

TJX GRI Content Index

Fiscal Year 2020

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.

GRI Standards Indicator	Disclosure title	TJX description	Link	Source(s)	Page
GRI 102: General Disclosures					
1. Organizational profile					
102-1	Name of the organization	The TJX Companies, Inc	http://www.tjx.com/company/	Website	N/A
102-2	Activities, brands, products, and services	TJX is the leading off-price apparel and home fashions retailer in the U.S. and worldwide and was ranked 80 among Fortune 500 companies in May 2020. At the end of our fiscal year 2020 (February 1, 2020), the Company had nearly \$42 billion in revenues, more than 4,500 stores in 9 countries, 4 e-commerce sites, and approximately 286,000 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).	http://www.tjx.com/company/	Website	N/A
102-3	Location of headquarters	770 Cochituate Road, Framingham, MA 01701 USA	https://www.tjx.com/docs/default-source/annual-reports/tjx-2019-annual-report.pdf	Annual Report	1
102-4	Location of operations		https://www.tjx.com/docs/default-source/annual-reports/tjx-2019-annual-report.pdf	Annual Report	17-20
102-5	Ownership and legal form		https://www.tjx.com/docs/default-source/annual-reports/tjx-2019-annual-report.pdf	Annual Report	1
102-6	Markets served		http://www.tjx.com/businesses/	Website	N/A
102-7	Scale of the organization		http://www.tjx.com/company/	Website	N/A
102-8	Information on employees and other workers	At the end of our fiscal year 2020 (February 1, 2020), the Company had approximately 286,000 Associates.	http://www.tjx.com/company/	Website	N/A
102-9	Supply chain	On a worldwide basis, more than 1,100 Associates in our buying organization source from a universe of more than 21,000 vendors and over 100 countries.	http://www.tjx.com/responsibility/responsible-business/supplier-diversity.html	Website, CR report	93
			http://www.tjx.com/responsibility/responsible-business/social-compliance/product-sourcing.html	Website, CR report	85
102-10	Significant changes to the organization and its supply chain	No significant changes	https://www.tjx.com/docs/default-source/annual-reports/tjx-2019-annual-report.pdf	Annual Report	N/A

GRI Standards Indicator	Disclosure title	TJX description	Link	Source(s)	Page
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, Ethisphere's Business Ethics Leadership Alliance, Boston College Center for Corporate Citizenship, and the Ethics & Compliance Officer Association.	http://www.tjx.com/responsibility/responsible-business/social-compliance/our-program.html	Website, CR report	78-79
		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-Owned Business Association, National LGBT Chamber of Commerce, Center for Women & Enterprise. We are also founding members of the Massachusetts LGBT Chamber of Commerce.	http://www.tjx.com/responsibility/responsible-business/supplier-diversity.html	Website, CR report	93-94
		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.	https://www.tjx.com/responsibility/responsible-business/responsible-sourcing	Website, CR report	85-90
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, 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.	http://www.tjx.com/responsibility/responsible-business/social-compliance/our-program.html	Website, CR report	78-79
		We are a member of the EPA's SmartWay Transport Partnership.	http://www.tjx.com/responsibility/environment/logistics.html	Website, CR report	57
		Our corporate memberships include organizations committed to minority suppliers: NMSDC, GNEMSDC, WBENC, Center for Women & Enterprise, Disability:IN, ngfcc, NaVOBA. We were also pleased to recently join the Massachusetts LGBT Chamber of Commerce as a founding member. Our memberships in this, and other organizations, help us continue our commitment to creating inclusive relationships and drive economic impact in our local communities.	http://www.tjx.com/responsibility/responsible-business/supplier-diversity.html	Website, CR report	94
		Our partner organizations include the NAACP, the National Urban League, the National Hispanic Corporate Council, Disability:IN, and Diversity Best Practices. We also belong to Conexion in Boston, The Partnership.	https://www.tjx.com/responsibility/workplace/development	Website, CR report	15
2. Strategy					
102-14	Statement from senior decision-maker	Letter from Ernie Herrman, CEO and President, to our Associates, customers, neighbors, vendors and shareholders.	http://www.tjx.com/responsibility/ceo-letter.html	Website, CR report	4-5

