world.

**We focus our efforts on the intersection of our principles to define our global community mission:**

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

**OUR SOCIAL IMPACT AREAS:**
A global focus on helping families and children thrive

We bring our community mission to life by focusing our giving on four social impact areas:

/ Fulfilling critical basic needs
/ Providing education and training
/ Supporting research and care for life-threatening illnesses
/ Empowering women
IMPACT FROM 2020 GIVING AND IN-STORE FUNDRAISING

34 million meals served
400,000 shelter nights provided
375,000 units of clothing donated
95,000 domestic violence services provided

$22.8 million donated for healthcare research and patient care
1.5 million young people provided access to educational opportunities
4,400 young people provided workforce readiness opportunities
Our foundations in the U.S., Canada, and Europe proudly support a variety of organizations—from national charitable groups our retail chains partner with to Associate-recommended local organizations.

Additionally, we support our communities when unexpected disasters strike. In 2020, we contributed several million dollars to organizations working with families in need due to the COVID-19 pandemic.

Also in 2020, we broadened our global giving and committed to supporting racial justice and equity by donating $10 million over two years to organizations in the U.S., Canada, Europe, and Australia that help expand long-term opportunities for Black people and other underrepresented groups.

We fully understand that the philanthropic contributions we are making are just one step on a long road to social change.
In our communities around the world, there are families who struggle to meet their basic needs and overcome the challenges of everyday life. We understand the importance of a warm meal, clean clothing, and a safe place to sleep and the impact these things can have on families.

FULFILLING BASIC NEEDS

OUR SUPPORT INCLUDES:

- TJX
  - Cradles to Crayons
  - Feeding America

- TJ-MAXX
  - Save the Children
  - Feeding America

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

- HomeGoods
  - Feeding America

- SIERRA
  - Feeding America

WINNERS

- Dress for Success
- Women in Need Society

HOMESENSE

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

T.J-MAXX

- Comic Relief (U.K.)
- Children for a Better World (Germany)
- Stowarzyszenie WIOSNA (Poland)
PROVIDING EDUCATION AND TRAINING

TJX has long been committed to helping at-risk youth and vulnerable young people access educational opportunities to help them reach their full potential.

Over the years, our support has focused on enrichment and out-of-school programs that provide the skills, resources, and opportunities they need to support school and career success.

HELPING THE NEXT GENERATION: the T.J. Maxx and Save the Children partnership

Since 1984, T.J. Maxx has proudly supported Save the Children U.S., which helps create a brighter future for children in need through early education, literacy, and health programs.

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

Michelle, school-age program coordinator, Save the Children
A key part of our communities mission involves supporting organizations that deliver services to families and children when they are facing life-threatening illnesses, and raising funds to spur 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 example, over the years, our Marshalls (U.S.), HomeGoods, Homesense (U.S.), T.K. Maxx (U.K.), and Homesense (U.K.) Associates have proudly supported organizations like JDRF, St. Jude Children’s Research Hospital, Dana-Farber Cancer Institute, Cancer Research U.K. for Children and Young People, and Comic Relief.

**GIVE UP CLOTHES FOR GOOD**

Over the past 15 years, T.K. Maxx customers and Associates have raised nearly $51 million for Cancer Research U.K. for Children and Young People and $5.1 million for Enable Ireland, including collecting more than 2 million bags of clothing for the annual Give Up Clothes for Good campaign.

These partnerships help fight childhood cancer through research, prevention, and treatment in the U.K. and support children with disabilities in Ireland.
EMPOWERING WOMEN

TJX has long partnered with organizations committed to helping women. Our support includes programs that provide services ranging from those fleeing domestic violence to others that offer education, training, and job placement resources.

For more than 25 years, TJX has supported programs offering resources for victims of domestic violence in the U.S. In 2009, we partnered with the National Domestic Violence Hotline in the U.S. as our first foundation grant—that partnership continues today.

The Hotline is a free 24/7 helpline that responds to over 650,000 calls, texts, and chats annually and creates a vital link to safety for those affected by domestic violence.

