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—specifically, our Associates, customers, communities, vendors, and shareholders. We believe it’s important that they know we share their values. As our programs continue to evolve, we remain passionate about working to make a positive, sustainable impact on the world in which we live and conduct business. Read on to learn more about our efforts.¹

¹ References to 2017 denote TJX’s fiscal year 2018, which ended February 3, 2018.

OUR GLOBAL CORPORATE RESPONSIBILITY PILLARS:

/ 2  Our Workplace
/ 8  Our Communities
/ 16  Environmental Sustainability
/ 26  Responsible Business

Our global corporate responsibility efforts are part of the fabric of who we are and reflect our core values of honesty, integrity, and treating each other with dignity and respect.
Delivering real value…
This ‘smart for business, good for the world’ thinking has been our philosophy here at TJX throughout our 40-plus year history.

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

Our Associates Bring Our Business to Life.
At TJX, we strive for a workplace where our Associates feel welcome when they walk in the door, valued for their contributions, and engaged with our mission to provide value to our customers. We fully appreciate that our Associates bring our core values to life, and we aim to support them by making TJX a terrific place to work.

Don’t take our word for it. In 2018, we were listed among America’s Best Employers in Forbes Magazine, ranked on Great Place to Work’s Best Workplaces in Canada list, and named a Top Retail Company for Graduates by TheJobCrowd!
As a Fortune 100 company that operates more than 4,000 stores in nine countries, attracting, developing, and retaining top talent is crucial to supporting our growth. We are continually looking for diverse, enthusiastic, and committed individuals to join our team.

**RECRUITMENT, DEVELOPMENT, AND RETENTION**

**Attracting Tomorrow’s Leaders, Today.**

We take a multi-faceted approach to recruiting as we seek Associates with diversity in experience, gender, race, ethnicity, age, sexual orientation, and more. In addition to our traditional recruitment activities, we have programs focused on students, recent university graduates, and military personnel. We’re also committed to hiring locally from the communities we serve.

**Training and Mentoring for Long-Term Success.**

Attracting talent is just the start. We strive to train and mentor our Associates across the entire organization for long-term success—for example, we believe our global merchant training programs are some of the best and most respected in the retail industry. From the top down, we consider career development and teaching an absolute priority.

**Join for a Job. Stay for a Career.**

Our ability to retain people is largely due to our decades-long business growth in combination with our culture, including our attention to inclusion and work/life balance. To help support the development of our Associates, we have defined leadership and cultural competencies, which are skills and behaviors that have led to success for many of our managers.
Since 2013, we have hired over 5,000 veterans and active military members or their spouses!

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Join for a Job. Stay for a Career. Our ability to retain people is largely due to our decades-long business growth in combination with our culture, including our attention to inclusion and work/life balance. To help support the development of our Associates, we have defined leadership and cultural competencies, which are skills and behaviors that have led to success for many of our managers.

Creating Opportunities for At-Risk Youth.

We sponsor innovative youth programs in the U.S. and Europe that offer professional and personal development opportunities for disadvantaged or vulnerable young people.

In 2017, we hired over 50% of U.S. program graduates and nearly 70% of European program graduates for positions in our stores.
EMBRACING INCLUSION AND DIVERSITY

As a large, complex, and global business, we believe it is important that our workforce reflects the diversity of our customers and the communities we serve.

Our goal is to create an inclusive environment in which Associates feel engaged and empowered every day. We believe that this environment not only strengthens our business, but it also fosters a culture where Associates are inspired to work hard, challenge themselves, and be innovative in their thinking.

We do not tolerate harassment or discrimination, and we expect people to treat each other with dignity and respect. These expectations are reinforced to all Associates in the TJX Global Code of Conduct.

INCLUSION MAKES US STRONGER

- 77% of our total workforce globally is female
- 65% of people in managerial positions globally are female
- 55% of Assistant Vice Presidents and above globally are female
- 43% of Vice Presidents and above globally are female
- 40% of Senior Vice Presidents and above globally are female
of our total workforce in the U.S. is people of color\textsuperscript{3}

of people in managerial positions in the U.S. are people of color\textsuperscript{2,3}

56\%

32\%

We are proud to have been recognized for our workplace efforts by organizations such as Forbes Magazine, the Human Rights Campaign, Equal Opportunity Magazine, Careers & the disABLEd Magazine, the JobCrowd in the U.K., and Great Place to Work in Canada, among others.