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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.	https://www.tjx.com/docs/default-source/default-document-library/TJX-Code-of-Conduct.pdf	TJX Global Code of Conduct, CR report	101
			https://www.tjx.com/docs/default-source/corporate-responsibility/Code-of-Ethics-for-TJX-Executives.pdf	Code of Ethics for TJX Executives, CR report	101
			https://www.tjx.com/docs/default-source/corporate-responsibility/Director-Code-of-Business-Conduct-and-Ethics.pdf	Director Code of Business Conduct & Ethics, CR report	101
		Our global corporate responsibility programs continue to grow and evolve, but our efforts will always be part of the fabric of who we are and reflect our core values of honesty, integrity, and treating each other with dignity and respect. We remain committed to making a positive impact on the world in which we live and conduct our business.	https://www.tjx.com/responsibility	Website, CR report	1
102-17	Mechanisms for advice and concerns about ethics	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. Acceptance of our Vendor Code of Conduct is part of our purchase order terms and conditions for all merchandise vendors.	https://www.tjx.com/responsibility/responsible-business/social-compliance/vendor-code-of-conduct	Vendor Code of Conduct, CR report	75
			https://www.tjx.com/docs/default-source/default-document-library/TJX-Code-of-Conduct.pdf	TJX Global Code of Conduct, CR report	101
		Reporting Policy Regarding Accounting Matters	https://www.tjx.com/docs/default-source/corporate-responsibility/Reporting-Policy-Regarding-Accounting-Matters.pdf	Website, CR report	101
	Contact page	https://www.tjx.com/contact	Website	N/A	
4. Governance					
102-18	Governance structure		https://www.tjx.com/docs/default-source/annual-reports/tjx-2020-proxy-statement.pdf	Proxy filing	6-7
			http://www.tjx.com/investors/governance/board-of-directors.html	Website, CR report	97-99
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.	http://www.tjx.com/responsibility/environment/program-oversight.html	Website, CR report	49
			The Corporate Responsibility Executive Steering Committee was formed to, among other things, guide corporate responsibility strategies to align them with TJX business priorities, support our global corporate responsibility efforts across functions and geographies, facilitate corporate responsibility information exchange, recommend additional program efforts, and, through the Committee's executive sponsor, periodically report on our progress to the Company's senior management and Board of Directors.	https://www.tjx.com/responsibility	Website, CR report
		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.	http://www.tjx.com/responsibility/responsible-business/social-compliance/our-program.html	Website, CR report	78

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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.	http://www.tjx.com/responsibility/responsible-business/social-compliance/our-program.html	Website, CR report	78-79
		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	http://www.tjx.com/responsibility/responsible-business/stakeholder-engagement.html	Website, CR report	95-96
102-22	Composition of the highest governance body and its committees		http://www.tjx.com/investors/governance/board-of-directors.html	Website, CR report	98-100
102-23	Chair of the highest governance body		http://www.tjx.com/investors/governance/board-of-directors.html	Website, CR report	98-99
			https://www.tjx.com/docs/default-source/annual-reports/tjx-2020-proxy-statement.pdf	Proxy filing	7
102-24	Nominating and selecting the highest governance body		https://www.tjx.com/docs/default-source/annual-reports/tjx-2020-proxy-statement.pdf	Proxy filing	7, 9, 10, 12, 13
			http://www.tjx.com/investors/governance/board-of-directors.html	Website, CR report	98-99
102-25	Conflicts of interest		https://www.tjx.com/docs/default-source/corporate-responsibility/Director-Code-of-Business-Conduct-and-Ethics.pdf	Director Code of Business Conduct & Ethics, CR report	101
102-26	Role of highest governance body in setting purpose, values, and strategy		https://www.tjx.com/docs/default-source/annual-reports/tjx-2020-proxy-statement.pdf	Proxy filing	6
102-28	Evaluating the highest governance body's performance		https://www.tjx.com/docs/default-source/annual-reports/tjx-2020-proxy-statement.pdf	Proxy filing	7, 9, 10