FIND YOUR STRIDE: HELPING WOMEN THRIVE

With a goal of helping vulnerable women achieve economic independence, TJX Canada’s Find Your Stride initiative includes relationships with Dress for Success Canada, WoodGreen’s Homeward Bound program, and the Women in Need Society. These organizations provide women and families basic needs and a variety of services, including skills training, education, and work placement.
ASSOCIATES SUPPORT OUR CAUSES ACROSS THE GLOBE

APPROXIMATELY 30,000 TJX U.S. ASSOCIATES pledged to the United Way.

T.J. MAXX, MARSHALLS, AND HOMEGOODS ASSOCIATES, as well as their families and friends, have raised more than $1.5 million for breast cancer research over the past 11 years.

CANADIAN ASSOCIATES hosted a variety of online training sessions to help support the efforts of our community partners as part of TJX Canada’s Find Your Stride community initiative.
ASSOCIATES ACROSS EUROPE stepped up individually and helped in their local communities with volunteering efforts ranging from sewing face coverings and scrubs to fundraising for frontline health charities.

ASSOCIATES IN OUR STORES, PROCESSING CENTERS, AND OFFICES ACROSS EUROPE nominated charities that were personal to them, through the Community Fund, part of the T.K. Maxx and Homesense Foundation. In 2020, we supported four times as many charities than we did in 2019.
ENVIRONMENTAL SUSTAINABILITY

/ ENVIRONMENTALLY RESPONSIBLE. SMART FOR OUR BUSINESS.
As a large, complex international business, we work to continually make progress on our environmental sustainability efforts and help mitigate our impact on the environment.

**We focus our efforts in four areas:**
- Climate and Energy
- Chemicals Management
- Waste Management
- Sustainable Products

**Global Corporate Target:**
In fiscal 2021, we set a long-term global goal to reduce greenhouse gas (GHG) emissions from our direct operations by 55% by fiscal 2030 against a baseline year of fiscal 2017. This goal is a science-based target in alignment with the United Nations’ Paris Agreement guidelines and supports an emissions growth path aimed at limiting global warming to 1.5 degrees Celsius.

**FY21 ENVIRONMENTAL SUSTAINABILITY ACHIEVEMENTS**

- **154,000** metric tons reduction in global GHG emissions
- **404 million** kilowatt hours of low-carbon energy purchased
- **240,000** metric tons of waste diverted from landfill
- **A-** score received in the CDP Climate Change Information Request
Our global climate strategy has historically focused on the emissions created by our direct operations, meaning the energy used to power our stores, home offices, distribution (or processing) centers, and vehicles. Reducing our global climate impact includes a balanced portfolio of emissions-reduction activities focused on:

/ Managing and conserving energy and fuel consumption and expense

/ Avoiding and offsetting emissions by sourcing low-carbon and renewable energy

ELECTRICITY IS OUR LARGEST SOURCE OF GHG EMISSIONS:
- 84% Electricity
- 11% On-Site Fuels
- 3% Transport Fuels
- 2% Refrigerants

STORES ACCOUNT FOR 80% OF OUR CARBON FOOTPRINT:
- 80% Stores
- 15% Distribution Centers
- 3% Offices
- 2% Vehicles
STRIVING TO MOVE PRODUCT AROUND THE WORLD MORE EFFICIENTLY

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 to improve the efficiency of our store delivery network, increasing utilization of trailer space, or testing new alternative fuel vehicles, our goals are to conserve fuel, reduce travel time, and decrease the number of trucks on the road.

// In the U.S., in addition to using intermodal\(^7\) transportation, we have opened service centers, which are smaller than distribution centers and designed to improve the efficiency of our store delivery process.

// In Canada, thanks to a strategically positioned distribution center, we estimate that we have reduced shipping by over 1.3 million miles per year since fiscal 2017.

// In Europe, we increased the use of both our longer semi trailers and our Liquified Natural Gas (LNG) tractor units, resulting in carbon emissions reductions of approximately 156 metric tons per year.

