

TJX GRI Content Index

October 2019

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 2016.

GRI Standards	Disclosure title	TJX description	Link	Source(s)	Page	
Indicator						
GRI 102: General Disclosures						
1. Organizational profile						
102-1	Name of the organization	TJX Companies, Inc	http://www.tjx.com/company/	Website	N/A	
102-2	Activities, brands, products, and services	Leading off-price apparel and home fashions retailer in the U.S. and worldwide, is ranked 85 among Fortune 500 companies. At the end of 2018, ¹ the Company had \$39 billion in revenues, more than 4,300 stores in 9 countries, 3 e-commerce sites, and approximately 270,000 Associates.	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-2018-annual-report.pdf	Annual Report	1	
102-4	Location of operations		https://www.tjx.com/docs/default-source/annual-reports/tjx-2018-annual-report.pdf	Annual Report	18-21	
102-5	Ownership and legal form		https://www.tjx.com/docs/default-source/annual-reports/tjx-2018-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 2018, ¹ the Company had approximately 270,000 Associates.	http://www.tjx.com/company/	Website	N/A	
102-9	Supply chain	On a worldwide basis, approximately 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	84	
			http://www.tjx.com/responsibility/responsible-business/social-compliance/product-sourcing.html	Website, CR report	76	
102-10	Significant changes to the organization and its supply chain	No significant changes	https://www.tjx.com/docs/default-source/annual-reports/tjx-2018-annual-report.pdf	Annual Report	N/A	
102-12	External initiatives	As we continue to develop and evolve our Social Compliance Program, we engage with various audiences and consider their guidance. 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	69, 70	
			http://www.tjx.com/responsibility/responsible-business/supplier-diversity.html	Website, CR report	84-85	
			http://www.tjx.com/responsibility/responsible-business/social-compliance/evolving-issues.html	Website, CR report	77-79	
102-13	Membership of associations	As we continue to develop and evolve our 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	69-70	
			We are a member of the EPA's SmartWay Transport Partnership.	http://www.tjx.com/responsibility/environment/logistics.html	Website, CR report	50
			Our corporate memberships include organizations committed to minority suppliers: NMSDC, GNEMSDC, WBENC, Center for Women & Enterprise, Disability:IN, NGLCC.	http://www.tjx.com/responsibility/responsible-business/supplier-diversity.html	Website, CR report	85
2. Strategy						
102-14	Statement from senior decision-maker		http://www.tjx.com/responsibility/ceo-letter.html	Website, CR report	2	

GRI Standards Indicator	Disclosure title	TJX description	Link	Source(s)	Page
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	N/A
			https://www.tjx.com/docs/default-source/corporate-responsibility/Code-of-Ethics-for-TJX-Executives.pdf	Code of Ethics for TJX Executives	N/A
			https://www.tjx.com/docs/default-source/corporate-responsibility/Director-Code-of-Business-Conduct-and-Ethics.pdf	Director Code of Business Conduct & Ethics	N/A
102-17	Mechanisms for advice and concerns about ethics		https://www.tjx.com/docs/default-source/default-document-library/TJX-Code-of-Conduct.pdf	TJX Global Code of Conduct	N/A
4. Governance					
102-18	Governance structure		https://www.tjx.com/docs/default-source/annual-reports/tjx-2019-proxy-statement.pdf	Proxy filing	4, 5
			http://www.tjx.com/investors/governance/board-of-directors.html	Website, CR report	89-91
5. Stakeholder engagement					
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	42
		This 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.	http://www.tjx.com/responsibility/responsible-business/social-compliance/our-program.html	Website, CR report	69
102-21	Consulting stakeholders on economic, environmental, and social topics	International bodies and organizations with which we have engaged and sought guidance.	http://www.tjx.com/responsibility/responsible-business/social-compliance/our-program.html	Website, CR report	69-70
		Seeking perspectives of our many stakeholders.	http://www.tjx.com/responsibility/responsible-business/stakeholder-engagement.html	Website, CR report	86-87
102-22	Composition of the highest governance body and its committees		http://www.tjx.com/investors/governance/board-of-directors.html	Website, CR report	89-91
102-23	Chair of the highest governance body		http://www.tjx.com/investors/governance/board-of-directors.html	Website, CR report	89-91
			https://www.tjx.com/docs/default-source/annual-reports/tjx-2019-proxy-statement.pdf	Proxy filing	N/A
102-24	Nominating and selecting the highest governance body		https://www.tjx.com/docs/default-source/annual-reports/tjx-2019-proxy-statement.pdf	Proxy filing	N/A
			http://www.tjx.com/investors/governance/board-of-directors.html	Website, CR report	89-91
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	N/A
102-26	Role of highest governance body in setting purpose, values, and strategy		https://www.tjx.com/docs/default-source/annual-reports/tjx-2019-proxy-statement.pdf	Proxy filing	N/A
102-28	Evaluating the highest governance body's performance		https://www.tjx.com/docs/default-source/annual-reports/tjx-2019-proxy-statement.pdf	Proxy filing	N/A