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102-33	Communicating critical concerns		https://www.tjx.com/docs/default-source/default-document-library/TJX-Code-of-Conduct.pdf	TJX Global Code of Conduct, CR report	101
102-35	Remuneration policies		https://www.tjx.com/docs/default-source/annual-reports/tjx-2020-proxy-statement.pdf	Proxy filing	26-50
102-36	Process for determining remuneration		https://www.tjx.com/docs/default-source/annual-reports/tjx-2020-proxy-statement.pdf	Proxy filing	26-50
102-37	Stakeholders' involvement in remuneration		https://www.tjx.com/docs/default-source/annual-reports/tjx-2020-proxy-statement.pdf	Proxy filing	26-50
102-38	Annual total compensation ratio		https://www.tjx.com/docs/default-source/annual-reports/tjx-2020-proxy-statement.pdf	Proxy filing	60
5. Stakeholder engagement					
102-40	List of stakeholder groups	Stakeholder engagement	http://www.tjx.com/responsibility/responsible-business/stakeholder-engagement.html	Website, CR report	95-96
		Listening to, and serving our customers	https://www.tjx.com/responsibility/responsible-business/serving-our-customers	Website, CR report	91-92
		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.	https://www.tjx.com/responsibility/responsible-business	Website, CR report	71
102-41	Collective bargaining agreements		http://www.tjx.com/responsibility/responsible-business/social-compliance/vendor-code-of-conduct.html	Vendor Code of Conduct, CR report	75
102-42	Identifying and selecting stakeholders		http://www.tjx.com/responsibility/responsible-business/stakeholder-engagement.html	Website, CR report	95-96
102-43	Approach to stakeholder engagement		http://www.tjx.com/responsibility/responsible-business/stakeholder-engagement.html	Website, CR report	95-96
102-44	Key topics and concerns raised		http://www.tjx.com/responsibility/responsible-business/social-compliance/evolving-issues.html	Website, CR report	85-90
6. Reporting practice					
102-45	Entities included in the consolidated financial statements		https://www.tjx.com/docs/default-source/annual-reports/tjx-2019-annual-report.pdf	Annual Report	24
102-46	Defining report content and topic Boundaries		http://www.tjx.com/responsibility/reporting/	Website, CR report	68-70
102-48	Restatements of information	There are no restatements from previously published CR data	N/A	N/A	N/A
102-50	Reporting period		https://www.tjx.com/responsibility/reporting/	Website, CR report	1
102-51	Date of most recent report		https://www.tjx.com/responsibility/reporting/	Website, CR report	1
102-52	Reporting cycle		https://www.tjx.com/responsibility/reporting/	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.	https://www.tjx.com/responsibility/reporting/	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	https://www.tjx.com/responsibility/reporting/	Website, CR report	69
102-55	GRI content index		https://www.tjx.com/responsibility/reporting/	Website, CR report	

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GRI 201: Economic Performance					
201-1	Direct economic value generated and distributed		https://www.tjx.com/docs/default-source/annual-reports/tjx-2019-annual-report.pdf	Annual Report	23, 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	Sign in and search for "TJX": https://www.cdp.net/en/responses/19145		N/A
			https://www.tjx.com/docs/default-source/annual-reports/tjx-2019-annual-report.pdf	Annual Report	13
201-3	Defined benefit plan obligations and other retirement plans		https://www.tjx.com/docs/default-source/annual-reports/tjx-2020-proxy-statement.pdf	Proxy filing	41,51
			https://www.tjx.com/docs/default-source/annual-reports/tjx-2019-annual-report.pdf	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.	http://www.tjx.com/files/pdf/TJX-Code-of-Conduct.pdf	TJX Global Code of Conduct	101
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.	http://www.tjx.com/files/pdf/TJX-Code-of-Conduct.pdf	TJX Global Code of Conduct	101
GRI 301: Materials					
301-1	Materials used by weight or volume	Waste management	http://www.tjx.com/responsibility/environment/waste-management.html	Website, CR report	60-63
301-2	Recycled input materials used	Discussion of diversion rates, recycling and packaging solutions	http://www.tjx.com/responsibility/environment/waste-management.html	Website, CR report	60-63
		Recycled materials (MT)	https://www.tjx.com/docs/default-source/default-document-library/tjx-global-greenhouse-gas-emissions-ghg-inventory.pdf	TJX GHG Inventory	N/A
301-3	Reclaimed products and their packaging materials	Packaging and product recovery/reuse	http://www.tjx.com/responsibility/environment/waste-management.html	Website, CR report	60-63
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 (GESCC) sets global program priorities, facilitates communication and collaboration across geographies, and monitors key sustainability issues and trends. The GESCC 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.	https://www.tjx.com/responsibility/environment/program-oversight	Website, CR report	49-51
		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.	http://www.tjx.com/responsibility/environment/energy-and-emissions.html	Website	
		Our global approach to reducing our climate impacts includes a balanced and opportunistic portfolio of emissions-reduction activities.	http://www.tjx.com/responsibility/environment/energy-and-emissions.html	Website, CR report	