“GREEN” CONSTRUCTION

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

Additionally, 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 develop a recycling infrastructure.
### INTEGRATING SUSTAINABILITY INTO OPERATIONS

<table>
<thead>
<tr>
<th>LEED OR BREEAM-CERTIFIED BUILDINGS*</th>
<th>GREEN BUILDING ENHANCEMENTS</th>
<th>SOLAR INSTALLATIONS*</th>
<th>RENEWABLE ENERGY OR CARBON FREE PRODUCT</th>
</tr>
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<tbody>
<tr>
<td>Marlborough, Massachusetts, U.S.</td>
<td>Wroclaw, Poland</td>
<td>Dublin, California, U.S.</td>
<td>Delaware, U.S.</td>
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<td>Mississauga, Ontario, Canada</td>
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<td>Bristol, Connecticut, U.S.</td>
<td>Maryland, U.S.</td>
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<td>Worcester, Massachusetts, U.S.</td>
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<td>Las Vegas, Nevada, U.S.</td>
<td>Pennsylvania, U.S.</td>
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<td>Bridgewater, New Jersey, U.S.</td>
<td>Rhode Island, U.S.</td>
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<td>Edgewater, New Jersey, U.S.</td>
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<td>Holmdel, New Jersey, U.S.</td>
<td>Virginia, U.S.</td>
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<td>Lawrenceville, New Jersey, U.S.</td>
<td>District of Columbia, U.S.</td>
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<td>New Brunswick, New Jersey, U.S.</td>
<td>Alberta, Canada</td>
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<td>North Bergen, New Jersey, U.S.</td>
<td>Nova Scotia, Canada</td>
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<td>Secaucus, New Jersey, U.S.</td>
<td>Saskatchewan, Canada</td>
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<td>Westbury, New York, U.S.</td>
<td>Northern Ireland, U.K.</td>
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<td>Republic of Ireland</td>
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Teams throughout our business work to implement cost-effective strategies and processes to manage the many different types of waste materials resulting from our operations. While many of these programs focus on diverting common waste (such as cardboard packaging) from landfills, our initiatives are evolving to focus on a variety of materials. Our approach includes:

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

**FY21 DIVERSION RATES**

- **U.S.** 61%
- **Canada** 89%
- **Europe** 94%

**DECREASING SINGLE USE PLASTICS**

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

Additionally, TJX has joined Closed Loop Partners’ Consortium to Reinvent the Retail Bag as the Apparel and Home Goods Sector Lead Partner. Working together, we aim to identify, test, and implement viable design solutions and models that more sustainably serve the purpose of the current retail bag. In fiscal 2021, all single-use plastic bags were removed from our stores in Europe.
As we continue to learn and build our programs in this area, we are exploring ways to manage “chemicals of concern” that go beyond legal and regulatory requirements in our operations as well as certain products we sell. Our current approach includes:

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

Late in calendar year 2021, we published TJX’s Chemicals Management Program. The program outlines our expectations for vendors and suppliers to reduce or eliminate certain chemicals of concern. It also identifies the initial prioritization of categories where we intend to focus our efforts.

We will continue to evolve our strategy and work to identify new and expanded policies and commitments where we may further limit the use of chemicals of concern within our complex off-price business model.
We have developed a framework to define sustainable product attributes, which we believe are those that have a positive measurable environmental impact in their production or manufacturing processes and that can be verified by a credible third-party process or certification.

Some of those positive environmental impacts may include using less harmful chemicals and supporting responsible forest management practices. Some examples of products we are sourcing and materials we are using within our operations with these preferred environmental attributes include:

- Forest Stewardship Council (FSC)-certified materials;
- Global Recycled Standard (GRS)-certified products;
- OEKO-TEX-certified products;
- and products made from organic cotton. A few examples include:

- A significant portion of our price tickets are printed on FSC-certified paper, and in the U.S., some T.J. Maxx and Marshalls gift cards are printed on FSC-certified stock.

