TJX GLOBAL CODE OF CONDUCT

Our Values are Always in Style.
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At TJX, honesty and integrity have been at the heart of our culture since our Company’s inception. We are a company of values—deeply committed to valuing our global Associates, providing value to our customers, and adding value to the communities we serve. TJX’s unique DNA helps keep our business strong and serves as a compass as we work to grow TJX to be a $40 billion company and beyond.

We believe that TJX is a great place to work, and how we conduct ourselves in the workplace matters. We count on each Associate to embody our long-held principles of integrity, ethics, fairness, and caring for one another. We greatly appreciate and value the importance of having an inclusive and diverse workforce and want every TJX Associate to feel welcomed in our Company, valued for their contributions, and engaged with our business mission. In every area of our business, we strive to lead by example to help create a workplace that fosters open and honest communication and encourages different perspectives, ideas, and opinions.

The TJX Global Code of Conduct (“Code”) illustrates how, individually and as an organization, we are expected to uphold the Company’s values when engaging with customers, business partners, shareholders, and fellow Associates. Our pursuit of the highest standards of integrity and business ethics has always been, and will continue to be, a cornerstone of our success.

We expect you to read, understand, and comply with the Code, and we strongly encourage you to report any violations. If you have read the Code in the past, please do so again, as it has been updated. We are all expected to know and comply with the Code and any other policies that relate to our specific job function. If you have any questions or concerns about our expectations, we encourage you to seek answers from the many resources provided throughout the Code.

Thank you again for your ongoing dedication to our Company and to upholding our long tradition of acting with integrity in every aspect of our business.

Sincerely,

Ernie Herrman
Chief Executive Officer and President

Carol Meyrowitz
Executive Chairman
TJX is committed to conducting business in compliance with all applicable laws, rules and regulations, and Company policies. We are also committed to acting with the highest levels of integrity and treating others with dignity and respect. We expect this commitment to be shared throughout our global operations. In this Code, when we say TJX, we mean TJX and any of its businesses or subsidiaries, worldwide.

This Code and the policies that support it are generally available in our Stores, Distribution Centers, Offices, and on our Company intranet (The Thread), or through your supervisor or Human Resources Business Partner. Some departments and positions also have specific policies that apply to them, so we all must be sure to take the time to understand what applies to us. This Code serves as our guide for ethical business conduct and includes key topics and additional resources to help each of us work through ethical issues we may face.

**REMEMBER:**

/ Read and understand this Code and all Company policies related to your job function.

/ Ask questions you have about the Code or Company policies.

/ Follow the Code, all Company policies, and the law at all times, even if someone (including an executive, manager, or supervisor, or a supplier, vendor, contractor, or customer) suggests doing something that would be a violation of the Code, Company policies, or the law.

/ Act ethically and with integrity. Ethics and integrity are essential parts of your job; you are accountable for your actions.

/ Promptly notify your supervisor or a member of management of any activity you think may violate the Code, Company policies, or the law. If you prefer to speak to someone outside TJX, contact the TJX Helpline. Never ignore or cover up a possible violation. Remaining silent may allow the situation to continue or worsen and may even give the appearance of condoning wrong behavior.

/ Cooperate with any Company investigation, including those related to the Code, Company policies, or the law.

/ Never retaliate against or victimize anyone for raising a question or concern; making a good-faith report of a possible violation of the Code, Company policies, or the law; or cooperating in an investigation.
THE CODE APPLIES TO ALL OF US
Everyone employed by TJX is an Associate of the Company. This Code applies to all of us, worldwide and at every level, whether working in our Stores, Buying Offices, Distribution Centers, Home Offices, or elsewhere. No one is exempt from following our Code, regardless of position or job responsibilities.

**Legal Compliance and International Operations**
TJX conducts business in many countries around the world. As a result, we operate under many different laws and within many different customs and cultures. Regardless of where we are doing business, we must follow the high standards of our Code at all times. We must also obey applicable laws and regulations of the countries in which we are operating. To the extent any statements herein conflict with the requirements of local or applicable law, local law controls.

**Third Parties**
TJX expects all of the third parties we work with — including our merchandise vendors, other suppliers, brokers, agents, consultants, contractors, and other service providers — to act with integrity and in a manner consistent with the principles stated in this Code. If you are authorized to do business with a third party on behalf of TJX, select a company or person that has a reputation for integrity for acting in a responsible manner consistent with our standards. See the Information Management section of The Thread for more guidance on selecting third parties that would have access to certain kinds of Company information.
GETTING HELP & RAISING CONCERNS
Who to Contact
At TJX, we believe we should all have the opportunity to speak openly and be treated fairly. Our Open Door philosophy is intended to support this core belief in honest, respectful communications. If you have ideas, questions, or concerns you would like to discuss, there are many ways to do so. Contact information is in the Contacts & Reporting section at the end of the Code.

Reported concerns or allegations will be investigated.
TJX will promptly look into all reported concerns with appropriate attention to confidentiality and take any necessary action. Discipline for violations of this Code or Company policies will vary and will depend on the nature and severity of the violation. Discipline could include corrective action, up to and including termination of employment. Some violations may also be reported to criminal or civil authorities, as required or appropriate. All of the above is subject to applicable law.

Retaliation/victimization will not be tolerated.
It’s important that all of us feel safe and comfortable speaking up about our concerns. TJX will not tolerate any form of retaliation against, or victimization of, Associates or others for making good-faith reports of possible violations of the Code, or for asking questions about the Code, Company policies, or applicable laws. Anyone who retaliates (or attempts to do so) will be subject to disciplinary action in accordance with Company policies and applicable law.