GRI Standards Indicator	Disclosure title	TJX description	Link	Source(s)	Page
302-1	Energy consumption within the organization	Electricity types and percent of energy use by facility type	http://www.tjx.com/responsibility/environment/energy-and-emissions.html	Website, CR report	52
		Energy consumption by type	https://www.tjx.com/docs/default-source/default-document-library/tjx-global-greenhouse-gas-emissions-ghg-inventory.pdf	TJX GHG Inventory	
302-3	Energy intensity	Energy and Emissions	http://www.tjx.com/responsibility/environment/energy-and-emissions.html	Website, CR report	51-55
		Renewable energy	https://www.tjx.com/docs/default-source/default-document-library/tjx-global-greenhouse-gas-emissions-ghg-inventory.pdf	TJX GHG Inventory, CR report	52
		Renewable Energy, U.S., Canada and Europe highlights	http://www.tjx.com/responsibility/environment/energy-and-emissions.html	Website, CR report	52-55
		CDP response	Sign in and search for "TJX": https://www.cdp.net/en/responses/19145		N/A
302-4	Reduction of energy consumption	Electricity types and percent of energy use by facility type	http://www.tjx.com/responsibility/environment/energy-and-emissions.html	Website, CR report	52
		Renewable Energy, U.S., Canada and Europe highlights	http://www.tjx.com/responsibility/environment/energy-and-emissions.html	Website, CR report	52-55
		Conserving energy: Retrofitting lighting Implementing and monitoring energy management / building automation systems Conducting preventative maintenance on (HVAC) systems Providing stores with energy awareness training materials	http://www.tjx.com/responsibility/environment/energy-and-emissions.html	Website, CR report	52-55
		Green building	http://www.tjx.com/responsibility/environment/green-building.html	Website, CR report	58-59
		CDP response	Sign in and search for "TJX": https://www.cdp.net/en/responses/19145		N/A

GRI Standards Indicator	Disclosure title	TJX description	Link	Source(s)	Page
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 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. (Click on the "Reducing Water Consumption" section)	http://www.tjx.com/responsibility/environment/waste-management.html	Website, CR report	63-64
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)	https://www.tjx.com/responsibility/responsible-business/social-compliance/vendor-code-of-conduct	Website, CR report	63-64
		Green building	http://www.tjx.com/responsibility/environment/green-building.html	Website, CR report	58
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.	http://www.tjx.com/responsibility/environment/program-oversight.html	Website, CR report	49
		We believe that it is important to measure our progress, including our results against quantitative emissions reduction goals. Our 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.	http://www.tjx.com/responsibility/environment/	Website, CR report	47
		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 believe this resulted in a better understanding of which initiatives could potentially affect future energy use and reduce our GHG emissions as well as helped us to gain support across the organization in support of our 1.5-degree scenario goal.	http://www.tjx.com/responsibility/environment/engagement.html	Website, CR report	65
305-1	Direct (Scope 1) GHG emissions	CDP response	Sign in and search for "TJX": https://www.cdp.net/en/responses/19145	CDP response	N/A
		Energy and Climate	http://www.tjx.com/responsibility/environment/energy-and-emissions.html	Website, CR report	51-52
		Measurement and reporting	http://www.tjx.com/responsibility/environment/measurement-and-reporting.html	Website, CR report	68
		Energy and Climate	https://www.tjx.com/docs/default-source/default-document-library/tjx-global-greenhouse-gas-emissions-ghg-inventory.pdf	TJX GHG Inventory	N/A
305-2	Energy indirect (Scope 2) GHG emissions	CDP response	Sign in and search for "TJX": https://www.cdp.net/en/responses/19145	CDP response	N/A
		Energy and Climate	http://www.tjx.com/responsibility/environment/energy-and-emissions.html	Website, CR report	51-52
		Measurement and reporting	http://www.tjx.com/responsibility/environment/measurement-and-reporting.html	Website, CR report	68
		Energy and Climate	https://www.tjx.com/docs/default-source/default-document-library/tjx-global-greenhouse-gas-emissions-ghg-inventory.pdf	TJX GHG Inventory	N/A