- In early fiscal 2022, select stores in the U.S., Canada, and Australia, in addition to tjmaxx.com and marshalls.com, sold decorative throws with sustainable attributes like 100% organic cotton fibers or made from recycled polyester.

- In fiscal 2022, select stores in the U.S. plan to carry wrapping paper, gift bags, and gift boxes using FSC-certified paper.
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 programs can be.

At TJX, our Associates are encouraged to consider how to minimize environmental impacts as they make operational decisions, and we communicate this to them in our TJX Global Code of Conduct.
In fiscal 2021, we launched Green IT, an initiative focused on managing and leveraging our technology to reduce TJX’s Global IT team’s environmental footprint. The Green IT Committee aligns its work around TJX’s environmental focus areas.

**RECENT INITIATIVES INCLUDE:**

/ **CLIMATE**  
Reduce our technology-related GHG emissions footprint by optimizing the usage of our data centers and cloud services.

/ **ENERGY**  
Reduce our energy usage by sourcing energy efficient devices and related software solutions.

/ **WASTE**  
Responsibly manage our broken or obsolete hardware and accessories by identifying new ways and/or partnerships that lead to increasing recycling technology-related waste.
RESPONSIBLE BUSINESS

/ DELIVERING REAL VALUE TO THE WORLD.
As a leader in global retail and a Fortune 500 company, we recognize the importance of operating ethically and sourcing responsibly. Our business dealings and interactions are grounded in our long-held core values of honesty, integrity, and treating others with dignity and respect.

Our global codes of conduct set forth standards to which we hold our Associates, Management, Board Members, and vendors accountable.

OUR BOARD OF DIRECTORS: DIVERSE, EXPERIENCED, ENGAGED

At the Board level and throughout our organization, we strive to promote the benefits of leveraging differences, fostering inclusion, and promoting a talented and diverse workforce.

We seek to have a highly engaged Board that represents a range of factors including personal and professional ethics, integrity, and values; independence; and gender, ethnic, racial, age, and geographic diversity to provide sound and prudent guidance, further the long-term success of our business, and represent the interests of our shareholders.

- 42% of Board Members are women
- 33% identify as racially or ethnically diverse
83% of Board Members are independent

2,000+ audits either conducted by TJX and our third-party auditors directly or accepted from accredited sources

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

~75 number of compliance training sessions held across the globe over the last 5 years.
Our stores are located in a variety of 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 of improving the shopping experience so that we may best serve the changing preferences, tastes, and interests of our customers around the world.

WE LOVE HEARING FROM OUR CUSTOMERS
We care about our customers’ experience in our stores. As such, we provide our store Associates with training to enhance interactions with customers and ask our customers to complete online satisfaction surveys to tell us how they rate their shopping experience.

SERVING CUSTOMERS IS ALL ABOUT FLEXIBILITY
We have specialized teams and systems that enable us to tailor the merchandise in our stores to get the right products, to the right stores, at the right time.

Our Buyers source goods from across the globe in a variety of ways and our merchandise mix is always changing, creating the “treasure hunt” experience that drives excitement, encouraging our customers to shop us again and again.

SEVEN RETAIL CHAINS ACROSS NINE COUNTRIES
We strongly value the relationships that we have developed with our vendors—relationships built on a foundation of honesty, trust, and ethical business practices. Our commitment to these principles is reflected in our ethical sourcing initiatives through our Global Social Compliance Program and our Vendor Code of Conduct, which outline our expectations of merchandise vendors, requiring them to comply with all applicable laws, regulations, and industry standards, including the rights and safety of workers who manufacture products for sale in our stores and online.

Our Global Social Compliance Program is inspired by the United Nations Guiding Principles on Business and Human Rights, and attention to ethical sourcing spans across many departments. We have a Global Social Compliance Committee that serves in an advisory capacity, helping to 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.

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**OUR MERCHANDISE VENDORS**
and any factories and subcontractors they use are required to adhere to our Vendor Code of Conduct.