Making a report in “good faith” means that your report is true to the best of your knowledge and that you have provided all of the information you have. Anyone who knowingly makes a false accusation, or is uncooperative or untruthful during an investigation, will also be subject to disciplinary action in accordance with Company policies and applicable law.
Special Reminders to Supervisors, Managers, and Executives

Our culture of integrity and compliance starts at the top. All members of management assume responsibility for those who report to them. If you are a supervisor, manager, or executive, you must carefully follow the principles listed below.

**REMEMBER:**

- Do the right thing — lead by example.
  - Create an environment of integrity, accountability, and mutual respect that supports doing the right thing.
  - Understand this Code and all Company policies that affect your job as well as the positions you supervise. Help your Associates understand this information.
  - Promote compliance with the Code — even in difficult situations.

- Be available when Associates have concerns.
  - Encourage Associates to bring ideas forward, ask questions, voice concerns, and report any possible violations.

- Respond appropriately.
  - Listen carefully when an Associate brings a potential problem to you. Consider what should be done. If there is a possible violation of the Code, contact your Human Resources Business Partner, another appropriate local contact, or a contact from the Compliance Department immediately.
  - Do not promise confidentiality/anonymity, but do assure the Associate that TJX will not tolerate retaliation.
  - Do not delay. Allowing a situation to continue or worsen is never appropriate and can give the appearance of condoning wrong behavior.
  - Direct Associates to the appropriate resources for your location as necessary, including your management, other executives, or your Human Resources Business Partner.
  - Contact your Human Resources Business Partner whenever you need a clarification on next steps to take.
  - Always follow through — do not ignore or cover up a possible violation.

- Never retaliate or tolerate retaliation by others.
  - Do not retaliate against or victimize Associates who report possible violations or voice concerns about the Code, Company policies, or applicable law.
  - When a report is made, take reasonable steps to ensure that other Associates whom you supervise are not engaging in any form of retaliation.
OUR COMMITMENT TO OUR ASSOCIATES
Diversity

We value the diversity of our fellow Associates. As an international Company serving customers in many countries across several continents, we greatly appreciate and value the importance of having an inclusive and diverse workforce. To us, diversity and inclusion means that we want every TJX Associate to feel welcomed in our Company, valued for their contributions, and engaged with our business mission.

We must all stay committed to creating an environment of inclusion and promoting workplace diversity at TJX. We consider the unique views and opinions of our fellow Associates to be key drivers of our future growth and success.

No Discrimination

We treat each other with honesty, dignity, and respect. At TJX, we recognize that, together, our Associates bring the Company a unique set of abilities and perspectives. TJX does not permit unlawful discrimination of any kind.

It is against Company policy and the law to base any employment-related decisions on an individual’s race, color, religion, sex, pregnancy, age, national origin, ancestry, sexual orientation, disability, gender identity or expression, marital status, military status, political beliefs, or other legally protected status under applicable law.

We do not make or allow remarks, gestures, slurs, or jokes that demean another person.

TJX is committed to providing equal employment opportunity and equal access to workplace benefits for persons with disabilities. TJX provides reasonable accommodations to enable qualified individuals with disabilities to perform the essential functions of their positions, consistent with applicable laws.

No Harassment

We do not tolerate harassment at TJX. As TJX Associates, we are all expected to act in a professional manner and to avoid any action or behavior that, if unwelcome, may be considered harassment or sexual harassment.

“Harassment” includes any conduct that unreasonably interferes with an individual’s work performance or creates an intimidating, hostile, or otherwise offensive environment. Harassment can take many forms, including using slurs, epithets, inappropriate gestures, or making demeaning jokes. Regardless of the form it takes, behavior like this is not tolerated.
Sexual harassment may include:

- Inappropriate or unwelcome sexual advances
- Unwanted sexual suggestions or comments of a sexual nature
- Requests for sexual favors
- Unwanted physical contact
- Sending inappropriate emails, texts, instant messages, tweets, or other communications (sexually explicit or otherwise)

No one at TJX may base business or employment decisions on requests for sexual favors, submission, or rejection of sexual advances, or other verbal or physical conduct of a sexual nature.

**We report harassment.** If you think you or someone else has been subjected to any form of harassment at TJX (whether by an Associate, customer, contractor, vendor, or supplier) we ask you to report it promptly to your immediate supervisor, another manager in your area, or your Human Resources Business Partner. See the list of resources in the Contacts & Reporting section of the Code. Remember, no matter which method you choose to use to report your concerns, we prohibit any form of retaliation or victimization against you for making a good-faith complaint.

If you are a supervisor and hear an allegation of harassing behavior, you are expected to act promptly and to appropriately notify a Human Resources Business Partner. If an investigation confirms improper conduct occurred, TJX will take appropriate disciplinary action.

**REMEMBER:**

- Recognize the unique abilities and perspectives of fellow Associates.
- Recognize and value fellow Associates based on their contributions.
- Treat fellow Associates and others with honesty, dignity, and respect.
- Report harassment or discrimination.

For more information, please see the TJX Harassment and Discrimination Policies, available on The Thread or through your supervisor or Human Resources Business Partner.
Associate Wage and Hour Rules

We follow all applicable wage and hour laws and regulations. This includes a prohibition of working without compensation (sometimes referred to as working “off the clock”) or working during meal and rest breaks, as well as requirements related to overtime pay, termination pay, minimum wage, and hours and payment of minors.