PROMOTIONS OF WOMEN AVERAGED OVER THREE YEARS

76\% of promotions globally, on average over the past three years, have been earned by women.
Providing value and caring for others have helped define our culture for over 40 years. These principles extend beyond the walls of our stores and impact how we support local communities around the world. As we considered where our community initiatives could have the most impact, we focused on the intersection of our principles and areas of need for vulnerable families.

**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.
CORPORATE PHILANTHROPY: BRINGING VALUE TO PEOPLE’S LIVES

Our regional foundations in the U.S., Canada, and the U.K. proudly support a variety of organizations—from the national charitable groups our retail chains partner with to Associate-recommended local organizations that fit our giving guidelines.

Our Social Impact Areas: A singular 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
/ Preventing Domestic Violence

GIVING BACK: SUPPORT PROVIDED BY OUR 2017 GIVING AND IN-STORE FUNDRAISING

- **29.6 million** meals served
- **317,000** shelter nights provided
- **953,000** units of clothing donated
- **129,000** domestic violence services provided
- **$30 million** funding for healthcare research and patient care
- **1.4 million** young people in education programs
- **14,000** young people in workforce readiness programs
ASSOCIATES SUPPORT OUR CAUSES ACROSS THE GLOBE: 2017 HIGHLIGHTS


/ T.J. Maxx, Marshalls, and HomeGoods Associates, as well as their families and friends, have raised well over $1 million for breast cancer research since 2011.

/ Winners, HomeSense, and Marshalls Associates volunteer at Covenant House, Canada’s largest homeless youth agency.

/ Hundreds of TJX Canada Associates marched in PRIDE parades.

/ T.K. Maxx and Homesense Associates in Ireland held a talent show to benefit Enable Ireland, an organization that helps people with disabilities.

/ T.K. Maxx Associates in Poland organized fundraising activities in support of Stowarzyszenie WIOSNA, a children’s education foundation.

/ In Australia, T.K. Maxx Associates participated in the City2Surf fun run for The Starlight Foundation, a children’s organization.

Help in the Face of Adversity.

For over 20 years, TJX has contributed funds to help communities rebuild after disasters. In the devastating wake of hurricanes in 2017, thousands of people were left without food, water, shelter, or power. TJX:

/ Donated more than $1.9 million to the American Red Cross and Save the Children

/ Raised approximately $3 million thanks to our generous customers at T.J. Maxx, Marshalls, HomeGoods, and Sierra Trading Post

/ Provided relief to Associates and their families through supplies and critical services
In our communities around the world, there are families in poverty 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.

In 2017, our community efforts supported more than 1,800 non-profit organizations worldwide, including:

**FULFILLING BASIC NEEDS:** WE STRIVE TO MAKE EVERY DAY A LITTLE EASIER

**U.S.**
- Save the Children
- Feeding America

**U.S.**
- Feeding America

**Canada**
- Covenant House
- Daily Bread Food Bank
- Toy Mountain

**U.K.**
- Comic Relief
- Rwenzori Sustainable Trade Project

**Germany**
- Children for a Better World

**WINNERS**
**Canada**
- Covenant House
- Daily Bread Food Bank
- Canadian Women’s Foundation
PROVIDING EDUCATION AND TRAINING: HELPING UNLOCK OPPORTUNITIES FOR AT-RISK YOUTH

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

Helping the Next Generation: The T.J. Maxx and Save the Children Partnership.

For more than 30 years, T.J. Maxx has been a sponsor of Save the Children U.S., supporting the organization’s programs to create a brighter future for children in need through early education, literacy, nutrition, and physical fitness programs.

YOUTH PROGRAMS TODAY

Through our Youth Business Institute in the U.S. and our partnership with The Prince’s Trust in the U.K., our programs now reach young people in

16 high schools in 11 U.S. cities
15 programs in 11 U.K. cities
Give Up Clothes for Good.

T.K. Maxx has donated more than one million bags of clothing and raised millions, including $3 million in 2017, for Cancer Research U.K. to help fight childhood cancer through research, prevention, and treatment. Our support includes the “Give Up Clothes for Good” campaign, the U.K.’s largest clothing donation program.