GRI Standards Indicator	Disclosure title	TJX description	Link	Source(s)	Page
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	N/A
102-35	Remuneration policies		https://www.tjx.com/docs/default-source/annual-reports/tjx-2019-proxy-statement.pdf	Proxy filing	23-55
102-36	Process for determining remuneration		https://www.tjx.com/docs/default-source/annual-reports/tjx-2019-proxy-statement.pdf	Proxy filing	23-55
102-37	Stakeholders' involvement in remuneration		https://www.tjx.com/docs/default-source/annual-reports/tjx-2019-proxy-statement.pdf	Proxy filing	23-55
102-38	Annual total compensation ratio		https://www.tjx.com/docs/default-source/annual-reports/tjx-2019-proxy-statement.pdf	Proxy filing	56
102-40	List of stakeholder groups	Stakeholder engagement	http://www.tjx.com/responsibility/responsible-business/stakeholder-engagement.html	Website, CR report	86
		Listening to, and serving our customers	http://www.tjx.com/responsibility/responsible-business/a-leading-retailer.html	Website, CR report	82-83
102-41	Collective bargaining agreements		http://www.tjx.com/responsibility/responsible-business/social-compliance/vendor-code-of-conduct.html	Vendor Code of Conduct	N/A
102-42	Identifying and selecting stakeholders		http://www.tjx.com/responsibility/responsible-business/stakeholder-engagement.html	Website, CR report	86
102-43	Approach to stakeholder engagement		http://www.tjx.com/responsibility/responsible-business/stakeholder-engagement.html	Website, CR report	86
102-44	Key topics and concerns raised		http://www.tjx.com/responsibility/responsible-business/social-compliance/evolving-issues.html	Website, CR report	77-81
6. Reporting practice					
102-45	Entities included in the consolidated financial statements		https://www.tjx.com/docs/default-source/annual-reports/tjx-2018-annual-report.pdf	Annual Report	N/A
102-46	Defining report content and topic Boundaries		http://www.tjx.com/responsibility/reporting/	Website, CR report	1, 96
102-48	Restatements of information	There are no restatements from previously published CR data.	N/A	N/A	N/A
102-49	Changes in reporting	We are pleased to report on our progress across the four pillars of our program within this website and our CR report, which reflect information for the fiscal year ending February 2, 2019.	http://www.tjx.com/responsibility/	Website, CR report	1
102-50	Reporting period		http://www.tjx.com/responsibility/	Website, CR report	1
102-51	Date of most recent report		http://www.tjx.com/responsibility/	Website, CR report	1
102-52	Reporting cycle		http://www.tjx.com/responsibility/	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.	http://www.tjx.com/responsibility/responsible-business/global-reporting-initiative.html	Website	N/A
102-54	Claims of reporting in accordance with the GRI Standards	This material references the GRI Standards published in 2016.	http://www.tjx.com/responsibility/responsible-business/global-reporting-initiative.html	Website, CR report	96
102-55	GRI content index		http://www.tjx.com/responsibility/responsible-business/global-reporting-initiative.html	Website, CR report	96