REMEMBER:

/ Report and record your time in accordance with local procedure.
/ Do not work without compensation (off the clock) or ask someone else to do so.
/ All hours worked by hourly Associates (or other comparable timekeeping Associates under local law) must be recorded in the applicable Company timekeeping system.
/ Take all meal and/or rest periods as required by law.
/ Do not falsify time records to either increase or decrease your work time or the work time of others, including those whom you supervise.
/ Never punch a clock (punch in or out) for another Associate and never have another Associate punch in or out for you.
/ You may not work more than the maximum number of hours permitted by law.
/ If you are eligible for overtime pay, you are required to have any overtime work or additional work authorized by a supervisor.
/ Do not work from home if you are an hourly Associate unless you are specifically authorized to do so.

If you are responsible for recording or supervising timekeeping for others, you must ensure that Company payroll practices are followed. If you are an hourly Associate, you should not feel obligated to work off the clock for any reason. Talk to someone, like your supervisor or Human Resources Business Partner, if you have any concerns.
Health and Safety
We work hard to provide clean, safe, and accessible facilities for our customers and our fellow Associates and to protect each other and our customers from avoidable injury in the workplace. Our Company implements global safety policies and procedures to protect and preserve our well-being.

As Associates, it’s important that we remember to:

// Be prepared. Learn the safety and emergency procedures for your workplace, available on The Thread or in your location’s emergency response procedures. If you have questions, ask your supervisor for help.

// Report injuries immediately. Report any accident or injury, no matter how minor, to your immediate supervisor.

Whether you work in a Store, Distribution Center, or Office, you can help keep the workplace safe by taking the following actions:

// Be alert. Keep your eye out for any potential hazard you can reasonably correct yourself. If you do not have the skills, tools, training, or authorization to resolve a health or safety issue, seek help from someone else who does.

// Immediately report any potential hazard you cannot correct yourself, no matter how minor, to your immediate supervisor. If the situation is not addressed, contact the Risk Management Department or the Health & Safety Department.

// Seek medical attention. Request immediate medical attention for an injured or seriously ill person.

Safe Use of Technology
We use Company technologies safely. Do not use any phone, tablet, other mobile electronic device, or any other object where or when its use is prohibited by applicable law. The same applies if such use will distract you from driving, operating equipment, or otherwise acting in a safe and responsible manner.

For more information, review the TJX Distracted Driving Policy applicable in your country, available on The Thread or through your supervisor or Human Resources Business Partner.
No Substance Abuse
We do not tolerate or engage in substance abuse in the workplace. In many cases, not only is substance abuse against the law and Company policy, but it can pose a threat to safety. Remember:

- **Do not work under the influence.** Do not report to work, come onto Company property, drive a Company vehicle, or perform any job-related activity while under the influence of alcohol or illegal drugs.
- **Follow the law.** Engaging in any illegal activity involving alcohol or drugs while working on the Company's behalf or on Company premises is prohibited.
- **Act professionally.** In limited situations, alcohol may be available at certain approved Company events. If you choose to drink at any Company-sponsored event where alcohol has been approved, do so responsibly and only in moderation.

No Violence in the Workplace
We do not engage in violence or make threats of violence. TJX has strict standards against violence and threats of violence in the workplace. You must not engage in violent behavior, threaten violence, or engage in verbal abuse, harassment, or intimidation.

- **No weapons.** You may not bring weapons onto Company property. TJX prohibits Associates from having weapons on Company property to the fullest extent allowed by law.
- **Report violence, threats, and weapons.** You should immediately report violence, threats of violence, and weapons brought onto Company property to your supervisor or your Loss Prevention Department.
OUR COMMITMENT TO OUR CUSTOMERS AND OUR BUSINESS VALUES
Our Customers

Our customers are a top priority. The success of our Company rests upon the trust and satisfaction of our customers. We should treat our customers and others as we treat one another — with dignity and respect — and provide all customers with the highest quality service at all times.

TJX enjoys a reputation for integrity that is based on our culture of respect for different perspectives, ideas, and opinions, as well as our commitment to high standards. Just as we do not harass or discriminate against our fellow Associates, we never harass or discriminate against our customers or others with whom we do business under any circumstances.

Product Safety

We sell safe, properly labeled merchandise. We expect and require that our vendors provide us with safe, compliant merchandise that meets or exceeds our expectations. We respect the integrity of our merchandise safety testing processes and do not exercise, or attempt to exercise, undue influence on product testing labs in a way that could undermine the objectivity of the results.

If you know or suspect that any merchandise is potentially unsafe or mislabeled, inform your immediate supervisor, a member of management, the TJX Product Safety/Risk Department, or your local Trading Standards/Risk Management Department right away.

Honest Business Practices

We do not engage in dishonest business practices. Dishonest business practices can include:

- Making false or intentionally misleading statements
- Omitting information (or presenting incomplete information) in a way that is meant to mislead or misstate
- Falsifying Company records (including payroll and timekeeping records, purchase orders, or other records)
- Theft or fraud
- Engaging in financial wrongdoing of any kind

Acting ethically and with integrity is an essential part of every Associate’s job.
**Fair Dealing and Competition**

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. This means:

- **No anti-competitive agreements.** Do not enter into any agreement (whether formal or informal) with our suppliers, vendors, or other third parties to restrain trade. Impermissible agreements include: agreeing to fix prices in our stores or those of our competitors; agreeing to divide territories, types of merchandise, or business lines; or boycotting certain vendors.

- **Avoid conversations about anti-competitive behavior.** Avoid discussions with our competitors about these topics, even if they suggest it or if it comes up at a trade event. Global competition laws, including antitrust laws in the United States, are complex and the consequences of violating them can be serious for the individuals involved and for TJX. It is important to be familiar with the laws applicable to your role and keep them in mind while you do your job.