Supporting Research and Patient Care: Closer to Cures Every Day

Providing real value is at the heart of everything we do. That includes 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 volunteer and join in fundraising efforts that help affected individuals and families.

Over the years, our Marshalls, HomeGoods, Winners, and T.K. Maxx Associates have proudly supported organizations like St. Jude Children’s Research Hospital, Dana-Farber Cancer Institute, The Sunshine Foundation of Canada, Cancer Research U.K., and The Starlight Foundation.
SUPPORTING RESEARCH AND PATIENT CARE:
CLOSER TO CURES EVERY DAY

For more than 25 years, TJX has supported domestic violence prevention programs, specifically funding programs that provide a safe haven for those fleeing domestic violence along with the tools they need to rebuild their lives. In 2009, we began a U.S. partnership with the National Domestic Violence Hotline with our first foundation grant and that partnership continues to this day. The Hotline is a free 24/7 helpline that serves about 320,000 people annually and creates a vital link to safety for those affected by domestic violence.

PREVENTING DOMESTIC VIOLENCE:
FAMILIES SHOULD FEEL SAFE AT HOME

For more than 25 years, TJX has supported domestic violence prevention programs, specifically funding programs that provide a safe haven for those fleeing domestic violence along with the tools they need to rebuild their lives. In 2009, we began a U.S. partnership with the National Domestic Violence Hotline with our first foundation grant and that partnership continues to this day. The Hotline is a free 24/7 helpline that serves about 320,000 people annually and creates a vital link to safety for those affected by domestic violence.

Helping Rebuild Lives with the Canadian Women’s Foundation.

For nearly 15 years, Winners and HomeSense have supported the Canadian Women’s Foundation through in-store fundraising and corporate giving. The Foundation empowers women and girls in Canada to move out of violence and poverty and into confidence and leadership. Our fundraising helps support over 450 emergency shelters as well as violence prevention programs funded by the Canadian Women’s Foundation, positively impacting thousands of women and their families.
ENVIRONMENTAL SUSTAINABILITY

Smart for Our Business.
Good for the Environment.
We operate a large, complex, international business, and in 2017 we were pleased to add more than 250 new stores to our retail chains. Our growth has resulted in annual increases in our environmental footprint, including our absolute greenhouse gas (GHG) emissions, which is why we work hard to offset the impact of our growth. We do this by focusing on three key areas:

/  Sustainable Business Operations
/  Measurement and Reporting
/  Associate Engagement

On an annual basis, we track our progress against our GHG reduction goal, which is to reduce our global GHG emissions per dollar of revenue by 30% by 2020, against a 2010 baseline.
2017 ENVIRONMENTAL SUSTAINABILITY ACHIEVEMENTS

ON TRACK WITH OUR 2020 GOAL

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

Purchased over 195 million kilowatt hours of renewable energy in North America, avoiding nearly 58,500 metric tons of CO$_2$e associated with our 2017 electricity use

LEVERAGING RENEWABLE ENERGY

Implemented emissions reduction initiatives that, on a global basis, reduced our carbon footprint by more than 19,500 metric tons of CO$_2$e

REDUCING CARBON FOOTPRINT

Achieved CDP score of B

Celebrated 17 consecutive years on FTSE4Good

2017 U.S. EPA Smartway High Performer and New England Environmental Merit Awards

GLOBAL RECOGNITION

STRENGTHENING OUR COMMITMENT

Undertaking a feasibility study for creating a science-based emissions reduction target and considering options that range from a two-degree to a carbon-neutral scenario
SHAPING THE PRIORITIES FOR OUR ENVIRONMENTAL EFFORTS

Our Executive Environmental Steering Committee is responsible for guiding the development of TJX’s environmental sustainability strategy and aligning it with the overall business strategy.

In addition to our Steering Committee, we have a Global Environmental Sustainability Committee that includes subject matter experts from the U.S., Canada, and Europe.

This committee facilitates collaboration across geographies on TJX’s core environmental sustainability focus areas and reports on its progress and strategy to the Steering Committee.
Electricity and fuels used to operate our stores generate the majority of the GHG emissions that we can control directly. Our global approach to reducing our impact and increasing our efficiency includes a balanced and opportunistic portfolio of emissions reduction activities, focused on energy efficiency and renewable energy.

