



KEY ENVIRONMENTAL
SUSTAINABILITY DATA & METRICS
AND
ESG FRAMEWORKS

SEPTEMBER 2021

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TJX 2020 KEY ENVIRONMENTAL SUSTAINABILITY DATA AND METRICS							
		Revised FY2017 ¹	FY2018	FY2019	FY2020	FY2021	Unit of Measure
Scope 1	Direct: Emissions to air	80,561	99,906	109,302	125,782	105,001	MT CO ₂ e
Scope 2	Indirect: Supplied electricity (location-based)	697,198	684,375	673,581	634,475	537,044	MT CO ₂ e
Scope 2	Indirect: Supplied electricity (market-based)	721,497	632,924	558,982	540,336	437,644	MT CO ₂ e
Scope 3	Indirect: Business travel	29,999	43,645	47,000	37,600	7,000	MT CO ₂ e
Scope 3	Indirect: Waste generated in operations	49,182	35,865	33,300	44,500	34,000	MT CO ₂ e
Total Gross Global Scope 1 Emissions by GHG Type	CO ₂	80,557	87,918	98,106	104,708	90,780	MT CO ₂ e
	CH ₄	37	50	107	138	136	MT CO ₂ e
	N ₂ O	59	70	130	286	126	MT CO ₂ e
	Hydrofluorocarbons (HFCs)	7,259	11,868	10,960	20,650	13,959	MT CO ₂ e
Total Gross Global Scope 1 Emissions by Business Division - Location-Based	U.S. (T.J. Maxx, Marshalls, HomeGoods, Sierra, and Homesense)	48,629	65,851	72,487	87,029	74,411	MT CO ₂ e
	Canada (Winners, Marshalls, and HomeSense)	12,458	15,676	16,482	16,544	13,906	MT CO ₂ e
	Europe (T.K. Maxx and Homesense) and Australia (T.K. Maxx)	19,474	18,380	20,334	22,209	16,684	MT CO ₂ e
Total Gross Global Scope 2 Emissions by Business Division - Location-Based	U.S. (T.J. Maxx, Marshalls, HomeGoods, Sierra, and Homesense)	552,782	545,571	554,929	532,732	457,572	MT CO ₂ e
	Canada (Winners, Marshalls, and HomeSense)	22,972	25,356	25,536	21,321	21,816	MT CO ₂ e
	Europe (T.K. Maxx and Homesense) and Australia (TK Maxx)	121,443	113,448	93,115	80,422	57,656	MT CO ₂ e
Total Gross Global Scope 2 Emissions by Business Division - Market Based	U.S. (T.J. Maxx, Marshalls, HomeGoods, Sierra, and Homesense)	562,711	491,241	425,052	424,215	381,027	MT CO ₂ e
	Canada (Winners, Marshalls, and HomeSense)	4,241	5,996	3,513	2,651	3,365	MT CO ₂ e
	Europe (T.K. Maxx and Homesense) and Australia (T.K. Maxx)	154,545	135,687	130,418	113,471	53,252	MT CO ₂ e
Waste	Recycled materials	189,092	211,489	233,411	256,539	216,684	MT
Energy	Electricity	1,755,867	1,755,477	1,759,105	1,769,376	1,574,832	MWh
	Steam	4,111	1,058	1,326	1,326	1,326	MWh
	Motor diesel	61,793	60,798	61,424	66,127	48,927	MWh
	Distillate fuel oil number 2	919	3,629	1,575	1,443	1,615	MWh
	Motor gasoline	21,378	19,740	18,127	20,232	17,588	MWh
	Natural gas	283,345	359,935	420,469	447,822	398,378	MWh
	Propane	4,793	5,862	5,633	6,144	5,981	MWh

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

¹ Our 2017 GHG inventory calculations were restated in 2018 to reflect updated emissions factors and activity data where appropriate

SASB DISCLOSURE MATRIX

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

MULTILINE AND SPECIALTY RETAILERS & DISTRIBUTORS

Table 1. Sustainability Disclosure Topics and Accounting Metrics

Accounting Metric	Category	Unit of Measure	Code	Data Response	Source
Energy Management in Retail and Distribution					
(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Megawatt hours (MWh) and percentage (%)	CG-MR-130a.1	1. 2,051,206 MWh 2. 76% 3. 16%	Pg. 3 of this report
Data Security					
Description of approach to identifying and addressing data security risks	Discussion and Analysis	n/a	CG-MR-230a.1	Details can be found in the Information Security and Privacy section of the report, in our 2021 Proxy Statement, and in our 10-K.	CR report , pg. 90 FY21 10-K , pg. 14 FY21 Proxy statement , pg. 16
Labor Practices					
(1) Voluntary and (2) involuntary turnover rate for in-store employees	Quantitative	Percentage (%)	CG-MR-310a.2	40% of Associates in managerial positions ² around the world have been with the company for 10 or more years; 19% for 10-14 years; 11% for 15-19 years; and 10% for 20+ years.	CR report , pg. 15
Workforce Diversity and Inclusion					
Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees	Quantitative	Percentage (%)	CG-MR-330a.1	Global Workforce 78% female Global Managerial Positions ² 67% female U.S. Workforce 57% racial/ethnic minority ³ U.S. Managerial Positions ² 34% racial/ethnic minority ³	CR report , pg. 18