We do not engage in unfair or fraudulent business practices. This means:

- Never use unfair conduct to help TJX’s business or to hurt a competitor’s business, either directly or through a third party (like an agent or broker).

- Do not attempt to learn competitors’ trade secrets or obtain confidential information about other companies.

- Do not use trade secrets or confidential information of others, including that learned at previous employers.

- Do not offer or accept bribes, kickbacks, or other improper payments, gifts, or entertainment to obtain or retain business opportunities or to take away business from a competitor.

For more information, review the TJX Global Anti-Trust Policy, the Anti-Corruption Laws section of the Code, and the TJX Global Anti-Bribery Policy. The policies are available on The Thread or through your supervisor or Human Resources Business Partner.

We respect the rights and property of others, including their trademarks and brands. Just as we are careful with TJX’s intellectual property and confidential information, we respect others’ intellectual property rights.

- Do not infringe on the trademarks, brands, patents, and copyrights of others.

- Be careful not to violate third-party rights in any forms of intellectual property.
We advertise honestly. Our advertising and marketing must be non-deceptive and fair at all times and must not contain misrepresentations.

- Be honest and accurate when discussing TJX merchandise and services.
- Do not say anything untrue, unfounded, or misleading about our competitors or their merchandise or services.

Conflicts of Interest
We avoid situations that create, or appear to create, a conflict of interest.

Conflict of interest: When a personal interest or activity interferes (or appears to interfere) with the interests of the Company.

Conflicts of interest create situations in which our loyalty is, or may appear to be, divided and can make it difficult to perform our jobs objectively and effectively and to prioritize the Company’s interests. Even the appearance of a conflict can call someone’s integrity into question.

Best interests of the Company. You should always perform your duties for TJX with only the interests of the Company in mind — not for personal reasons or looking for personal gain. Keep in mind that conflicts of interest aren’t just created by our own activities, investments, and relationships. They can also be created by those of our family members; for example, by our spouses, children, stepchildren, parents, stepparents, in-laws, grandparents, siblings, and others who live in our households, or by someone else who is close to you.

Personal relationships. Personal relationships at work can also create, or appear to create, conflicts of interest. Associates in an intimate relationship or friendship with another Associate should not allow the relationship to create an uncomfortable or compromised work environment for others or allow the relationship to negatively impact job performance. In particular, subject to applicable law:

- You may not directly or indirectly supervise or have oversight responsibility for, or directly or indirectly report to, any Associate with whom you are romantically involved or have an intimate relationship.
  - Although the Company recognizes that consensual personal relationships can develop in the workplace, when it happens in a reporting relationship it is almost always a clear conflict of interest and must be addressed. Both Associates have an obligation to contact our Chief Compliance Officer about the matter so the Company can consider how to address the conflict.
- You may not supervise, review, or influence the job evaluation, pay, or benefits of any family member who works for TJX.
Some other examples of conflicts of interest are:

- Showing favoritism or otherwise making business decisions based on your personal relationships, rather than on the interests of the Company
- Offering or receiving special consideration or gifts (other than in a manner consistent with our Gifts Policy)
- Purchasing products for personal use at prices not available to the general public from vendors or suppliers with which TJX conducts, or plans to conduct, business
- Having samples or merchandise shipped to your home or to any address other than the TJX workplace
- Purchasing merchandise from TJX to resell
- Misusing Company systems, like the markdown process, for your own or anyone else's benefit

We avoid financial conflicts of interest. Personal financial activities also can interfere with your responsibilities to the Company. A financial conflict of interest can arise when judgment is influenced (or could appear to be influenced) by the possibility of financial gain — either for ourselves or members of our family.

Financial conflicts of interest may arise when:

- You have a financial interest in a vendor, supplier, landlord, or a competitor (other than a small investment in a publicly traded company)
- You receive compensation for commenting on our products, Stores, or industry without TJX's approval
- You receive compensation from anyone other than TJX for doing your job for TJX

We do not take Company property or opportunities. Never use Company property or information or your position at TJX for personal gain. Remember that business opportunities you discover through work at TJX belong to TJX. Do not take for yourself (or suggest that others take) any opportunity that is discovered through your work at TJX.
In addition, subject to applicable law, TJX is generally the exclusive owner of any design, concept, invention, formula, or similar creation that you develop or create in the course of your employment with TJX, or when using TJX’s resources or information.

**We do not compete with TJX.** You may not compete with TJX while employed by TJX (subject to applicable law). In addition to examples listed above, competing with TJX includes, if done without the approval of TJX:

1. Working for or on behalf of a TJX competitor or vendor
2. Serving as a director, manager, or advisor of any firm engaged in a business that competes or plans to compete with TJX or that sells or plans to sell to TJX

It is important that potential conflicts with the Company be addressed. Contact our Chief Compliance Officer if:

1. You believe you have a conflict of interest or a financial conflict of interest, actual or apparent
2. You wish to seek approval or clarification of our policies on conflict of interest, noncompetition, or corporate opportunity
3. You wish to pursue outside employment opportunities while employed at TJX that may create a conflict of interest

For more information, review the TJX Conflict of Interest Policy, available on The Thread or through your supervisor or Human Resources Business Partner.
Gifts and Entertainment

We exercise caution when giving or receiving gifts or entertainment. Giving or accepting valuable gifts or entertainment to or from vendors, suppliers, or customers may be viewed as an improper attempt to influence the relationship. This means:

- Do not solicit anything of value from those who do business (or may do business) with TJX, including gifts, tickets, offers of entertainment, trips, samples for personal use, tips, loans, or anything else of value for yourself or for others.

- If you receive any offers for anything of this kind from anyone with whom TJX conducts business, you should politely but firmly decline.