**OUR BUYERS**
complete biennial social compliance training.

**400+ FACILITIES**
were audited directly by TJX’s third-party auditors in 2020.

**1,650+ AUDITS**
were accepted from accredited sources in 2020.
The majority of product we sell in our stores is brand-name merchandise sourced from a universe of approximately 21,000 vendors and over 100 countries. To obtain this merchandise, we take advantage of a wide variety of opportunities, which can include department store cancellations, a manufacturer making too much product, or a closeout deal when a vendor wants to clear merchandise at the end of a season.

There are other ways we bring tremendous value to our customers. For example, sometimes when what we are seeing in the marketplace is not the right value for our customers, meaning the right combination of brand, fashion, price, and quality, we may help design or develop merchandise to be manufactured just for us. Factories involved in these products are required to undergo periodic audits to ensure adherence to our Vendor Code of Conduct. Historically, we have focused our factory monitoring and supplier training on these factories, as we believe this is where we are most likely to have a meaningful impact.
When we begin using a factory to produce goods designed by us, we conduct a third-party audit or obtain an audit report from an accredited, third-party source.¹¹

AUDIT RESULTS

SATISFACTORY
Audit facility on a biennial basis

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

UNSATISFACTORY
Issue corrective action plan and reaudit within six months

ZERO TOLERANCE
Termination of business relationship
FACTORY AUDITS

On-site audits include:

- Interview with factory management (opening meeting)
- Policy, payroll, and documentation review
- Factory walk-through
- Health and safety inspection
- Chemical and hazardous materials review
- Confidential worker interviews
- Debrief with factory management (closing meeting)

We recognize that it is important to routinely train our buying agents, vendors, and factory management on our Vendor Code of Conduct and our Global Social Compliance Program, and we strongly encourage all new factories to participate in such training.

On average, we typically hold 10-12 training sessions a year in various locations around the world, regionally close to factories that are involved with products that we have helped design or develop to be manufactured just for us.

Likewise, TJX Associates involved in the development and buying of merchandise undergo formal social compliance training biennially.
The value we place on diversity extends into our supplier relationships, including a U.S. Supplier Diversity Program that seeks out businesses owned by minorities, women, veterans, LGBTQ+ individuals, and persons with disabilities. This has helped us identify vendors for mutually beneficial relationships and has promoted economic development in our suppliers’ local communities.
Though we are proud of our accomplishments over our many years, we are always working to do better. Today, the urgency of that is clearer than ever. We remain passionate about continuing our corporate responsibility journey and working to make a positive, sustainable impact on the world.

Footnotes
1 Managerial is defined as Assistant Store Manager (or equivalent level) and above across the Company.
2 Adapted from Johns Hopkins Diversity Wheel from http://web.jhu.edu/dlc/resources/diversity_wheel/
3 People of Color includes, consistent with definitions used by the Equal Employment Opportunity Commission ("EEOC"), the following racial and ethnic categories: Black or African American; Hispanic or Latino; Asian; Native Hawaiian or Pacific Islander; American Indian or Alaskan Native; and Two or More Races.
4 Data on ethnic and racial diversity for the U.S. only. Statistics for U.S. Associates are based on racial/ethnic designations used by the EEOC.
5 The magnitude of some of the reductions was partially driven by temporary store closures across all regions due to COVID-19. In particular, our energy use, business travel, and waste generated in operations were lower in FY21 than FY20.
6 Includes FY21 Scope 1 (direct) and Scope 2 (indirect) GHG emissions. Data based on location-based emissions.
7 Transportation involving more than one form of carrier during a single journey.
8 LEED® is an acronym for Leadership in Energy and Environmental Design™ and is a registered trademark of the U.S. Green Building Council®. BREEAM stands for Building Research Establishment Environmental Assessment Method and is an environmental assessment method and rating system for buildings.
9 In some cases, TJX chooses not to retain ownership of the renewable energy certificates associated with the installation.
10 The number of training sessions held in FY21 were impacted by COVID-19.
11 Amfori’s Business Social Compliance Initiative (BSCI), Worldwide Responsible Accredited Production (WRAP), and Sedex Information Exchange Limited (SEDEX).