Product Sourcing, Packaging, and Marketing					
Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	n/a	CG-MR-410a.2	Details can be found in the Chemicals Management, Factory Auditing, Training, and Vendor Code of Conduct sections of the report.	CR report , pgs. 64, 81, 84, 86
Discussion of strategies to reduce the environmental impact of packaging	Discussion and Analysis	n/a	CG-MR-410a.3	Details can be found in the Chemicals Management and Waste Management sections of our the report.	CR report , pgs. 64, 58

Table 2. Activity Metrics

Activity Metric	Category	Unit of Measure	Code	Data Response	Source
Number of: (1) retail locations and (2) distribution centers	Quantitative	Number	CG-MR-000.A	1. 4,572 2. 33	FY21 10-K , pgs. 21-22 FY21 10-K , pg. 22
Total area of: (1) retail space and (2) distribution centers	Quantitative	Square Meters (m ²)	CG-MR-000.B	1. Approximately 11.2M m ² of retail space ⁴ 3. Approx. 2M m ² of distribution centers ⁵	FY21 10-K , pg. 7 FY21 10-K , pg. 22

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

³ 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.

⁴ Approximate square meters of retail space based on approximate average store size.

⁵ Number of distribution centers based on primary owned and leased distribution and fulfillment centers as of January 30, 2021. Square meters information for the distribution and fulfillment centers represents total “ground cover” of the facilities.

GRI DISCLOSURE MATRIX

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

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

GRI Standards Indicator	Disclosure title	TJX description	Source	Page
102-9	Supply chain	On a worldwide basis, in 2020, more than 1,100 Associates in our buying organization sourced product from a universe of approximately 21,000 vendors and over 100 countries around the world.	CR report	72, 94
102-10	Significant changes to the organization and its supply chain	No significant changes	Annual Report	N/A
102-12	External initiatives	Our Global Social Compliance Program is inspired by the United Nations Guiding Principles on Business and Human Rights. We are members of the National Retail Federation, the Retail Industry Leaders Association (RILA), Ethisphere’s Business Ethics Leadership Alliance, Boston College Center for Corporate Citizenship, the Ethics & Compliance Officer Association, and as of early 2021, the American Apparel Footwear Association.	CR report	78-90
		Our Supplier Diversity Program is dedicated to broadening supplier options for not-for-resale goods and services in the U.S. As part of this effort, we are members of National Minority Supplier Development Council, Greater New England Minority Supplier Development Council, Women’s Business Enterprise National Council, Disability:IN, National Veteran Business Development Council, National LGBT Chamber of Commerce, Center for Women & Enterprise.	CR report	94
		We are committed to continuous improvement in the ethical sourcing of products intended for sale in our businesses. Examples of this include the Rwenzori Trade Project, a sustainable trade program that we helped to develop in Uganda. We are also responsive to other industry issues such as fire safety (in response to issues in Bangladesh), fur (all TJX businesses are fur free), and are as a signatory on a pledge, sponsored by the Responsible Sourcing Network, to not knowingly source Uzbekistan cotton until the Government of Uzbekistan eliminates the practice of forced child and adult labor.	CR report	74-77
102-13	Membership of associations	As we continue to develop and evolve our Global Social Compliance Program, we engage with various audiences and consider their guidance. We are members of the National Retail Federation, the Retail Industry Leaders Association (RILA), Ethisphere’s Business Ethics Leadership Alliance, Boston College Center for Corporate Citizenship, the Ethics & Compliance Officer Association, and as of early 2021, the American Apparel Footwear Association. We also participate in industry conferences and stay current on the latest developments in social compliance and ethical sourcing.	CR report	79