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305-3	Other indirect (Scope 3) GHG emissions	CDP response	Sign in and search for "TJX": https://www.cdp.net/en/responses/19145	CDP response	N/A
		Energy and Climate	https://www.tjx.com/docs/default-source/default-document-library/tjx-global-greenhouse-gas-emissions-ghg-inventory.pdf	TJX GHG Inventory	N/A
305-4	GHG emissions intensity	CDP response	Sign in and search for "TJX": https://www.cdp.net/en/responses/19145	CDP response	N/A
		Measurement and reporting	http://www.tjx.com/responsibility/environment/measurement-and-reporting.html	Website, CR report	68
		Energy and Climate	https://www.tjx.com/docs/default-source/default-document-library/tjx-global-greenhouse-gas-emissions-ghg-inventory.pdf	TJX GHG Inventory	N/A
305-5	Reduction of GHG emissions	CDP response	Sign in and search for "TJX": https://www.cdp.net/en/responses/19145	CDP response	N/A
		Energy and Climate 2019 achievements: Exceeded our global, corporate greenhouse gas (GHG) target which was to reduce our GHG emissions per dollar of revenue by 30% by 2020 against a 2010 baseline with a 47% reduction in GHG emissions.	http://www.tjx.com/responsibility/environment/	Website, CR report	48,52,68
		Avoiding and offsetting emissions	https://www.tjx.com/responsibility/environment/energy-and-emissions	Website, CR report	51-55
		Measurement and reporting, third-party certification and verification, recognition	http://www.tjx.com/responsibility/environment/measurement-and-reporting.html	Website, CR report	69
		Logistics	http://www.tjx.com/responsibility/environment/logistics.html	Website, CR report	56-57
		Energy and Climate	https://www.tjx.com/docs/default-source/default-document-library/tjx-global-greenhouse-gas-emissions-ghg-inventory.pdf	TJX GHG Inventory	N/A
		Renewable Energy, U.S., Canada and Europe highlights	http://www.tjx.com/responsibility/environment/energy-and-emissions.html	Website, CR report	51-55

GRI Standards Indicator	Disclosure title	TJX description	Link	Source(s)	Page
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.	http://www.tjx.com/responsibility/responsible-business/social-compliance/vendor-code-of-conduct.html	Vendor Code of Conduct, CR report	75
308-1	New suppliers that were screened using environmental criteria	Factory monitoring and auditing	http://www.tjx.com/responsibility/responsible-business/social-compliance/our-program.html	Website, CR report	80-82
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, offer them challenging assignments, 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.	http://www.tjx.com/responsibility/workplace/	Website, CR report	6
		Awards & recognition for employment and diversity	http://www.tjx.com/responsibility/workplace/ https://www.tjx.com/responsibility/workplace/inclusion-and-diversity	Website, CR report	8, 23
401-1	New employee hires and employee turnover	Tenure rates for managerial positions	https://www.tjx.com/responsibility/workplace/retaining-talent	Website, CR report	16, 17, 19
		Recruitment	https://www.tjx.com/responsibility/workplace/recruitment	Website, CR report	9-12
401-3	Parental leave	We have an enhanced parental leave policy.	https://www.tjx.com/responsibility/workplace/inclusion-and-diversity	Website, CR report	22
GRI 404: Training and education					
103	Management approach	At TJX, we believe our Associates are one of our most valuable assets and, as such, it is our responsibility to train and mentor our Associates for success. Our senior leaders consider teaching and mentoring an absolute priority to support the career development of our Associates.	http://www.tjx.com/responsibility/workplace/development.html	Website, CR report	13
404-2	Programs for upgrading employee skills and transition assistance programs	Leadership and Career Development	http://www.tjx.com/responsibility/workplace/development.html	Website, CR report	13-15
		Retaining talent	http://www.tjx.com/responsibility/workplace/retaining-talent.html	Website, CR report	16-17
GRI 405: Diversity and equal opportunity					
103	Management approach	We believe that the diversity of our Associates makes us a stronger Company and better able to serve our customers around the world. We also believe that creating an inclusive environment in which Associates are engaged and empowered strengthens our business and 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.	https://www.tjx.com/responsibility/workplace/inclusion-and-diversity	Website, CR report	18
		Inclusion-Building Activities and Awareness	https://www.tjx.com/responsibility/workplace/inclusion-and-diversity	Website, CR report	21-23
		We take a multi-faceted approach to recruiting for our stores, distribution centers, and home offices to reach potential candidates with diversity of experiences, genders, races, origins, ethnicities, ages, sexual orientations, and more. We are also committed to hiring locally from the communities we serve.	http://www.tjx.com/responsibility/workplace/recruitment.html	Website, CR report	9
		External Recognition	https://www.tjx.com/responsibility/workplace/inclusion-and-diversity	Website, CR report	23