GRI Standards Indicator	Disclosure title	TJX description	Link	Source(s)	Page
GRI 201: Economic Performance					
201-1	Direct economic value generated and distributed		https://www.tjx.com/docs/default-source/annual-reports/tjx-2018-annual-report.pdf	Annual Report	23
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-2018-annual-report.pdf	Annual Report	12
201-3	Defined benefit plan obligations and other retirement plans		https://www.tjx.com/docs/default-source/annual-reports/tjx-2019-proxy-statement.pdf	Proxy filing	38,43
			https://www.tjx.com/docs/default-source/annual-reports/tjx-2018-annual-report.pdf	Annual Report	F-27
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	23
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	18
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	54
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	54
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	55-57
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.	http://www.tjx.com/responsibility/environment/energy-and-emissions.html	Website, CR report	42-43
		Our global approach to reducing our impact and increasing our efficiency includes a balanced and opportunistic portfolio of emissions reduction activities highlighting energy efficiency and renewable energy sources.	http://www.tjx.com/responsibility/environment/energy-and-emissions.html	Website, CR report	44
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	44
302-3	Energy intensity	Energy and Emissions	http://www.tjx.com/responsibility/environment/energy-and-emissions.html	Website, CR report	44-48
		Renewable Energy, U.S., Canada and Europe highlights	http://www.tjx.com/responsibility/environment/energy-and-emissions.html	Website, CR report	45-48
302-4	Reduction of energy consumption	CDP response	Sign in and search for "TJX": https://www.cdp.net/en/responses/19145		N/A
		Electricity types and percent of energy use by facility type	http://www.tjx.com/responsibility/environment/energy-and-emissions.html	Website, CR report	44
		Renewable Energy, U.S., Canada and Europe highlights	http://www.tjx.com/responsibility/environment/energy-and-emissions.html	Website, CR report	45-48
		Lighting the way to better energy efficiency	http://www.tjx.com/responsibility/stories/led.html		N/A
302-4	Reduction of energy consumption	Green building	http://www.tjx.com/responsibility/environment/green-building.html	Website, CR report	52-53
		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	58, 73
303-1	Interactions with water as a shared resource		http://www.tjx.com/responsibility/environment/waste-management.html	Website, CR report	58, 73
GRI 305: Emissions					
103	Management approach	Program oversight	http://www.tjx.com/responsibility/environment/program-oversight.html	Website, CR report	42-43
		General statement	http://www.tjx.com/responsibility/environment/	Website, CR report	40
		Associate engagement	http://www.tjx.com/responsibility/environment/engagement.html	Website, CR report	59-60
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 Emissions	http://www.tjx.com/responsibility/environment/energy-and-emissions.html	Website, CR report	44-48
		Measurement and reporting	http://www.tjx.com/responsibility/environment/measurement-and-reporting.html	Website, CR report	61-63
		Energy and Emissions	https://www.tjx.com/docs/default-source/default-document-library/tjx-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 Emissions	http://www.tjx.com/responsibility/environment/energy-and-emissions.html	Website, CR report	44-48
		Measurement and reporting	http://www.tjx.com/responsibility/environment/measurement-and-reporting.html	Website, CR report	61-63
		Energy and Emissions	https://www.tjx.com/docs/default-source/default-document-library/tjx-ghg-inventory.pdf	TJX GHG Inventory	N/A
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 Emissions	https://www.tjx.com/docs/default-source/default-document-library/tjx-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
		Energy and Emissions	http://www.tjx.com/responsibility/environment/energy-and-emissions.html	Website, CR report	44-48
		Measurement and reporting	http://www.tjx.com/responsibility/environment/measurement-and-reporting.html	Website, CR report	61-62
		Energy and Emissions	https://www.tjx.com/docs/default-source/default-document-library/tjx-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 Emissions 2018 achievements	http://www.tjx.com/responsibility/environment/	Website, CR report	41,45,61
		Avoiding and offsetting emissions	https://www.tjx.com/responsibility/environment/energy-and-emissions	Website, CR report	45-48
		Measurement and reporting, third-party certification and verification, recognition	http://www.tjx.com/responsibility/environment/measurement-and-reporting.html	Website, CR report	62-63
		Logistics	http://www.tjx.com/responsibility/environment/logistics.html	Website, CR report	49-51
		Energy and Emissions	https://www.tjx.com/docs/default-source/default-document-library/tjx-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	45-48