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

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

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

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

GRI Standards Indicator	Disclosure title	TJX description	Source	Page
102-46	Defining report content and topic Boundaries		CR report	2-5
102-48	Restatements of information	There are no restatements from previously published CR data.	N/A	N/A
102-53	Contact point for questions regarding the report	For more information on our corporate responsibility reporting, please contact Global Communications at 1-508-390-2323.	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	CR report	5
102-55	GRI content index		CR report	106
GRI 201: Economic Performance				
201-1	Direct economic value generated and distributed		Annual Report	26-27
201-2	Financial implications and other risks and opportunities due to climate change	Our CDP response fully outlines the risks/opportunities and the oversight of those	CDP	N/A
201-3	Defined benefit plan obligations and other retirement plan		Proxy filing	41,51
			Annual Report	F-27, F-28
GRI 205: Anti-corruption				
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.	TJX Global Code of Conduct	100
GRI 206: Anti-competitive Behavior				
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.	TJX Global Code of Conduct	100

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

GRI Standards Indicator	Disclosure title	TJX description	Source	Page
302-4	Reduction of energy consumption	Electricity types and percent of energy use by facility type	CR report	52
		Renewable Energy, U.S., Canada and Europe highlights	CR report	53-54
		Exploring new technologies to optimize access to and analysis of our energy data/ Identifying new applications of light-emitting diode (LED) technologies and installing LED light fixtures in most areas of our new stores/ Retrofitting lighting and HVAC systems/ Leading programs which identify stores that are operating outside of our standards for efficiency and working with them to optimize lighting, electrical, and mechanical systems/ Evaluating new technologies, such as battery energy storage and demand-control ventilation for HVAC, that may be applicable across certain facility types/ Exploring and leveraging utility level incentives and programs	CR report	54
		Green building		57
		CDP response	CDP	N/A
GRI 303: Water and Effluents				
103	Management approach	Although our business operations are not water intensive, we believe reducing water usage is consistent with both our commitment to environmental sustainability and our low-cost operating philosophy. To that end, we have continued our efforts to monitor our water usage and identify opportunities to improve water efficiency.	CR report	62-63
303-1	Interactions with water as a shared resource	Vendor code of conduct (operating in a sustainable manner, where possible; conserving and protecting resources, such as water and energy)	CR report	83, 87, 88
		Green building	CR report	57
GRI 305: Emissions				
103	Management approach	Our Executive Environmental Steering Committee (EESC) is responsible for guiding the development of TJX's environmental sustainability strategy and aligning it with the overall business strategy, and reviews progress against our quantitative emissions-reduction goals.	CR report	49
		We believe that it is important to measure our progress, including our results against quantitative emissions reduction goals. Our initial, global, corporate greenhouse gas (GHG) target was to reduce our GHG emissions per dollar of revenue by 30% by 2020 against a 2010 baseline. We surpassed our goal and achieved a 47% reduction in GHG emissions. Our next-generation, global corporate emissions-reduction target is a 55% reduction in GHG emissions from our direct operations by 2030 against a baseline year of 2017.	CR report	47

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

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

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





GRI Standards Indicator	Disclosure title	TJX description	Source	Page
405-2	Ratio of basic salary and remuneration of women to men	At TJX, we are firmly committed to pay equity and fostering an inclusive and diverse environment that provides attractive and accessible opportunities throughout our organization. In 2020, we expanded our efforts to include a pay equity analysis of our U.S. workforce that covers gender and race/ethnicity. We are pleased to report that, in the U.S., based on 2019 data and accounting for job title, geography, and full- or part-time status, we found, on average, no meaningful difference in base pay between Associates based on gender or race/ethnicity at TJX.	CR report	23
		UK Gender Pay Gap Statement	Website	N/A
GRI 407: Freedom of Association and Collective Bargaining				
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Our vendors must respect the rights of their workers to choose (or choose not) to freely associate and to bargain collectively where such rights are recognized by law. We prohibit harassment, retaliation, and violence against trade union members and representatives.	Vendor Code of Conduct, CR report	87
GRI 408: Child Labor				
408-1	Operations and suppliers at significant risk for incidents of child labor	Our vendors must not use child labor. The term “child” is defined as anyone younger than 15 years of age (or younger than 14 years of age where the law of the country of manufacture allows 14-year-olds to work). At all times our vendors must respect compulsory education laws. Workers under the age of 18 must not perform hazardous work.	Vendor Code of Conduct, CR report	87
GRI 409: Forced or Compulsory Labor				
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Our vendors must not use voluntary or involuntary prison labor, indentured labor, bonded labor, labor acquired through slavery or human trafficking, or any forms of involuntary or forced labor. Our vendors must not require workers to surrender any identity papers as a condition of employment; such documents may only be temporarily held to verify a worker’s employment eligibility. Our vendors must reimburse their workers for any recruitment or hiring fees that are paid.	Vendor Code of Conduct, CR report	87



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

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

UNITED NATIONS SUSTAINABLE GOALS DISCLOSURE MATRIX

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

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

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