GRI Standards Indicator	Disclosure title	TJX description	Link	Source(s)	Page
405-1	Diversity of governance bodies and employees	Embracing Inclusion and Diversity - including percentage of leadership and employees by gender and promotions	https://www.tjx.com/responsibility/workplace/inclusion-and-diversity	Website, CR report	18-23
		Board Of Directors: Six out of 13 Board Members are Women and nine out of 13 reflect gender or ethnic/racial diversity	http://www.tjx.com/investors/governance/board-of-directors.html	Website, CR report	98-99
		U.S. Military Recruitment	https://www.tjx.com/responsibility/workplace/recruitment	Website, CR report	11, 25
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. We have 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., 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.	https://www.tjx.com/responsibility/workplace/inclusion-and-diversity	Website, CR report	19-21
		UK Gender Pay Gap Statement	https://www.tjx.com/responsibility/workplace	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.	http://www.tjx.com/responsibility/responsible-business/social-compliance/vendor-code-of-conduct.html	Vendor Code of Conduct, CR report	73
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.	http://www.tjx.com/responsibility/responsible-business/social-compliance/vendor-code-of-conduct.html	Vendor Code of Conduct, CR report	73
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.	http://www.tjx.com/responsibility/responsible-business/social-compliance/vendor-code-of-conduct.html	Vendor Code of Conduct, CR report	75
GRI 412: Human Rights Assessment					
103	Management approach	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. Acceptance of our Vendor Code of Conduct is part of our purchase order terms and conditions for all merchandise vendors. We encourage vendors and suppliers with questions or concerns to contact us at complianceofficer@tjx.com . 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.	http://www.tjx.com/responsibility/responsible-business/social-compliance/vendor-code-of-conduct.html https://www.tjx.com/responsibility/responsible-business/social-compliance/training	Vendor Code of Conduct and Associate Training on Social Compliance, CR report	75, 84

GRI Standards Indicator	Disclosure title	TJX description	Link	Source(s)	Page
GRI 413: Local Communities					
103	Management approach	Helping build better futures/Our approach to giving back	http://www.tjx.com/responsibility/communities/	Website, CR report	26-28
		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	http://www.tjx.com/responsibility/communities/	Website, CR report	26
		Corporate Philanthropy	http://www.tjx.com/responsibility/communities/corporate-philanthropy/	Website, CR report	29-30
		Our U.S. Foundation	http://www.tjx.com/responsibility/communities/our-us-foundation.html	Website, CR report	31-32
		Associate Impact	http://www.tjx.com/responsibility/communities/volunteerism.html	Website, CR report	33-34
413-1	Operations with local community engagement, impact assessments, and development programs	Fulfilling Basic Critical Needs	http://www.tjx.com/responsibility/communities/basic-needs.html	Website, CR report	35-37
		Providing Education and Training	http://www.tjx.com/responsibility/communities/education-and-training.html	Website, CR report	38-41
		Supporting Research and Care for Life-threatening Illnesses	http://www.tjx.com/responsibility/communities/healthcare-research.html	Website, CR report	42-44
		Preventing Domestic Violence	http://www.tjx.com/responsibility/communities/domestic-violence-prevention.html	Website, CR report	45-46
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 Social Compliance Program is inspired by the United Nations Guiding Principles on Business and Human Rights, and our commitment to these principles is reflected in our Vendor Code of Conduct and our responsible sourcing initiatives.	https://www.tjx.com/responsibility/responsible-business/social-compliance	Website, CR report	73-77
		Size and location of vendors.	https://www.tjx.com/responsibility/responsible-business/social-compliance	Website/ CR Report	85
GRI 415: Public Policy					
103	Management approach	Statement on Political Activity and Expenditures	http://www.tjx.com/files/pdf/corp_resp/Corporate_Governance_Statement_on_Political_Activity.pdf	Statement on Political Activity and Expenditures	N/A