GRI Standards Indicator	Disclosure title	TJX description	Link	Source(s)	Page
GRI 308: Supplier Environmental Assessment					
103	Management approach	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	N/A
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	71-73
GRI 401: Employment					
103	Management approach	At TJX, we are proud of our culture – and we talk a lot about it! Staying true to that culture has been a priority for over four decades and we will continue to be committed to our core values as we grow and expand around the globe. We strive for a workplace where our Associates feel welcome when they walk in the door; valued for their diversity of thought, background, and experience; and engaged with our mission to provide value to our customers.	http://www.tjx.com/responsibility/workplace/	Website, CR report	4
		Awards & recognition	http://www.tjx.com/responsibility/workplace/	Website, CR report	5
401-1	New employee hires and employee turnover	Tenure rates	http://www.tjx.com/responsibility/workplace/diversity-and-inclusion.html http://www.tjx.com/responsibility/workplace/diversity-and-inclusion.html	Website, CR report	12, 14
		Recruitment	http://www.tjx.com/responsibility/workplace/recruitment.html	Website, CR report	6-8
401-3	Parental leave	We have an enhanced parental leave policy; and, to help promote pay equity, we do not ask job applicants about their salary history as part of the hiring process.	https://www.tjx.com/responsibility/workplace/inclusion-and-diversity	CR report	17
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	9
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	9-11
		Retaining talent	http://www.tjx.com/responsibility/workplace/retaining-talent.html	Website, CR report	12
GRI 405: Diversity and equal opportunity					
103	Management approach	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.	http://www.tjx.com/responsibility/workplace/diversity-and-inclusion.html	Website, CR report	13
		Inclusion-Building Activities and Awareness	http://www.tjx.com/responsibility/workplace/diversity-and-inclusion.html	Website, CR report	16-17
		We take a multi-faceted approach to recruiting as we seek employees with diversity in experience, gender, race, ethnicity, age, and more. In addition to our traditional recruitment activities, we also focus our efforts on students, recent university graduates, and military personnel, as well as hiring locally from the communities we serve.	http://www.tjx.com/responsibility/workplace/recruitment.html	Website, CR report	6
		External Recognition	http://www.tjx.com/responsibility/workplace/diversity-and-inclusion.html	Website, CR report	18

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	13-18
		Board Of Directors: Five out of Eleven Board Members are Women	http://www.tjx.com/investors/governance/board-of-directors.html	Website, CR report	89-91
		Celebrating Pride Across Our Regions	http://www.tjx.com/responsibility/stories/pride.html	Website, CR report	17, 19, 28
		Committed to Workplace Inclusion	http://www.tjx.com/responsibility/stories/HRC.html	Website, CR report	13-18
		U.S. Military Recruitment	https://www.tjx.com/careers/military-and-veterans	Website, CR report	7-8, 20
405-2	Ratio of basic salary and remuneration of women to men	We are pleased to report that, in the United States, accounting for job title, geography, and full or part time status, we found, on average, no meaningful difference in base pay between male and female Associates at TJX.	https://www.tjx.com/responsibility/workplace/inclusion-and-diversity	Pay gap statement	14-15
		We are further expanding our pay equity analysis of our United States workforce to include race/ethnicity and intend to provide a disclosure of our findings by the end of 2020.			
		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	N/A
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). However, in countries where the legal age for completing compulsory education is higher than 15, then we define "child" as anyone younger than the age for completing compulsory education.	http://www.tjx.com/responsibility/responsible-business/social-compliance/vendor-code-of-conduct.html	Vendor Code of Conduct	N/A
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.	http://www.tjx.com/responsibility/responsible-business/social-compliance/vendor-code-of-conduct.html	Vendor Code of Conduct	N/A
GRI 412: Human Rights Assessment					
103	Management approach	TJX has an established Vendor Code of Conduct, which reflects our own high standards, which embrace internationally recognized principles designed to protect the interests of the workers who manufacture products for sale in our stores. 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.	http://www.tjx.com/responsibility/responsible-business/social-compliance/vendor-code-of-conduct.html	Vendor Code of Conduct	N/A

GRI Standards Indicator	Disclosure title	TJX description	Link	Source(s)	Page
GRI 413: Local Communities					
103	Management approach	Helping build better futures	http://www.tjx.com/responsibility/communities/	Website, CR report	22-23
		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	22
		Corporate philanthropy	http://www.tjx.com/responsibility/communities/corporate-philanthropy/	Website, CR report	24-25
		Our U.S. Foundation	http://www.tjx.com/responsibility/communities/our-us-foundation.html	Website, CR report	26-27
		Associate impact	http://www.tjx.com/responsibility/communities/volunteering.html	Website, CR report	28-29
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	30-31
		Providing Education and Training	http://www.tjx.com/responsibility/communities/education-and-training.html	Website, CR report	32-35
		Supporting Research and Care for Life-threatening Illnesses	http://www.tjx.com/responsibility/communities/healthcare-research.html	Website, CR report	36-37
		Preventing domestic violence	http://www.tjx.com/responsibility/communities/domestic-violence-prevention.html	Website, CR report	38-39
		Community stories	http://www.tjx.com/responsibility/stories/	Website	N/A
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.	http://www.tjx.com/responsibility/responsible-business/social-compliance/	Website, CR report	65-70
		Size and location of vendors.	https://www.tjx.com/responsibility/responsible-business/responsible-sourcing	Website/ CR Report	76
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	PDF	N/A