- In certain limited circumstances, receiving small gifts of nominal value and business-related entertainment may be acceptable.

- Do not give gifts to anyone with whom TJX conducts business, except gifts of nominal value. Keep in mind that even gifts of nominal value may violate the recipient’s own company policies. You should exercise caution and ask for guidance if in doubt.

Always refer to the TJX Gifts and Entertainment Policy and follow any local policies or procedures established by your department or TJX business unit when considering the appropriate way to handle an offer of a gift or entertainment. If you have any questions about gifts and entertainment, ask your immediate supervisor or the applicable Compliance Officer.

For more information, review the TJX Gifts and Entertainment Policy, as well as the Anti-Corruption Laws section of the Code, and the TJX Global Anti-Bribery Policy available on The Thread or through your supervisor or Human Resources Business Partner.

Remember, never offer or accept any gift or entertainment opportunity if you feel it could affect your ability to act in TJX’s best interests.
Anti-Corruption Laws
We do not engage in, tolerate, or permit bribery, corruption, or similar unethical business practices. This means that, among other things, we all must follow global anti-corruption laws — including the U.S. Foreign Corrupt Practices Act and the U.K. Bribery Act — in all of our business dealings worldwide (regardless of where we are located). To help us understand and abide by these laws, we maintain the TJX Global Anti-Bribery Policy which governs our conduct at all levels of the Company. This policy also applies to specified third parties acting on TJX’s behalf.

Among other things, anti-corruption laws and Company policy prohibit you from giving or accepting any bribe to or from any person — whether or not the other party is a government official or an employee of a company with which you do business. TJX policy also prohibits all instances of offering, authorizing, requesting, or promising a bribe.

If you are responsible for hiring a third party, make sure you know they are reputable. The contract should include appropriate anti-bribery language. If the third party is dealing with government entities on our behalf, additional due diligence may be required. Remember, we can’t retain a third party to perform actions that we are prohibited from taking ourselves. If you work with government officials, request guidance from the Legal Department.

For more information, review the TJX Global Anti-Bribery Policy, available on The Thread or through your supervisor or Human Resources Business Partner.

Commerce and International Trade
We comply with applicable requirements for the import and export of goods. When conducting business on behalf of TJX anywhere in the world, it is important to have a thorough understanding of local laws. Consult with our Logistics organizations for help complying with appropriate international trade regulations.

We are also committed to complying with applicable government sanctions and watch lists, including, but not limited to, lists issued by the U.S. Office of Foreign Assets Control or the European Union, and money-laundering laws throughout the world. In general terms, government sanctions and watch lists identify individuals and companies with whom TJX cannot and/or should not do business. In addition, money laundering is the process of hiding the source of criminal proceeds and making those funds appear legal. Activities that may be associated with money laundering include using large amounts of cash, unusual transfers of funds to or from foreign countries, or providing false or incomplete information in connection with a payment. Pay attention and report to your supervisor or the TJX Helpline activities that you suspect may be associated with these types of activities.
Interaction with Governments

We are truthful and straightforward in our dealings with government entities. We deal honestly and fairly with all government representatives and law enforcement agents. We comply with valid governmental requests and demands for information. This means:

// If you are contacted by a government or regulatory representative and asked to provide information or to submit to an inspection, inform your supervisor immediately. Your supervisor will take appropriate action or contact the appropriate department for guidance.

// Never provide false or misleading information to any government official or representative or destroy records relevant to an investigation. Similarly, never direct or encourage another Associate to do so.

// If properly identified government representatives seek to inspect a Company facility, ask them to wait while you contact your immediate supervisor, a member of management, or the Legal Department. If they will not wait, DO NOT prevent them from entering the facility, but still contact your Supervisor, a member of management, or the Legal Department.

REMEMBER:

// Ask for supervisor approval if you are unsure about a gift.

// Consult with the Legal Department when contacted by government officials.

// Be truthful when dealing with government entities and comply with applicable laws.

// Do not solicit or accept gifts from anyone with whom TJX conducts business in violation of our policies.

// Do not give gifts or provide entertainment in violation of another company’s policies.
OUR COMMITMENT TO OUR COMPANY AND OUR SHAREHOLDERS
OUR COMMITMENT TO OUR COMPANY AND OUR SHAREHOLDERS

Use of Company Property

We use Company property for legitimate Company business purposes. We all access many kinds of Company property to do our jobs at TJX.

In certain instances, we are allowed to use Company property, such as computers, telephones, and other electronic devices, for limited personal purposes. See the Acceptable Use Policies in our Information Management Program for more guidance. Unless otherwise regulated by applicable law, you should have no expectation of privacy in any electronic or other communications (including emails or text messages) you engage in or create, view, access, receive, or store on TJX systems, devices, or networks. TJX may also inspect the contents of your work space, packages, boxes, personal effects (e.g., handbags, briefcases), lockers, office furniture (e.g., file cabinets and desks), electronic equipment and storage devices (e.g., computers, mobile phones, and tablets), and Company vehicles for business or security reasons, where permitted by law.

We safeguard the Company’s trademarks and brands. Our Company trademarks and brands are valuable assets. Our intellectual property includes any legally protected creations such as our copyrights, trademarks, Company logos, patents, brands, design rights, and trade secrets. Never use them improperly or without proper authorization from either TJX Global Communications or the Legal Department. If you are not sure that your use of TJX’s intellectual property is proper, ask your immediate supervisor or the Legal Department before continuing your use.

We dispose of Company property appropriately. Company property is disposed of when it is no longer needed for business purposes. Equipment or electronic media must be disposed of properly in accordance with Company policies. See the Managing Company Documents section of the Code.