**Energy Efficiency Efforts**

- Retrofitting lighting with LEDs
- Implementing and monitoring energy management and building automation systems
- Conducting preventative maintenance on HVAC systems
- Providing stores with energy awareness training materials

**Renewable Energy Efforts**

- Wholesale and on-site power purchase agreements
- Electricity supply contracts
- Renewable energy credits
- Carbon offsets

**INCREASING ENERGY EFFICIENCY IS AN ONGOING GOAL**
STRIVING TO MOVE PRODUCT AROUND THE WORLD MORE EFFICIENTLY

To support our large, international business, our Logistics groups worldwide seek out strategies and technology solutions to increase the efficiency of our transportation operations. Whether we are using modeling software to improve the efficiency of our T.K. Maxx store delivery network in the U.K., better utilizing trailer space for Winners deliveries in Canada, or testing new alternative fuel vehicles for Marshalls deliveries in the U.S., we are constantly striving to improve the ways that we move merchandise from suppliers around the world to our stores.

/ In the U.S., since 2010, we have reduced our CO\textsubscript{2}e per shipment by 58% for inbound shipping to distribution centers and by 60% for outbound shipping.

/ In Canada, we are working more closely with our transportation and logistics partners to look at ways to reduce our environmental impact and ask potential vendors about their environmental sustainability efforts as part of our procurement process.

/ In Europe, specifically the U.K. and Ireland where we directly manage our logistics, we estimate that we saved over 1.3 million kilometers of truck travel over 2017 by being more efficient.
NEW CONSTRUCTION ENCOURAGES NEW THINKING

As we construct new buildings, we incorporate environmentally sustainable features whenever feasible. Additionally, when we move into existing properties, as part of the renovation process, our design teams consider ways to improve energy efficiency and water conservation and to develop a recycling infrastructure.
INTEGRATING SUSTAINABILITY INTO OPERATIONS

LEED-Certified Buildings:
- Phoenix, Arizona, U.S.
- Jefferson, Georgia, U.S.
- Marlborough, Massachusetts, U.S.
- Las Vegas, Nevada, U.S.
- New Albany, Ohio, U.S.
- Mississauga, Ontario, Canada

Green Building Enhancements:
- Delta, British Columbia, Canada
- Bergheim, Germany
- Wroclaw, Poland
- Wakefield, U.K.
- Watford, U.K.

Solar Installations:
- Phoenix, Arizona, U.S.
- Tucson, Arizona, U.S.
- Dublin, California, U.S.
- Petaluma, California, U.S.
- Paso Robles, California, U.S.
- Torrance, California, U.S.
- Bristol, Connecticut, U.S.
- Bloomfield, Connecticut, U.S.
- Norwell, Massachusetts, U.S.
- Las Vegas, Nevada, U.S.
- Bridgewater, New Jersey, U.S.
- Edgewater, New Jersey, U.S.
- Holmdel, New Jersey, U.S.
- Lawrenceville, New Jersey, U.S.
- New Brunswick, New Jersey, U.S.
- North Bergen, New Jersey, U.S.
- Secaucus, New Jersey, U.S.
- Westbury, New York, U.S.
- Bergheim, Germany
- Wroclaw, Poland

Renewable Energy or Carbon Free Product:
- California, U.S.
- Connecticut, U.S.
- Delaware, U.S.
- Illinois, U.S.
- Maine, U.S.
- Maryland, U.S.
- Massachusetts, U.S.
- New Jersey, U.S.
- New York, U.S.
- Ohio, U.S.
- Pennsylvania, U.S.
- Rhode Island, U.S.
- Texas, U.S.
- Virginia, U.S.
- District of Columbia, U.S.
- Alberta, Canada
- Nova Scotia, Canada
- Saskatchewan, Canada
Although only about 4% of our total calculated GHG emissions come from waste, we have implemented initiatives in our stores, distribution centers, and home offices designed to divert the amount of waste we send to landfills by reducing, reusing, or recycling. We track our regional diversion rates and are pleased to share them with you here:

**2017 DIVERSION RATES**

- **U.S.** 65%
- **Canada** 89%
- **Europe** 92%

While we all strive for continuous improvement, we are particularly proud of our European teams at T.K. Maxx and Homesense, who achieved over 90% diversion rates in 2017, as well as the Winners, HomeSense, and Marshalls teams in Canada, who have increased the diversion rate in their region from 75% in 2012 to 89% in 2017.
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 more successful our programs will 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.