REMEMBER:

/ Do not give away or dispose of TJX property or merchandise, whether current, outdated, damaged, or a sample, without advance approval by the appropriate supervisor or an authorized TJX representative.

/ Never keep samples for personal use.

/ If you leave the Company, immediately return or properly destroy all Company materials and property, including documents, data, and software. Consult with your supervisor if you have any questions.
Protecting Business and Personal Information

We are committed to protecting our Business Information. The TJX Information Management Policies, available on The Thread or through your supervisor or Human Resources Business Partner, describe more fully the different classifications of Business Information and the requirements for how to treat them. Be sure to understand and follow the appropriate requirements for any data you access. If you are not sure if information can be shared, check first. Stay current on any policy updates.

We respect the confidentiality of TJX's Business Information, even after we leave the Company. As TJX Associates, we know we are responsible for keeping the Business Information in our possession secure while working at TJX. Subject to applicable law, that obligation continues even after you depart from the Company. Business Information should never be used for your own personal gain, or for the gain of another person or company, even if you are no longer employed by TJX.

Nothing in this Code is intended to limit or restrict your ability to communicate with a governmental agency concerning matters within the scope of that agency's authority.

We do not use the Business Information of others without permission. Just as you must be careful with TJX's Business Information, you must respect the confidentiality of other companies’ business information. This means:

- Do not bring confidential papers, records, or trade secrets from previous employers to TJX.
- Do not use improper means to obtain confidential information about other companies.
- Respect the obligations other Associates may have to maintain the confidentiality of information of former employers.

We are committed to the appropriate handling of Personal Information of our fellow Associates, customers, and other parties, subject to applicable law. Access to Personal Information must be limited to the minimum amount necessary to fulfill the relevant business purpose of the information. Any sharing or distribution of Personal Information with other Associates or with anyone outside the Company must be limited and narrow to be sure that only the minimum amount of data necessary to achieve the business goal is disclosed. Take all reasonable precautions to avoid inadvertent or inappropriate disclosure of or access to Personal Information.

We are committed to working with third parties that appropriately safeguard Personal Information, subject to applicable law. When retaining a third party that will have access to or will be handling Personal Information, be sure to follow the requirements specified in the Service Provider Policy, part of the Information Management Program.

We use common sense and good judgment when using our systems. You must follow Company procedures concerning acquiring and downloading software and online resources, and protect TJX’s computer passwords, computer hardware, computer networks, and the information stored on them.
Protect Business and Personal Information and use it only for Company purposes.

Keep confidential any Business or Personal Information learned while working at TJX even after you leave TJX.

Respect the Business Information of other companies and the Personal Information of fellow Associates, customers, and other parties.

Never disclose Business or Personal Information online, in blogs, chat rooms, social networking sites, or other similar venues.

Share Business or Personal Information only on a need-to-know basis.

Obtain authorization before sharing Business or Personal Information with anyone outside the Company.

Managing Company Documents

We manage Company documents responsibly. It is important to:

Keep Company documents only as long as they are needed.

Review your department’s record retention schedule and comply with it.

Remember that any documents subject to a legal hold notice must be retained in accordance with the specific hold notice for those documents.

Dispose of all hard-copy documents in a secure disposal bin in accordance with Company policy.

Report the loss or theft of hard-copy documents containing Business or Personal Information to your Loss Prevention Department. Report the loss or theft of electronic equipment, including mobile phones, laptops, etc., to the Security Operations Center.

Contact the IT Service Desk to properly dispose of electronic equipment, storage devices, or other electronic media.

In general, any documents that do not fall under the categories specified in a retention schedule or a legal hold are to be retained while useful — but not for longer than two years. Your department’s Record Coordinator will help guide you in any record-keeping responsibilities.

If you have questions or want to confirm who your Records Coordinator is, contact the Privacy Department at tjx_privacy_office@tjx.com.

For more information, review the TJX Information Management Policies, available on The Thread or through your supervisor or Human Resources Business Partner.
Inside Information

We comply with insider trading laws. Through our work at TJX, we may gain access to information about TJX or another company before it is generally known to the public.

Inside information: Information about TJX or another company that is not public and is material.

Both our policies and the law strictly limit what each of us can do when we possess inside information. Information is generally not considered public until it has been effectively disclosed to the public and investors have time to absorb it — generally the next trading day after a public announcement, such as a press release or SEC filing.

Information is considered material if a reasonable investor would consider it important in deciding when or whether to buy, sell, or hold a company’s securities. A few examples of information that could be considered material information for TJX or other companies are: business strategies, growth plans, sales and comparable store sales data, earnings and other financial results, inventory levels, business trends, possible acquisitions or dispositions, and management changes.

REMEMBER:

/ Do not buy or sell stock or other securities of TJX when you possess inside information about TJX. This applies to any transaction, even in a personal account, as well as the exercise of options followed by an immediate sale of the stock on the market (a “cashless exercise”).

/ Do not buy or sell stock or other securities of another company when you possess inside information about that company.

/ Sharing inside information with others, or “tipping”, is prohibited even if you do not think the recipient will trade on that information. Do not:
  - Share inside information with others at TJX, whether about TJX or another company, other than with those who have a business need to know such information.
  - Share inside information with anyone outside of TJX.

These rules apply to everyone at TJX as well as their families and entities they control.

Certain Associates may be subject to further formal restrictions under the TJX Insider Trading Policy.

For more information, review the TJX Insider Trading Policy, available on The Thread or through your supervisor or Human Resources Business Partner.
Financial Integrity
We prepare all Company records accurately, in a timely manner, and in compliance with Company policies. We owe it to our shareholders, fellow Associates, customers, and others we work with, as well as the public and various governmental offices, to keep accurate and truthful business records.

Our financial books, records, and accounts must accurately and completely reflect actual transactions and events and must be prepared in accordance with applicable accounting rules and standards. Our processes and controls are designed to ensure that expenditures and transactions are authorized. They are also designed to ensure that TJX assets are used properly and that all expenditures, transactions, assets, and liabilities are properly reflected in our financial records. All reports and records you create or are otherwise responsible for must be complete, accurate, timely, and prepared in accordance with applicable accounting rules and standards.

You should understand how to accurately prepare all records and complete all processes required by your job. Be sure to ask your immediate supervisor if you are ever unsure of what is required. As part of keeping Company records, we follow all Company policies and legal requirements concerning document retention and destruction.

Reports of Accounting and Auditing Matters
We report suspected violations of financial, accounting, or reporting standards. Those of us with accounting, audit, compliance, finance, treasury, tax, and investor relations responsibilities have a special obligation to verify the effectiveness of the control environment and the completeness and accuracy of accounting information and financial reports. Contact the Corporate Internal Audit Director or call the TJX Helpline to report any suspected violations of financial, accounting, or reporting standards.

We cooperate fully with internal and external audits, including responding to internal and external audit requests. Remember that when asked to assist in conducting an investigation of possible violations concerning accounting and auditing matters, we each have a duty to cooperate. Do not improperly influence, coerce, manipulate, or mislead any internal or external auditor and do not encourage anyone else to do so.
Global Communications

As a public company, our external corporate communications efforts are centrally managed so that information we share publicly is accurate and consistent. The Global Communications Department must review any documents that include business information about TJX or its divisions prior to inclusion in divisional press releases, external facing brochures, or other materials that will be placed in the public domain. Company information used in internal communications must be consistent with the messaging that appears in our external communications materials.

REMEMBER:

/ TJX Global Communications and brand media relations teams are the primary authorized media spokespersons for the Company. Only authorized TJX spokespersons are permitted to speak to the media (traditional and social), investors, or the general public regarding Company matters.

/ If the media or someone else without specific authorization from Global Communications or our retail brand media relations teams asks to take photographs or videos or approaches you for information regarding, or a comment from, the Company, whether in a formal request or an informal conversation, you should politely say that you are not an authorized Company spokesperson and refer them to your division’s Media Relations Department or to the Global Communications Department.

/ Immediately notify a member of management or your immediate supervisor if you are contacted by members of the media. Please ask media to contact Global Communications or your division’s Media Relations Departments directly. The Global Communications number, as well as each brand’s media relations line, are monitored nights and weekends.

TJX Global Communications: 508-390-2323
Use of Social Media

TJX maintains social media policies across the Company. Among other things, remember that these policies apply to our actions online whether related to TJX or not. The policies, for example, remind us that we should not:

- Post any comment about an Associate that is harassing or discriminatory
- Post any content about the Company, its executives, products, or services that is knowingly false
- Use TJX’s logos or trademarks in a way that would create confusion about the Company’s products or services or in connection with any content that is illegal or in violation of any TJX policy
- Post responses to customer comments on Company-sponsored social media sites (Facebook, Twitter, Instagram, or others) unless authorized as a spokesperson

You are responsible for following the applicable Social Media Policy in your area. These policies apply to all Associates worldwide and to certain third parties if they are acting on TJX’s behalf.

REMEMBER:

- Follow TJX policies when you post on a forum or an internal online community.
- Be clear that you are speaking on your own behalf and not on behalf of TJX.
- Raise concerns about content you think should be addressed with your supervisor or Human Resources Business Partner.
- Keep confidential and inside information confidential — do not share it with others, in person, or online.
- Never make harassing or discriminatory remarks about colleagues online.
- Seek permission before using Company logos or trademarks.

For more information, review the TJX Social Media Policy applicable in your country, available on The Thread or through your supervisor or Human Resources Business Partner.
OUR COMMITMENT
TO OUR COMMUNITIES
Corporate Citizenship
We are committed to acting as a good corporate citizen in the communities where we operate. At TJX, we respect human rights and believe it is important to seek out suppliers and other third parties who do so as well. As individuals, we are encouraged to give back to the communities where we live and work. However, you should avoid giving the impression that because you support a cause personally, TJX supports it. When TJX does choose to support a particular cause or charitable organization, you are welcome, but not obligated, to participate.

Political Activities and Contributions
We do not use Company funds for political contributions. TJX does not make direct contributions of corporate funds to candidates or political parties. Use of Company funds or resources for political advocacy is to be limited and must be approved by our CEO, CFO, or General Counsel in accordance with internal procedures. Any such advocacy is overseen by the Corporate Governance Committee of our Board of Directors.

We respect each other’s choices about political participation. TJX values the right and responsibility of Associates to participate as private citizens in political and governmental affairs. Any decisions about whether to be involved are personal and voluntary. You may not pressure or coerce another Associate to make an individual contribution to a political campaign.

For more information, review the TJX Statement on Political Activity and Expenditures, available on the TJX website.

The Environment
We are dedicated to protecting our environment and operating in a sustainable manner. TJX is committed to being an environmentally responsible corporate citizen and to complying with applicable environmental laws and regulations. Be sure to understand and follow required environmental rules and regulations that affect your job, including those related to the use and disposal of hazardous substances. We support sustainability within the areas we believe are key, such as energy and waste management. We have created internal initiatives that conserve natural resources, create less operational waste, use less energy, and are economically sound and we are all encouraged to make operational decisions that minimize environmental impact.
No Individual Rights Created
The Code is not intended to confer any special rights or privileges upon any of us or to provide
greater or lesser rights than those provided by applicable law. In addition, it is not intended to entitle
any of us to remain employed by TJX for any specific period or under specific terms or conditions.
Employment at TJX is not for a definite time period and may be terminated at any time by the
Company or by the Associate, for any reason or for no reason at all, and with or without notice
(unless doing so is for an unlawful reason, contrary to applicable law, or contrary to the terms of a
written contract signed by an appropriate representative of TJX).