Encouraging Our Associates to “Go Green.”

In Canada, our “Turn Over a New Leaf” program encourages Associates to take sustainable actions in the workplace as well as at home. In just the last five years, it has netted over 81,000 pledges from Associates to implement environmentally friendly practices.
RESPONSIBLE BUSINESS

Delivering Real Value to the World.
As a leader in global retail and a Fortune 100 company, we recognize the responsibilities we have to operate ethically and source responsibly. And just as we hold ourselves to high standards, we also expect the same ethical standards from the people and organizations with which we do business.

In 2018, we were ranked #2 within the specialty retailer category on Fortune’s Most Admired Companies list—recognizing our efforts in areas of quality of products and services, financial soundness, long-term investment value, and social responsibility.
COMMITTED TO OUR PRINCIPLES

As we continue to grow, we remain grounded in the same principles on which our Company was founded – honesty, integrity, and treating each other with dignity and respect. Our global codes of conduct set forth standards to which we hold our Associates, management, Board of Directors, and vendors accountable and guides us in our approach to business dealings and decisions.

Our Board of Directors: Diverse, Experienced, Engaged.

As a global company, we consider inclusion and diversity to be part of who we are and at the core of our culture. 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 diversity of experience, gender, and ethnicity/race and that reflects a range of talents, ages, skills, viewpoints, professional experiences, educational backgrounds, and expertise to provide sound and prudent guidance with respect to our operations, strategy, and interests.

- 82% of our Board is independent
- 45% of Board members are women
- 64% of Board members reflect gender or ethnic diversity
Our stores are located in diverse geographic areas, from urban to rural, and serve a broad customer base. It is important that we challenge ourselves to find new and innovative ways to continually improve the shopping experience so that we may best serve the changing preferences, tastes, and 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 have implemented a number of “voice of the customer” initiatives, which allow customers to tell us how they rate their shopping experience.

Serving Customers is All About Flexibility.
We have dedicated Store Planning groups responsible for getting 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 our customers love and expect when they shop us.

In 2017, and for the second year in a row, T.J. Maxx was voted Brand of the Year in the off-price retailer category by the Harris Poll. In 2016, T.J. Maxx was honored to be recognized as Retailer of the Year by the World Retail Congress.
GLOBAL SOCIAL COMPLIANCE PROGRAM: COMMITTED TO INTEGRITY

At TJX, 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 responsible sourcing initiatives through our Social Compliance Program and our Vendor Code of Conduct, which outline our expectations of vendors, including respecting the laws and cultures of the communities in which they operate and the rights and safety of workers who manufacture products for sale in our stores and online. Our Social Compliance Program is global and attention to ethical sourcing spans across many departments. We have a global Social Compliance Committee that helps guide corporate management in setting strategy and executing the program, with our international buying offices and merchants also playing key roles in achieving our goals.
**Product Sourcing.**

The majority of product we sell in our stores is brand-name merchandise sourced from a universe of over 20,000 vendors and more than 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. Some of our merchandise is manufactured for us and some is designed by our own fashion experts, particularly when what we are seeing in the marketplace isn’t the right value for our customers. Factories manufacturing the products we design 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.

**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 expectations of them, as well as on our Vendor Code of Conduct and our Social Compliance Program. On average, we hold 10-12 training sessions a year in various locations around the world. Likewise, TJX Associates involved in the development and buying of merchandise undergo formal social compliance training biennially.
Supplier Diversity: Good for Our Business—and Communities

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 communities, and persons with disabilities. These relationships enable us to encourage local economic development and help us identify the best vendors for mutually valuable relationships.

Our Journey Continues.
Though we are proud of our accomplishments this year and over time, we recognize that corporate responsibility is a journey. We remain passionate about continuously improving our programs and working to make a positive, sustainable impact on the world.

1 References to 2017 denote TJX’s fiscal year 2018, which ended February 3, 2018.
2 Managerial positions are defined as Assistant Store Manager (or equivalent level) and above across the Company. Data is as of October 2017.
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. Data is as of October 2017.
4 In some cases, TJX chooses not to retain ownership of the renewable energy certificates associated with the installation.