Administration of the Code
The Code is not a contract. TJX retains the right to unilaterally modify the Code and Company
policies at any time, without advance notice, to the extent permitted by applicable law. Generally,
TJX does not grant waivers or exceptions to the Code. Waivers of this Code for executive officers of
TJX are only permitted when specifically approved by the Board of Directors and must be promptly
disclosed to the Company’s shareholders in accordance with applicable law, regulation, or national
exchange requirement.
If you have a question or learn of something that you believe in good faith may violate the Code, Company policy, or the law, contact one of the following resources:

- Your immediate supervisor
- Your supervisor’s manager or another manager in your area
- An executive in your area
- Your Human Resources Business Partner

**Internal Contacts**

When calling internationally, remember to dial your country’s exit code + destination country code + phone number. If you prefer to speak to someone outside TJX, contact the TJX Helpline.

<table>
<thead>
<tr>
<th>Role</th>
<th>Phone</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chief Compliance Officer</td>
<td>508-390-6570</td>
<td><a href="mailto:complianceofficer@tjx.com">complianceofficer@tjx.com</a></td>
</tr>
<tr>
<td>Compliance Director</td>
<td>508-390-6510</td>
<td><a href="mailto:asstcomplianceofficer@tjx.com">asstcomplianceofficer@tjx.com</a></td>
</tr>
<tr>
<td>Corporate Internal Audit Director</td>
<td>508-390-6540</td>
<td><a href="mailto:corporateauditdirector@tjx.com">corporateauditdirector@tjx.com</a></td>
</tr>
<tr>
<td>Legal Department</td>
<td>508-390-6550</td>
<td><a href="mailto:lawyer@tjx.com">lawyer@tjx.com</a></td>
</tr>
<tr>
<td>Privacy Group</td>
<td>508-390-2280</td>
<td><a href="mailto:tjx_privacy_office@tjx.com">tjx_privacy_office@tjx.com</a></td>
</tr>
<tr>
<td>TJX Canada Local Contact</td>
<td>905-405-7586</td>
<td><a href="mailto:winnerscomplianceofficer@winners.ca">winnerscomplianceofficer@winners.ca</a></td>
</tr>
<tr>
<td>Europe Local Contact</td>
<td></td>
<td><a href="mailto:tjxeurope_compliance@tjxeurope.com">tjxeurope_compliance@tjxeurope.com</a></td>
</tr>
<tr>
<td>Other Locations</td>
<td></td>
<td>Please contact your Local Compliance Officer.</td>
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</tbody>
</table>
The TJX Helpline is an additional resource available to allow you to voice your concerns (subject to local law or regulation, which may limit certain kinds of reporting). It is staffed by an outside service provider around the clock, every day of the year. Providing details when you call the Helpline can assist TJX in answering your questions or resolving your concerns more promptly. Although you are encouraged to identify yourself, you may remain anonymous when calling the Helpline unless doing so is prohibited by local law or regulation.

Regardless of whether you choose to identify yourself, anything you discuss with the Helpline will be handled with appropriate attention to confidentiality. The main Helpline numbers are:

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<tr>
<td>North America</td>
<td>800-TJX-6488</td>
</tr>
<tr>
<td>Australia</td>
<td>1800 743 908</td>
</tr>
<tr>
<td>Austria</td>
<td>0800706289</td>
</tr>
<tr>
<td>Germany</td>
<td>800 7243508</td>
</tr>
<tr>
<td>Hong Kong</td>
<td>800 96 0234</td>
</tr>
<tr>
<td>India</td>
<td>8444981266 (Access Code: 000-117)</td>
</tr>
<tr>
<td>Ireland</td>
<td>1800 812917</td>
</tr>
<tr>
<td>Italy</td>
<td>800902431</td>
</tr>
<tr>
<td>Netherlands</td>
<td>08002929220</td>
</tr>
<tr>
<td>Poland</td>
<td>800707143</td>
</tr>
<tr>
<td>United Kingdom</td>
<td>0800 850336</td>
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</table>

If you prefer an online option, you can report at https://tjxhelpline.tnwreports.com.
If you have an information security or privacy concern:
To help maintain a safe and secure work environment, you are required to report certain situations involving our information security. If you learn of any actual or suspected threat to TJX's information security, such as phishing attempts, the introduction of harmful computer software, lost or stolen Business or Personal Information, or lost or stolen electronic equipment belonging to TJX, report it to:

/ For electronic events: Security Operations Center (the SOC): 508-390-2164
/ For other events (paper or non-electronic): Loss Prevention: 508-390-2277

If you learn of any actual or suspected violation of TJX’s Information Security Policies or Privacy Policies, report it to any of the following:

/ The SOC: 508-390-2164
/ Your immediate supervisor or other reporting contact identified in the Code
/ The TJX Helpline

In addition, if you receive a customer inquiry or complaint about TJX's handling of personal information, send the inquiry or complaint to any of the following:

/ Customer Service (U.S.): 866-484-6978
/ Privacy Office (Canada): 905-405-7586
/ Data Protection Lead (Europe): data_protection@tjxeurope.com
/ Store management, if applicable

(When calling internationally, do not forget to dial your country’s exit code + destination country code + phone number.)
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